

Feedback of our IR training In nutshell . For feed back each training wise please scroll down

Case study explanation / examples told by trainer were excellent & easily understandable. Programme was very lively till end. It's a great learning for me as a Plant – Head to handle IR issues correctly. Trainer's knowledge on this subject is very excellent. –
Mr. R. Sivakumar, Plant – Head, TVS Sundaram Clayton

- The best learning in this sphere so far.
 - Also useful for shop floor personnel/ Supervisor who can understand this easily.
 - Trainer was convincing as he spoke from experience and not just from books.
- Ms. Usha Acharya. Associate Director HR, Agila Specialities Pvt Ltd

Very passionate and Knowledge trainer. Able to connect well with all the participants.
- Mr. Sanjay Mitra, Associate Director(I), HR&A, Agila Specialities Pvt Ltd

Role of line Managers, about all the legal aspects; all these points have made me to feel fully confident on the subject and have given me the feeling of learning something new for me –
Mr. S. Vijayaragavan, Director (Operation), Manatec Electronics Pvt Ltd. Pondicherry

Really experienced trainer. This IR training was very useful to learn new things. This training can be conducted for 2 days
- Mr. Palani kumar. Manager HR, Agila Specialities Pvt Ltd

- Training was very effective to find out what we are, where we are and where to bring positive changes by ourselves.

- Till today, I attended this training, I was between parental ego and adult ego. This training made to be change.
- Mr. Rathesh Kumar.R , Asst Manager HR, Kar Mobiles Ltd

I do find that the case studies were relevant for a positive IR and for implementation in industries of manufacturing for change towards betterment. A very good training program
- Mr.S.R. Munindar Rao AGM P&A, Global Calcium.

This training changes our attitude in correct way. It is very useful for my carrier. I have become good Positive IR person by your training program. – P. Vadivel, Junior Officer, CUMI.

A good training programme. It is an eye opener for bringing Industrial Peace. – P.S. Chandrasekar , DGM (Operation), CUMI

With wide based knowledge and rich experience from the industry you made us to understand much better and thrown good insights about the subject with real life actions. We are sure we can make our working conditions peaceful and productive solving conflicts and troubles. This training is not like presentations of slides in an normal training program which covers about 100 slides in a day. This training demonstrated the experience with limited slides. – S. Shanmuganathan, Senior Manager (Operation), CUMI.

The trainer's experience sharing really enlightens us and he made everyone understand the topic in simple way. – N. Balachandhar, Sr. Manager Manufacturing, CUMI.

- Trainer has strong and long experience useful to deliver many things in the training.

- Trainer is very effective to me to solve various issues how to handle people in a good manner.

- Please give us examples by videos.

- Mr. S.B Ramesh Babu, Asst Manager, Production, Exide Industries Ltd.

Lively training program with lots of practical experiences taught to us which is common to us and could be implemented.

- Mr. A. Sathish Kumar, Manager- Production - VRLA, Exide Industries Ltd.

- Case study/ examples were more effective as they are live examples of faculty and participants too

- Would suggest/ recommend to have a 2 days sessions as the topic cover is vast..

- Ms. Rameswari, Manager HR, Stumpp Schuele Somappa Springs Pvt Ltd

- Training was very effective to find out what we are, where we are. This was positive indeed. I.

- Very good practical training I enjoyed well.

- This training made to think out of the box!!

- Mr. Ram Kishore, Deputy Manager HR & IR, Tata Power Solar

The trainer has good knowledge about IR & disciplinary proceedings.

Had a very good learning today and this will help me to implement this in my career

T. Anand - Sr. Executive, TVS Motor Company Ltd

- Enjoyed the training.

- Trainer was very friendly

- Since the area covered is vast the training can be for two days

- J. Mahesh - Sr. Executive, TVS Motor Company Ltd

I have learnt more about domestic enquiry in your class sir. All IR doubts from my side have been cleared in this class. Thank you Sir.-

Nagarajan .M – Asst Officer – Personnel, Brakes India Ltd, Polambakkam

The trainer explained well in detail the IR functions. Learned the art of solving problems. It helps me to conduct shop floor confidently and face IR related issues.

Jananthan. S - Dy. Manager(Production), Royal Enfield Ltd

- Came to know case studies / enquiry process. Had good learning

- Trainer energy level is very good

R. Prabhu - Asst. Manager – HR, Royal Enfield

Before training I was not aware of domestic enquiry and final order. I learnt from this and much from this training program.

P.Girijesh – Asst.Manager – Admin, Terex India Pvt Ltd

I can describe this as an "Ocean packed and delivered in a nutshell effectively." The Program was very useful and effective. Thank you.

S.Iyappan. Dy. Manager HR & Admin, Aditya Birla Ltd.

Learned a lot about positive IR, very informative about show cause notice, every IR proceedings and disciplinary actions. I am now very much confident in the disciplinary proceedings and implementation of positive IR in my organization. Also, I want to thank the Trainer for positive case studies and many examples. – M. Alagappan, Sr. Manager Admin & IR, NCR Corporation India (P)Ltd.

It was an outstanding training program. - R. Kannan, Assr.Manager – HR, Brakes India Ltd.

This training is excellent and very useful for our practical day to day work. The way of training is very practical and appreciable. - S. Kathrine, Manager HR- SRG Apparels Pvt Ltd.

Gathered more knowledge of IR Function and resolute to implement this in our garments field, for better effective business. - R. Arun, Factory Manager- SRG Apparels Pvt Ltd.

Excellent training program for HR and Non HR professionals. Case studies realistic ones, which is because of the trainer's very vast experience. - P. Bala Venkatesh., Senior Manager, Fresh and Honest Café Ltd.

I strongly recommend this training programme to other HR and production professionals in order to learn the IR rightly and create a positive IR. This Training has to be reached all the divisions and regions in other states, countries in different linguistic people.- A. Susairaj, Sr. Manager HR, JKM Automotive Ltd

Feedback of Public Training "How To Solve IR Issues & Improve Industrial Peace" conducted on 09.11.2011 at Hotel GRD Grand Chennai

1	Was the Training Interesting and Gave you Good Learning	Below Average Nil	Average Nil	Good 52%	Excellent 48%
2	Was The Participants Involvement Ensured (were the participants encouraged to ask questions and express ideas. Did the trainer take care to see all participants are attentive)	Participants was not at all involved Nil	Partially Ensured Nil	Yes was done Well 62.5%	Yes was done Excellently 37.5%
3	Did the training program charge you, create confidence in you in handling IR effectively	Not at all Nil	Yes to an average level Nil	Yes a Good Impact 54%	Yes Excellently 56%
4	How do you rate the trainer	Below Average Nil	Average Nil	Good 50%	Excellent 50%
5	How do you rate the subject knowledge of the trainer	Below Average Nil	Average Nil	Good 40%	Excellent 60%

6	Quality of food, training aids & training hall arrangements	Below Average Nil	Average Nil	Good 62.5%	Excellent 37.5%
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Comments:

This training program has given me good in depth knowledge about issuing Charge Sheets, Conducting Domestic Enquiry, disciplinary action proceedings and process to be adopted in building up a positive IR. - **K. Anbukkarasu, Manager - Employee Relation, KONE Elevators India P. Ltd.**

The training was good as the trainer is having a sound knowledge in IR and courage to take challenges. The trainer is also an effective Leader & a very assertive person, which really influence us throughout the training. – **Mr. George Elnath, Manager HR, Dalmia Cement LTD.**

The training was an eye opener for HR professionals giving out of box thinking in building up a positive industrial relation. It really made us to realise how we have continue to do mistakes in building up relationship and trust with workmen without understanding ourselves. - **J. Dhamotharan, Manager HR, Best Cast IT Limited.**

The training programme was good all over and in everything. It has brought good insight about industrial relation. The case studies and case laws presented brought us a good knowledge of handling IR. - **M. Dayanethy, Senior officer HR, ESAB India Ltd.**

The training program is really good one. - **S. Karthikeyan, Manager HR, ESAB India Ltd.**

A very Good training. Gained vital knowledge about building up positive IR. - **V. S. Jayanand, HR Executive, K RUBA Associates.**

Feedback of Training "Industrial Peace by Building Positive IR" conducted on 22.12.2011

1	Quality of the Training Program (Its content, Sequencing & effectiveness)	Below Average Nil	Average Nil	Good 83.3%	Excellent 16.7%
2	Was the Training Interesting and Gave you Good Learning	Below Average Nil	Average Nil	Good 33.3%	Excellent 66.7%

3	Was The Participants Involvement Ensured (were the participants encouraged to ask questions and express ideas. Did the trainer take care to see all participants are attentive)	Participants was not at all involved Nil	Partially Ensured Nil	Yes was done Well 41.7%	Yes was done Excellently 58.3%
4	Did the training program charge you, create confidence in you in handling IR effectively	Not at all Nil	Yes to an average level Nil	Yes a Good Impact 41.7%	Yes Excellently 58.3%
5	How do you rate the trainer	Below Average Nil	Average Nil	Good 58.3%	Excellent 41.7%
6	How do you rate the subject knowledge of the trainer	Below Average Nil	Average Nil	Good 33.3%	Excellent 66.7%
7	Quality of food, training aids & training hall arrangements	Below Average Nil	Average Nil	Good 83.3%	Excellent 16.7%

Comments:

Most useful for me in promoting Industrial Peace. This training is a must for all shop floor Engineers and Managers. Trainer is a well communicated and a man of boldness.

- **B. Udhayakumar, Production Engineer**, AREVA T&D India Ltd., Chennai

The training gives me confident that we can build good IR for Peaceful working environment. As a Production Engineer, I also gained knowledge on settlement, grievance handling and the legal actions that can be taken, when anything goes out of control.

- **B. Sadish, Engineer Production**, AREVA T&D India Ltd, Chennai

Better Understanding of what is a right Industrial Relation, Settlement, Union - This is very good training section. If this is a two day section it will be far more useful.

- **Saji. C. P, Engineer Testing**, AREVA T&D India Ltd., Chennai

The session was very helpful & the trainer was very successful in gaining the attention of all the participants throughout the session. I suggest that we have this as a two day sessions.

- **Ms. Rameswari, Deputy Manager - HR**, Stumpp, Schuele & Somappa Springs Pvt. Ltd., Bangalore.

Good interaction with trainer and got valid points during the training. Training aids and hall arrangements were good.

- **P. S. Kumar, Manager - HR**, Suguna Poultry Farm Ltd., Coimbatore.

It is very useful training to drive Industrial Peace. Our trainer is well knowledged person.

- **R. Sudarajan, AM - HR**, Suguna Poultry Farm Ltd., Coimbatore.

Very good educative training. - **Praveen M. Loddamani, Deputy Manager – HR**, Stumpp, Schuele & Somappa Springs Pvt Ltd., Bangalore.

Training the participants for industrial peace by positive IR is the concept of the training. All the points clearly explained by trainer.

- **P. Cletus Premkumar, Production Manager**, R R Donnelley Publishing India Pvt. Ltd., Sriperumbudur, Chennai.

Case study and the practical experience made the training programme good.

- **Madhavan. K, Manufacturing Head**, R R Donnelley Publishing India Pvt. Ltd., Sriperumbudur, Chennai.

The trainer is having very good knowledge in IR. This will be a great help to HR professionals.

- **M. Ponnappan, Manager - HR & Admin**, 3MECI, Pondicherry

Feedbacks of our training on “Industrial Peace by Building Positive IR” conducted on 17.02.2012 at Hotel GRD Grand, Chennai

1	Was the Training Interesting and Gave you Good Learning	Below Average Nil	Average Nil	Good 30%	Excellent 70%
2	Was The Participants Involvement Ensured (were the participants encouraged to ask questions and express ideas. Did the trainer take care to see all participants are attentive)	Participants was not at all involved Nil	Partially Ensured Nil	Yes was done Well 50%	Yes was done Excellently 50%
3	Did the training program charge you, create confidence in you in handling IR effectively	Not at all Nil	Yes to an average level Nil	Yes a Good Impact 30%	Yes Excellently 70%
4	How do you rate the trainer	Below Average Nil	Average Nil	Good 30%	Excellent 70%

5	How do you rate the subject knowledge of the trainer	Below Average Nil	Average Nil	Good 20%	Excellent 80%
6	Quality of food, training aids & training hall arrangements	Below Average Nil	Average Nil	Good 40%	Excellent 60%

Comments:

- Very practical with live Case Studies. This Training removed the negative mindset / perception about union
- Role of line Managers, about all the legal aspects; all these points have made me to feel fully confident on the subject and have given me the feeling of learning something new for me.

– **S. Vijayaragavan, Director (Operation)**, Manatec Electronics Pvt Ltd. Pondicherry

The trainer has got great quality to impart his vast experiences to the participants and did exceedingly well. There was fire in him to teach. An Excellently Prepare Programme

– **Mr. Ashok Kumar, Manager - Security and Administration**, Luk India Pvt Ltd., Hosur

Overall a Very Good Program – **Mr. D. Gopalan, Deputy General Manager – IR**, Luk India Pvt Ltd., Hosur

Excellent training. Please give details of next / all training programs of Aattral Management Consultants to all of us.

– **Mr. K. Malmarugan, HR**, Luk India Pvt Ltd. Hosur

Very informative in legal proceedings like issue of Showcase and Industrial Dispute Act. Trainer has good Knowledge in Industrial Relation & good Experience. This training is very helpful for my future improvement and my organization. Thank you very Much.

– **Mr. Alagappan – Manager IR & Admin**, NCR Pvt Ltd., Pondicherry

In the 1st half IR interesting and in the 2nd half is more interesting learning to handle the Employees in the shop floor.

- **Mr. A. Murugesan, Engineer Production**, Alstom T&D India LTD (AREVA).

Speaker was good audible and very influence with all participants. Module was good. This training helps to know more on the IR issue.

– **Mr. Suraj. S, Engineer Production**, Alstom T&D India LTD (AREVA).

- About the trainer: You definitely made the training fully participative
- About the training: Last time suggestions were taken. Excellent case studies insightful information.
- Usefulness: An eye opener and catalyst to bring initiatives to build positive IR.
– **Mr. Praveen Sankrithi S., Executive HR,** Alstom T&D India LTD (AREVA).

Disciplinary part of the training was very excellent session of all. – **Mr. T. Satchidhanandham,**
Deputy Manager – HR, Chettinad Cement Corporation Ltd., Pondicherry

The structure of the program and IR knowledge imparted is good. – **Mr. Leo Anand,**
Personnel Officer, Modine Thermal Systems Pvt. Ltd.,

**Feedbacks of Training on “Personality development and IR” conducted for Manatec
Electronics Pvt. Ltd., Pondicherry on 13.04.2012**

Comments:

1	Quality of the Training Program (Its content, Sequencing & effectiveness)	Below Average Nil	Average Nil	Good 78%	Excellent 22%
2	Was the Training Interesting and Gave you Good Learning	Below Average Nil	Average Nil	Good 78%	Excellent 22%
3	Was The Participants Involvement Ensured (were the participants encouraged to ask questions and express ideas. Did the trainer take care to see all participants are attentive)	Participants was not at all involved Nil	Partially Ensured Nil	Yes was done Well 66%	Yes was done Excellently 34%
4	Did the training program charge you, create confidence in you in handling IR positively	Not at all Nil	Yes to an average level Nil	Yes a Good Impact 81%	Yes Excellently 19%
5	How do you rate the trainer	Below Average Nil	Average Nil	Good 66%	Excellent 34%
6	How do you rate the subject knowledge of the trainer	Below Average Nil	Average Nil	Good 66%	Excellent 34%
7	Quality of food, training aids & training hall arrangements	Below Average Nil	Average Nil	Good 53%	Excellent 47%

Subject knowledge of the trainer was excellent.

- Mr. R. Sunil, Relationship Manager

Quality of training program is effective and trainer's subject knowledge is good. This training charged up all the participants.

- Mr. Abhijeet Dey, Area Sales Manager.

Good training program conducted. **- Mr. Jitendra Kulshrestha, Assistant sales Manager.**

- More visuals to be included in the presentations like video.
- Well structured training programme.

- **Mr. Venkat Rao, Regional Manager North.**

Trainer was good. Training gives time to think on working as team with other departments in a different manner and we must always look for creating new avenues along with regular business.

- **Mr. Nitender Pal, Area Sales Manager.**

- Good
- Got a few tips on certain aspects on team work.
- Got a feeling that we should engage better with others, after trainer's talk.
- Overall good.

- **C.V. Chandramouli, DGM**

The Small movie made more impact. - **Mr. Debasis Bala, BDM East.**

The examples considered at the second half of the presentation was very helpful for our profile. Good work. Best wishes.

- **Mr. Praveen K., DM Market support.**

Excellent trainer. He tried to get the best out of us. Refreshed my ideas on marketing skills and even added lot to better thoughts into it.

- **Mr. Sunil Thomas, Senior Manager BD.**

We can start our mutual understandings towards our growth. We will always be in touch.

- **Mr. M. Arjun Sathish, Area Sales Manager.**

He has excellent areas to speak but the time frame is less.

- **Mr. Sushant Kumar Sahu, DM-Orissa.**

The training will help us to improve our confidence level in the competitive environment and improve our performance.

- **Mr. J. K. Gupta, Regional Manager-Marketing.**

It helped in generating new ideas. - **Mr. Vikas Madan, Regional Manager, North.**

Valuable refreshing training, which will helped me to work in the market in a professional way.
- **Mr. Bibekananda Sarkar, RM**

Learned that for bulk orders we can have a different approach of negotiation by sending presentation first, request to share the equipment, sending a technical offer without price, sending a commercial offer or price offer and negotiation at last.
- **Mr. T. Rabi, DGM West**

Good training programme. - **Mr. Debabrata Dey, GM Marketing.**

Educative and a front runner. Enables focus in a better way. - **Mr. P.D. Sekar**

Good training programme. - **Mr. N. UdayaKumar, Sr. Manager**

Good, sound training programme. - **Mr. A. Venkatachalam, Sr.Manager, QA.**

The training helps to develop and improve my leadership skills and to correct my negatives.
- **Mr. R. G. Porkodi, Manager**

The training programme is very useful to me, how to handle the people effectively.
- **Mr. T. Prabakaran, Sr. Deputy Manager.**

It will be useful to handle the present situation in our company.
- **Mr. D. Thulasiraman, DM Production**

Feedbacks of our training on "Industrial Peace By Building Positive IR" conducted on 08.06.2012

1	Quality of the Training Program (Its content, Sequencing & effectiveness)	Below Average Nil	Average Nil	Good 37.5%	Excellent 62.5%
2	Was the Training Interesting and Gave you Good Learning	Below Average Nil	Average Nil	Good 25%	Excellent 75%
3	Was The Participants Involvement Ensured (were the participants encouraged to ask questions and express ideas. Did the trainer take care to see all participants are attentive)	Participants was not at all involved Nil	Partially Ensured Nil	Yes was done Well 37.5%	Yes was done Excellently 62.5%
4	Did the training program charge you, create confidence in you in handling IR effectively	Not at all Nil	Yes to an average level Nil	Yes a Good Impact 25%	Yes Excellently 75%
5	How do you rate the trainer	Below Average Nil	Average Nil	Good 12.5%	Excellent 87.5%
6	How do you rate the subject knowledge of the trainer	Below Average Nil	Average Nil	Good 12.5%	Excellent 87.5%

Comments:

Since the trainer is well experienced, he enlightened the IR deeply and in detail. Most of the points here learned by me are useful to build a Positive IR in our organization. Really this training has given confidence in me to go with these points for well managing IR.

– **Mr. B. Srinivas Rao, Manager – HR,** Super Spinning Mills (SARA ELGI), Hindpur, Andhra Pradesh.

When I was entering into the training room, I was thinking what this man going to do in this full day by having only 33 ppt slides, but the program was very interesting and useful and also increases my professional confidence.

– **Mr. M. Sathish Kumar, Junior Executive - IR,** Hyundai Motors India Ltd.

Case studies and real life examples are very useful. Whole day was interesting.

– **Mr. N. Navaneethan, Assistant Manager - IR**, Hyundai Motors India Ltd.

The program was a very good refresher in the subject and very interactive.

– **Mr. R. S. Ranganathan, Manager IR**, Hyundai Motors India Ltd.

I feel today is a really chargeable day on Industrial Relation and legal procedures to be followed. Feel it was really an eye opener on IR aspects in depth.

– **Mr. Thirupathi R., Executive – HR**, Caborundum Universal Ltd. (CUMI), Hosur.

Being new for IR I learned lot about IR. I am expecting more programme relates to HR & Leadership from you. If it is done in other parts (CBE) I will be happy to participate and encourage people to participate.

– **R. Sripathi, Executive – HR**, Falcon Toolings, Coimbatore.

A very interesting and very useful training. Made me to understand IR in the right way.

- **Mr. Thalapathy, Assistant Manager – HR**, TOSHIBA JSW TURBINE & GENERATOR PVT. LTD.

Feedbacks of "Positive IR" conducted for Managers & Engineers of Hyundai Motor India Limited on 13th August 2012

1	Quality of the Training Program (Its content, Sequencing & effectiveness)	Below Average Nil	Average Nil	Good 83.3%	Excellent 16.7%
2	Was the Training Interesting and Gave you Good Learning	Below Average Nil	Average Nil	Good 70%	Excellent 30%
3	Was The Participants Involvement Ensured (were the participants encouraged to ask questions and express ideas. Did the trainer take care to see all participants are attentive)	Participants was not at all involved Nil	Partially Ensured Nil	Yes was done Well 83.3%	Yes was done Excellently 16.7%
4	Did the training program charge you, create confidence in you in handling IR effectively	Not at all Nil	Yes to an average level Nil	Yes a Good Impact 80%	Yes Excellently 20%
5	How do you rate the trainer	Below Average Nil	Average Nil	Good 70%	Excellent 30%
6	How do you rate the subject knowledge of the trainer	Below Average Nil	Average Nil	Good 50%	Excellent 50%

Comments:

This training has giving self-confidence to handle IR related issues in positive way. - **A. Nithyanandham, Manager, Hyundai Motors India Ltd.**

This training is good and the approach of trainer is excellent. He helps in raising questions in us and tries to give the answers for that. - **N. Rajapandian, Asst Manager, Hyundai Motors India Ltd.**

This training program helps me to know the Domestic Enquiry Process. The Trainer has given / shared enough case laws, case studies that he had in his profession. Very useful Training. - **S. Rama Chandran, Junior Officer Trainee, ER, HMIL.**

This training Program is very good. But 1 day is not enough for this training program. (Training program to be extended). – **V.T. Prathaban, Junior Engineer, HMIL.**

Practical examples are good. It will be better, if two days programme. As I am a production person, I learned lot of new information about IR & the people handling method as per law. - **T. Sundaramurthy, Engineer**, Hyundai Motors India Ltd.

Case studies are very useful. Show cause notices with practical examples. Wage settlement was very interesting - **G. Murugesan, Asst Manager**, Hyundai Motors India Ltd.

It is very good and interactive session. Learn lot of policies & wage revision. - **S. Selvaragunath, Asst Manager**, Hyundai Motors India Ltd.

I am getting new idea to spoke to critical employee. Good explanation of wage statement. - **P. Prakash, HR Coordinator**, Hyundai Motors India Ltd.

It is observed that you're using 'OK' many times – Positive delivery. - **C. Sivakumar, Asst Manager**, Hyundai Motors India Ltd.

Program is very helpful to the Production / HR / IR / ER Coordinators to deal with the employees. - **D. Ramakrishnan, Asst Manager**, Hyundai Motors India Ltd.

Points which given in this training is much related to the subject. Very good class. To be conducted more session for all employees. - **S. Guruvel, Asst Manager-HR**, Hyundai Motors India Ltd.

Very well, keep going on this. - **C. Nagarajan, Junior Engineer**, Hyundai Motors India Ltd.

This Training program gives new way to communicate with my employees to solve problems. - **G. Magesh, Junior Officer**, Hyundai Motors India Ltd.

Overall your training is excellent. – **M. Ganesh, Junior Officer**, HMIL.

Feedbacks of “Industrial Peace by building Positive IR” conducted for Heads, Managers, Engineers & Executives of Carborundum Universal Ltd, Hosur on 15th September 2012

1	Quality of the Training Program (Its content, Sequencing & effectiveness)	Below Average Nil	Average Nil	Good 45.83%	Excellent 54.16%
2	Was the Training Interesting and Gave you Good Learning	Below Average Nil	Average Nil	Good 33.33%	Excellent 66.66%
3	Was The Participants Involvement Ensured (were the participants encouraged to ask questions and express ideas. Did the trainer take care to see all participants are attentive)	Participants was not at all involved Nil	Partially Ensured Nil	Yes was done Well 50%	Yes was done Excellently 50%
4	Did the training program charge you, create confidence in you in handling IR effectively	Not at all Nil	Yes to an average level Nil	Yes a Good Impact 25%	Yes Excellently 75%
5	How do you rate the trainer	Below Average Nil	Average Nil	Good 25%	Excellent 75%
6	How do you rate the subject knowledge of the trainer	Below Average Nil	Average Nil	Good 25%	Excellent 75%

Comments:

A good training programme. It is an eye opener for bringing Industrial Peace. – **P. S. Chandrasekar, DGM, CUMI.**

This training changes our attitude in correct way. It is very useful for my carrier. I have become good Positive IR person by your training program. – **P. Vadivel, Junior Officer, CUMI.**

With wide base knowledge and rich experience from the industries you made us to understand much better and thrown good insights about the subject with real life actions. We are sure we can make our working conditions peaceful and productive solving conflicts and troubles. This training is not like presentations of slides in a normal training program which covers about 100 slides in a day. This training demonstrated the experience with limited slides. - **S. Shanmuganathan, Senior Manager, CUMI.**

All the 8 hours was very energetic & excellent. – **D. Babu, Executive – HR, CUMI.**

Very useful training, this is helpful for my day to day activities in shop floor. – **M. B. Jebakumar, Deputy Manager, CUMI.**

- The training program was very good as everything trained was with 'case studies' rather than explaining theories.
- Look's time was not enough to cover few areas.
- The trainer's experience sharing really enlightens us and he made everyone understand the topic in a simple way.

– **N. Balachandhar, Sr. Manager, Manufacturing, CUMI.**

Trainer is well experienced and taught in a detailed session. Training program is very useful how to handle IR issues and bring in positive IR. I also understand that IR is a collective work and our role in it.

– **R. Krishnaraj, Manager- Production, CUMI.**

It is very good and improved positive IR in our mind. – **A. Rajan, Maintenance, CUMI.**

This training is very useful; we have learned the manner of behavior with the union people. – **A. Prabhu, Deputy Manager, CUMI.**

- Training was useful in the sense that we should build a trust with every employee. And express our concerns to them for a peaceful positive IR.
- By this training I understood how assertive we need to be and an open minded when we interact with all employees.

– **S. Prabu, Manager – Production, CUMI.**

The content of the program was good. – **D. Shibina, Deputy Manager – HR, CUMI.**

Quality of the training, its content & effectiveness was good. Ensuring employee participation was excellent. – **C. Prabhakaran, Sr. Manager - Production, CUMI.**

The contents were very good & interesting. – **A. R. Murugappan, Production Manager, CUMI.**

This training program imparted in me the techniques to be used in the shop floor for creation a positive IR. - **N. Krishnakumar, Manager Maintenance, CUMI.**

This training has made me to understand in minimize day to day issues and create good environment in organization. Overall it was excellent to all participants.

– **Mr. Jagmohan nawat, Manager HR, CUMI.**

Sharing the experience is very good input for us. The method of training programme by teaching through brain storming, sharing your own experience is the best input for the freshers like me. – **M. Prasanna Kannan, HR Trainee, CUMI.**

Very interactive & helpful. – **C. Satheesh, Manager – HR, CUMI.**

Trainer ensures participation of everyone. He was keen on our learning, it was most lovely.

– **P. John Bosco, Manager – HR, CUMI.**

Training was very useful in terms of knowledge & perspective change.

– **V. Sanjeev Kumar, Management Trainee, CUMI.**

It made us understand the basic requirements that needed to be sharpened and practiced regularly. It was a good eye opener.

– **A. Rajeev , Manager, CUMI.**

We enjoyed and we found that there is a route that can create confidence and binding relationship with workmen and union. Very good training, I learnt a lot.

– **Mr. Mariappan, Manager- Manufacturing, CUMI.**

Feedbacks of "Industrial Peace by building Positive IR" public training conducted at Hotel Green Park, Chennai on 18th September 2012

1	Quality of the Training Program (Its content, Sequencing & effectiveness)	Below Average Nil	Average Nil	Good 33.33%	Excellent 66.66%
2	Was the Training Interesting and Gave you Good Learning	Below Average Nil	Average Nil	Good 16.66%	Excellent 83.33%
3	Was The Participants Involvement Ensured (were the participants encouraged to ask questions and express ideas. Did the trainer take care to see all participants are attentive)	Participants was not at all involved Nil	Partially Ensured Nil	Yes was done Well 33.33%	Yes was done Excellently 66.66%
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5	How do you rate the trainer	Below Average Nil	Average Nil	Good 16.66%	Excellent 83.33%
6	How do you rate the subject knowledge of the trainer	Below Average Nil	Average Nil	Good 16.66%	Excellent 83.33%

Comments:

1. Trainer is highly experienced and could give practical solutions for the issues in hand.
2. This training made us understand "How a real IR" professional should be.
3. This training is very useful for "IR Professionals" considering the present IR scenario of the country.

– **Mr. Dayanithi Raghav, Manager IR**, Dymos Lear Automotive Pvt Ltd.

1. This training program is very useful and very informative to me.
2. I got depth knowledge about IR through this training program.
3. The training was very friendly and created a confident level in me in dealing IR most effectively.

– **Mrs. Nisha, Dy. Manager – HR**, Unipres India Pvt Ltd.

Yes, the trainer has really done excellent in giving & delivering what is Positive IR. I am really happy & satisfied in attending & really learnt a lot thing which is in HR & IR. I am need to attend more & more of this trainers training to groom up my skills in IR carrier.

– **Mr. Manikandan, Executive**, The Hindu

I feel this training had made us understand IR in the right way. This training is necessary to impart to HR Team & Shop floor team the art of positive IR. Hence I plan for In house program of this soon.

– **Mr. Joseph Antony Rajesh, Head of HR**, Volex Interconnect India Pvt Ltd.

Total program is very useful for me. In afternoon session I learnt more. I had more doubt in charge sheet & enquiry procedure. Now I am clear about enquiry procedure. I thank very much Mr. Sebastian for giving this wonderful session.

– **L. Prakasam, Asst. Manager – HR**, Nash Industries (I) Pvt Ltd.

As Learner it has enlighten the process and procedures in wage settlements / Domestic Enquiry. - **D. Ramachandran, Asst. Manager – ER**, Lite on mobile India Pvt Ltd.

Feedbacks of “Positive IR” conducted for Jr. Engineers of Hyundai Motor India Limited on 9th October 2012

1	Quality of the Training Program (Its content, Sequencing & effectiveness)	Below Average Nil	Average Nil	Good 32%	Excellent 68%
2	Was the Training Interesting and Gave you Good Learning	Below Average Nil	Average Nil	Good 37%	Excellent 63%
3	Was The Participants Involvement Ensured (were the participants encouraged to ask questions and express ideas. Did the trainer take care to see all participants are attentive)	Participants was not at all involved Nil	Partially Ensured Nil	Yes was done Well 42%	Yes was done Excellently 58%
4	Did the training program charge you, create confidence in you in handling IR effectively	Not at all Nil	Yes to an average level Nil	Yes a Good Impact 25%	Yes Excellently 75%
5	How do you rate the trainer	Below Average Nil	Average Nil	Good 25%	Excellent 75%
6	How do you rate the subject knowledge of the trainer	Below Average Nil	Average Nil	Good 25%	Excellent 75%

Feedbacks of "Positive IR" conducted for Jr. Engineers of Hyundai Motor India Limited on 19th October 2012

1	Quality of the Training Program (Its content, Sequencing & effectiveness)	Below Average Nil	Average Nil	Good 44%	Excellent 56%
2	Was the Training Interesting and Gave you Good Learning	Below Average Nil	Average Nil	Good 33%	Excellent 66%
3	Was The Participants Involvement Ensured (were the participants encouraged to ask questions and express ideas. Did the trainer take care to see all participants are attentive)	Participants was not at all involved Nil	Partially Ensured Nil	Yes was done Well 60%	Yes was done Excellently 40%
4	Did the training program charge you, create confidence in you in handling IR effectively	Not at all Nil	Yes to an average level Nil	Yes a Good Impact 30%	Yes Excellently 70%
5	How do you rate the trainer	Below Average Nil	Average Nil	Good 25%	Excellent 75%
6	How do you rate the subject knowledge of the trainer	Below Average Nil	Average Nil	Good 25%	Excellent 75%

Feedback of Public Training "How to Solve IR Issues & Improve Industrial Peace" conducted on 25th May 2013 at Hotel Green Park. Chennai

1	Quality of the Training Program (Its content, Sequencing & effectiveness)	Below Average Nil	Average Nil	Good 33 %	Excellent 67 %
2	Was the Training Interesting and Gave you Good Learning	Below Average Nil	Average Nil	Good 16.0%	Excellent 84 %
3	Was The Participants Involvement Ensured (were the participants encouraged to ask questions and express ideas. Did the trainer take care to see all participants are attentive)	Participants was not at all involved Nil	Partially Ensured Nil	Yes was done Well 33 %	Yes was done Excellently 67 %
4	Did the training program charge you, create confidence in you in handling IR effectively	Not at all Nil	Yes to an average level Nil	Yes a Good Impact 16%	Yes Excellently 84 %
5	How do you rate the trainer	Below Average Nil	Average Nil	Good 11%	Excellent 89%
6	How do you rate the subject knowledge of the trainer	Below Average Nil	Average Nil	Good 11%	Excellent 89%

Comments:

- I strongly recommend this training programme to other HR and production professionals in order to learn the IR rightly and create a positive IR.
- This Training has to be reached all the divisions and regions in other states, countries in different linguistic people.
- Study materials could be of more pages.

- **A. Susairaj, Sr.Manager HR, JKM Automotive**

- It is an eye opening learning session for me.
- The strength of the faculty is having hands on experience and provided relevant case studies during the course
- Till this morning I was a "raw" personality towards IR. End of this session I feel personally I have become seasoned IR professional. Thanks.

- **C. Chidambara Sivaraj, Manager – HR & Admin**, OSRAM India Pvt Ltd.

The training was excellent. Mr. Sebastian is a great personality having sound knowledge in HR & IR. I felt immense happy to attend the programme. I am truly changed with this training and it gave me confidence in handling IR positively. Hats off to you sir for your wonderful training.

- **G. Kamaraj, Manager – HR & Admin**, Kemin Industries South Asia Pvt. Ltd.

- This training is very useful to me and I am confident now to handle successfully the issues in our organization.
- I know this positive culture. But how it relevant and relates in IR world culture I learned in this training. It is great.
- The process of domestic enquiry – explained by the trainer is very clear and easily understandable.

- **N. Hemanth Kumar, Executive – HR**, CARBORANDUM UNIVERSAL LTD. (CUMI)

Very interesting Training. Learnt new things from this class.

- **S. Ragavan, Dy- Manager HR**, CARBORANDUM UNIVERSAL LTD. (CUMI)

Really I learnt about IR function and what is real IR. I enjoyed your training though out, from morning to the end of the day.

- **V. Solairajan, Group HR**, Western Thomson India Ltd.

- This training programme is very useful to me in knowing how to act with positive thinking in HR
- Very much useful training for handling any IR issues.

- **D. Suresh, Sr. Officer**, J.K.M Ferrotech Ltd, Gumudipoondi

**Feedback of “How to Solve IR Issues & Build Up Industrial Peace (Positive IR)”
Conducted on 09th January 2014 at Hotel Green Park, Chennai.**

1	Quality of the Training Program (Its content, Sequencing & effectiveness)	Below Average Nil	Average Nil	Good Nil	Excellent 100%
2	Was the Training Interesting and Gave you Good Learning	Below Average Nil	Average Nil	Good Nil	Excellent 100%
3	Was The Participants Involvement Ensured (were the participants encouraged to ask questions and express ideas. Did the trainer take care to see all participants are attentive)	Participants was not at all involved Nil	Partially Ensured Nil	Yes was done Well 16%	Yes was done Excellently 84%
4	Did the training program charge you, create confidence in you in handling IR positively	Not at all Nil	Yes to an average level Nil	Yes a Good Impact 33%	Yes Excellently 66%
5	How do you rate the trainer	Below Average Nil	Average Nil	Good Nil	Excellent 100%
6	How do you rate the subject knowledge of the trainer	Below Average Nil	Average Nil	Good Nil	Excellent 100%

Comments:

The Program was very useful and effective. I can describe this as an "Ocean packed and delivered in a nutshell effectively." Thank you.

- S. Iyappan, Dy. Manager HR & Admin, Aditya Birla Ltd.

Learned a lot about positive IR, very informative about show cause notice, every IR proceedings and disciplinary actions. I am now very much confident in the disciplinary proceedings and implementation of positive IR in my organization. Also I want to thank the Trainer for positive case studies and many examples.

- Alagappan, Manager Admin & IR, NCR Corporation India (P) Ltd.

It was an outstanding training program.

- R. Kannan, Assr. Manager – HR, Brakes India Ltd.

- Extremely professional in his field of HR / IR who can handle any kind of audience. Excellent delivery capability and well conducted interactive sessions.
- This Training will be very useful to me as I am stepping into the corporate world.
- Duration may be extended to 2 days.

- Krishnan .A, Commander (Executive Officer), Indian Navy

My knowledge has improved because of this training program. Please invite me for the next training program. This program has been very useful for my knowledge development and discipline. It has developed my life.

- J. Udhayakumar, Prob., Abinaya & Co.

Very useful training in learning a Positive IR, I have learnt a lot today in improving IR towards a peaceful and productive climate.

- M. Varalakshmi, Exe HR, Best Cast IT Ltd

Learnt lot about disciplinary proceedings proceeding, settlements and other related IR functions through effective training by giving lot of case studies and examples. Really it is an interesting session.

- S. Damodharan, Sr. Executive Personnel, SFL, Padi.

As a budding IR, learnt many new things, which is helpful for my career development.

- D. Devakumar, Management Trainee- HR, Severnglocon India pvt Ltd.

Feedback of Public Training "How To Solve IR Issues & Improve Industrial Peace" conducted on 10-5-14 at Hotel Radha Regent, Chennai.

1	Quality of the Training Program (Its content, Sequencing & effectiveness)	Below Average NIL	Average NIL	Good 44.44 %	Excellent 55.56 %
2	Was the Training Interesting and Gave you Good Learning	Below Average NIL	Average NIL	Good 44.44 %	Excellent 55.56 %
3	Was The Participants Involvement Ensured (were the participants encouraged to ask questions and express ideas. Did the trainer take care to see all participants are attentive)	Participants was not at all involved NIL	Partially Ensured NIL	Yes was done Well 33.33 %	Yes was done Excellently 66.66 %
4	Did the training program charge you, create confidence in you in handling IR positively	Not at all NIL	Yes to an average level NIL	Yes a Good Impact 33.33 %	Yes Excellently 66.66 %
5	How do you rate the trainer	Below Average NIL	Average NIL	Good 22.22 %	Excellent 77.73%
6	How do you rate the subject knowledge of the trainer	Below Average NIL	Average NIL	Good 22.22 %	Excellent 77.73%

Comments:

- The trainer has good knowledge about IR & disciplinary proceedings.
- Had a very good learning today and this will help me to implement this in my career

- T. Anand - Sr. Executive, TVS Motor Company Ltd

- Enjoyed the training.
- Trainer was very friendly
- Since the area covered is vast the training can be for two days

- J. Mahesh, Sr. Executive, TVS Motor Company Ltd

I have learnt more about domestic enquiry in your class sir. Most of IR doubts from my side have been cleared in this class. Thank you Sir.

- Nagarajan .M, Asst Officer – Personnel, Brakes India Ltd, Polambakkam

The trainer explained well in detail the IR functions. Learned the art of solving problems. It helps me to conduct shop floor confidently and face IR related issues.

- Jananthan. S - Dy. Manager (Production), Royal Enfield Ltd

- Came to know case studies / enquiry process. Had good learning
- Trainer energy level is very good

- R. Prabhu, Asst. Manager – HR, Royal Enfield

Before training I was not aware of domestic enquiry and final order. I learnt from this and much from this training program.

- P. Girijesh – Asst. Manager – Admin, Terex India Pvt Ltd

When I entered into the training hall I didn't know about IR. Then I came to know about the principles of positive IR and in the afternoon session the legal aspects of IR.

- P. J. Lakshmi - Sr. Officer - HR & Admin, JKM Automotive

I am really very happy and learnt from this training program.

- Mr. R. Parthiban, Hr and admin, Voith Industrial services India P. Ltd.

The trainer has given practical presentation about the positive IR and makes clear understanding. What I have learned today about IR is very useful to handle the current IR scenario. Definitely the training programme helps to create a good IR in our company.

- Mr. Rubalingam D., Asst. Manager HR, Dymos Lear Automotive India Pvt. Ltd.

**Feedback of "How to Solve IR Issues & Build Up Industrial Peace (Positive IR)"
Conducted on 20th August 2014 at Hotel Claresta Sarovar Portico, Hosur.**

1	Quality of the Training Program (Its content, Sequencing & effectiveness)	Below Average Nil	Average Nil	Good 25%	Excellent 75%
2	Was the Training Interesting and Gave you Good Learning	Below Average Nil	Average Nil	Good 41.65%	Excellent 58.35%
3	Was The Participants Involvement Ensured (were the participants encouraged to ask questions and express ideas. Did the trainer take care to see all participants are attentive)	Participants was not at all involved Nil	Partially Ensured Nil	Yes was done Well 16.66%	Yes was done Excellently 83.34%
4	Did the training program charge you, create confidence in you in handling IR positively	Not at all Nil	Yes to an average level Nil	Yes a Good Impact 25%	Yes Excellently 75%
5	How do you rate the trainer	Below Average Nil	Average Nil	Good 16.66%	Excellent 83.34%
6	How do you rate the subject knowledge of the trainer	Below Average Nil	Average Nil	Good 33.32%	Excellent 66.68%

Comments:

- The best learning in this sphere so far.
- Also useful for shop floor personnel/ Supervisor who can understand this easily.
- Trainer was convincing as he spoke from experience and not just from books.

- Ms. Usha Acharya. Associate Director HR, Agila Specialities Pvt Ltd

Very passionate and Knowledge trainer. Able to connect well with all the participants.

- Mr. Sanjay Mitra, Associate Director (I), HR & A, Agila Specialities Pvt Ltd

Really experienced trainer. This IR training was very useful to learn new things. This training can be conducted for 2 days

- Mr. Palani kumar. Manager HR, Agila Specialities Pvt Ltd

- Training was very effective to find out what we are, where we are and where to bring positive changes by ourselves.
- Till today, I attended this training; I was between parental ego and adult ego. This training made to be change.

- Mr. Rethesh Kumar.R , Asst Manager HR, Kar Mobiles Ltd

I do find that the case studies were relevant for a positive IR and for implementation in industries of manufacturing for change towards betterment. A very good training program

- Mr. S. R. Munindar Rao, AGM P&A, Global Calcium.

Much useful training. **- Mr. B. Srinivasa, AGM HR & Admin , Global Calcium**

- Trainer has strong and long experience useful to deliver many things in the training.
- Trainer is very effective to me to solve various issues how to handle people in a good manner.

- Mr. S. B. Ramesh Babu, Asst Manager, Exide Industries Ltd.

Lively training program with lots of practical experiences taught to us which is common to us and could be implemented.

- Mr. A. Sathish Kumar, Manager- Production - VRLA, Exide Industries Ltd.

Training subject and involvement is very good.

- Mr. S. S. Nimbal, Sr. Manager Electrical., Exide Industries Ltd.

- Case study examples were more effective as its live examples of faculties and participants.
- Would suggest/ recommend having a 2 days session as the topic cover is vast.
- Study material shall include case studies for ready reference of the participants.

- Ms. Rameswari, Manager HR, Stumpp Schuele Somappa Springs Pvt Ltd

This training session will help me in dealing IR issues and build confident between employee and employer.

- Mr. Nagaraj, Dy. Manager, Stumpp Schuele Somappa Springs Pvt Ltd

- Training was very effective to find out what we are, where we are this was positive indeed. Very good practical training I enjoyed well.
- Very good practical training I enjoyed well.
- This training made to think out of the box!!

- Mr. Ram Kishore, Deputy Manager HR & IR, Tata Power Solar

**Feedback of "How to Solve IR Issues & Build Up Industrial Peace (Positive IR)"
Conducted on 11th October 2014 at Hotel Radha Regent, Chennai.**

1	Quality of the Training Program (Its content, Sequencing & effectiveness)	Below Average Nil	Average Nil	Good 33.34%	Excellent 66.66%
2	Was the Training Interesting and Gave you Good Learning	Below Average Nil	Average Nil	Good 33.34%	Excellent 66.66%
3	Was The Participants Involvement Ensured (were the participants encouraged to ask questions and express ideas. Did the trainer take care to see all participants are attentive)	Participants was not at all involved Nil	Partially Ensured Nil	Yes was done Well 16.66%	Yes was done Excellently 83.33%
4	Did the training program charge you, create confidence in you in handling IR positively	Not at all Nil	Yes to an average level Nil	Yes a Good Impact 50%	Yes Excellently 50%
5	How do you rate the trainer	Below Average Nil	Average Nil	Good Nil	Excellent 100%
6	How do you rate the subject knowledge of the trainer	Below Average Nil	Average Nil	Good 33.34%	Excellent 66.66%

COMMENTS:

Excellent training program for HR and Non HR professionals. Case studies realistic ones, which is because of the trainer's very vast experience.

- P. Bala Venkatesh., Senior Manager, Fresh and Honest Café Ltd.

Very good and excellent program but need to plan for 2 days. Excellent topic & very informative & enhancement of IR Concepts.

- G. Sathish Kumar, Executive HR, Fresh and Honest Café Ltd.

This kind of programme need atleast 2 days of programme. This programme surely help me a lot to build a good IR to my company employee and employer relationship.

- S. Dinesh , Sr. Executive HR. Fresh and Honest Café Ltd.

This training program has created high confidence in me. This program has shown me where we go wrong in building up an environment without union. The tools and case studies of Positive IR were excellent. The 2nd half on charge sheet writing, conducting domestic enquiry, punishment, and wage settlement was also excellent

- C. Velayutha Kumar, Manager- Production, Best Cast IT Limited.

This training increases my learnings and involvement in IR. This helps me to know my strength and weakness. .

- P. Kannan, HR Executive, Minda Sai Ltd.

It is very good training. Helped me to learn IR clearly. It was explained in depth.

- A. Paul, Executive HR, MRF,

Feedbacks of Training "Learning to Solve IR issues using Positive Approach method" conducted on 14.10.2014 at Madras School of Social Work.

1	Quality of the Training Program (Its content, Sequencing & effectiveness)	Below Average Nil	Average Nil	Good 59%	Excellent 41%
2	Was the Training Interesting and Gave you Good Learning	Below Average Nil	Average Nil	Good 72%	Excellent 28%
3	Was The Participants Involvement Ensured (were the participants encouraged to ask questions and express ideas. Did the trainer take care to see all participants are attentive)	Participants was not at all involved Nil	Partially Ensured Nil	Yes was done Well 53%	Yes was done Excellently 47%
4	Did the training program charge you, create confidence in you in handling IR positively	Not at all Nil	Yes to an average level Nil	Yes a Good Impact 78%	Yes Excellently 22%
5	How do you rate the trainer	Below Average Nil	Average Nil	Good 59%	Excellent 41%
6	How do you rate the subject knowledge of the trainer	Below Average Nil	Average Nil	Good 28%	Excellent 72%

Comments:

Very informative and motivating.

- Ms. Navya. V.Varma

The trainer conducted the programme well and gave us lot of practical case studies.

- Ms. Preethika

It was really helpful. True case studies gave us exposure. In case of situations, it gave an insight on how we should be able to face situations.

- Ms. V. Meera

This training program was really useful and it will help me in my future definitely. Thank you for giving such a wonderful training program.

- Ms. A. Percy

Very informative and clear.

- Ms. Veda Nadaudla

The training is very useful to me.

- Unknown

Sir, you are doing an excellent job. Keep it up. It was very interesting and an informative session.

- Ms. E. Roselyn Maria Tina.

Good knowledge on the IR front, with real time experience on the IR field.

- Ms. Maria Vinothita. G

Got lot of real cases and how the issues were solved.

- Ms. Divya Krishnan.

Really enthusiastic and kept the audience engaged throughout. Excellent cases that were real time and gave us a pretty good insight into IR.

- Mr. Arunkumar.M

The training was very useful and informative, giving practical experiences and knowledge on IR.

- Mr. Vaishaag .SP

Was very informative, real-life case scenarios.

- Mr. Prasanna

Its good sir, kindly continues to do the same.

- Mr. Boslo.

The training was very informative and I believe strongly that the training will be useful for my future career.

- Ms. J. Josephine Sheela

- The training was very informative
- Trainer shared his practical experience on the subject.

- Ms. Abirami .P

Case studies was very informative.

- Ms. Swathi Easwar.

Very interesting session.

- Ms. Sneha

The programme on the whole was very informative and knowledgeable.

- Unkown

He was good and had knowledge about the subject.

- Ms. Pooja .J

Very useful and insightful program.

- Ms. Shambhavi Jagadish.

I have got a good understanding about IR. Real life case studies have really been useful.

- Ms. Vidya .S

**Feedback of "How to Solve IR Issues & Build Up Industrial Peace" (Positive IR)
Conducted on 06th December 2014 at Hotel Radha Regent, Chennai.**

1	Quality of the Training Program (Its content, Sequencing & effectiveness)	Below Average Nil	Average Nil	Good 33.33%	Excellent 66.66%
2	Was the Training Interesting and Gave you Good Learning	Below Average Nil	Average Nil	Good 44.44%	Excellent 55.55%
3	Was The Participants Involvement Ensured (were the participants encouraged to ask questions and express ideas. Did the trainer take care to see all participants are attentive)	Participants was not at all involved Nil	Partially Ensured Nil	Yes was done Well 22.22%	Yes was done Excellenty 77.77%
4	Did the training program charge you, create confidence in you in handling IR positively	Not at all Nil	Yes to an average level Nil	Yes a Good Impact 33.33%	Yes Excellenty 66.66%
5	How do you rate the trainer	Below Average Nil	Average Nil	Good 33.33%	Excellent 66.66%
6	How do you rate the subject knowledge of the trainer	Below Average Nil	Average Nil	Good 11.11%	Excellent 88.88%

COMMENTS:

This training is excellent and very useful for our practical day to day work. The way of training is very practical and appreciable.

- **S. Kathirvel, Manager HR-** SRG Apparels Pvt Ltd.

Gathered more knowledge of IR Function and resolute to implement this in our garments field, for better effective business.

- **R. Arun, Factory Manager-** SRG Apparels Pvt Ltd.

இந்த training programme எங்களுக்கு மிகவும் புதிதாக இருந்தது. இனிமேல் எங்கள் நிறுவனத்தில் சட்ட ரீதியான எந்த நடவடிக்கை வந்தாலும் பயமில்லாமல் நடவடிக்கை எடுக்க வழி வகுக்கும்.

- **C. Palanivel, Factory Manager-** Amazing Export Corporation.

Trainer delivers were very excellent. This training programme is very useful in HR related work. Thank you. In future I will implement positive IR in my organization.

- **R. Saravanan, Manager HR-** Amazing Export Corporation.

This session is very good also we learn IR and it is good for our factory.

- **Manjunath, Dy. Manager-** Micro plastics Pvt Ltd

I have learned lot of things which will be very useful for my career.

- **Mugilan J, Plant HR-** Minda Sai Ltd.

This training immensely helps in changing my thought process from fighting labour issues to avoiding them well in advance. Also the thought of creating a better work environment to create satisfaction among employees is good.

- **Mr. Nakshatra Manohar, Executive Trainee,** Best cast

Its very useful for me in my daily work at plant to enforce it. This training have helped to go in indepth in knowledge. I prefer to go more with AATTRAL trainings.

- **R. Victor, Sr. Executive HR,** Nemak Asia.

Excellent. This training program needs to be for two days program as this is a vast subject.

- **Shinish, Plant HR-** Micro plastics Pvt Ltd.

Feedbacks of Training "How To Solve IR Issues & Build up Industrial Peace (Positive IR)" conducted on 06.06.2015

1	Quality of the Training Program (Its content, Sequencing & effectiveness)	Below Average Nil	Average Nil	Good 33.33%	Excellent 66.67%
2	Was the Training Interesting and Gave you Good Learning	Below Average Nil	Average Nil	Good 33.33%	Excellent 66.67%
3	Was The Participants Involvement Ensured (were the participants encouraged to ask questions and express ideas. Did the trainer take care to see all participants are attentive)	Participants was not at all involved Nil	Partially Ensured Nil	Yes was done Well 66.67%	Yes was done Excellently 33.33%
4	Did the training program charge you, create confidence in you in handling IR positively	Not at all Nil	Yes to an average level Nil	Yes a Good Impact 33.33%	Yes Excellently 66.67%
5	How do you rate the trainer	Below Average Nil	Average Nil	Good Nil	Excellent 100%
6	How do you rate the subject knowledge of the trainer	Below Average Nil	Average Nil	Good Nil	Excellent 100%

Comments:

The person has really an excellent practical knowledge about the subject and could train well the participants on the same. Would make the participants a confident person.

- **V. Vadivelan, Assistant Manager HR**, Beehive.

He has an excellent knowledge in the field of IR and he explained with practical examples. The training program gave me the confidence to face any IR problems,

- **S. Umamaheswaran, Personnel officer**, Beehive.

Good. It is very helpful and useful.

- **R. Rajesh, commercial Assistant**, Beehive.

Feedbacks of Training “How To Solve IR Issues & Build up Industrial Peace (Positive IR)” conducted on 25.07.2015

1	Quality of the Training Program (Its content, Sequencing & effectiveness)	Below Average Nil	Average Nil	Good 75%	Excellent 25%
2	Was the Training Interesting and Gave you Good Learning	Below Average Nil	Average Nil	Good 75%	Excellent 25%
3	Was The Participants Involvement Ensured (were the participants encouraged to ask questions and express ideas. Did the trainer take care to see all participants are attentive)	Participants was not at all involved Nil	Partially Ensured Nil	Yes was done Well 50%	Yes was done Excellently 50%
4	Did the training program charge you, create confidence in you in handling IR positively	Not at all Nil	Yes to an average level Nil	Yes a Good Impact 75%	Yes Excellently 25%
5	How do you rate the trainer	Below Average Nil	Average Nil	Good 25%	Excellent 75%
6	How do you rate the subject knowledge of the trainer	Below Average Nil	Average Nil	Good 25%	Excellent 75%

Comments:

- This training programme was an eye opener. I gained lot of informations, especially more fantastic live case studies from the trainer.
- This training programme will be recommended for my other friends and colleagues.
- I have upgraded my subject knowledge and practical knowledge. My approach towards IR will be definitely positive from now. Thank you sir

- B. Saravanan, Asst. Manager P & A, Panasonic India

- To improve the positive IR.
- Basic needs of management people.
- How to prepare show cause notices, domestic enquiry.

- Got more informations about Positive IR. I can share and nominate others to learn the program.
- Way of teaching is good.
- Real case studies are explained well.

- **G. Marimuthu, Assistant Health and Safety**, Panasonic India

Training was useful on IR issue, how to handle employees, how to solve the issues and it was a very clear training by the trainer, I will recommend some colleagues to attend the training.

-**A. Kesavan, Assistant Manager**, Best cast IT limited.

Training was very useful. I have learnt about IR issues and how to handle the industrial issues. I can understand and compare about my organisation's current position and issues.

- **T. Nedumaran, Alloy division head**, Best cast IT limited.

**Feedback of "How to Solve IR Issues & Buildup Industrial peace (Positive IR)"
Conducted on 14th November 2015.**

1	Quality of the Training Program (Its content, Sequencing & effectiveness)	Below Average Nil	Average Nil	Good 40%	Excellent 60%
2	Was the Training Interesting and Gave you Good Learning	Below Average Nil	Average Nil	Good 40%	Excellent 60%
3	Was The Participants Involvement Ensured (were the participants encouraged to ask questions and express ideas. Did the trainer take care to see all participants are attentive)	Participants was not at all involved Nil	Partially Ensured Nil	Yes was done Well 60%	Yes was done Excellently 40%
4	Did the training program charge you, create confidence in you in handling IR positively	Not at all Nil	Yes to an average level Nil	Yes a Good Impact 20%	Yes Excellently 80%
5	How do you rate the trainer	Below Average Nil	Average Nil	Good Nil	Excellent 100%
6	How do you rate the subject knowledge of the trainer	Below Average Nil	Average Nil	Good Nil	Excellent 100%

Comments:

✓ Case study explanation / examples told by trainer were excellent & easily understandable. Programme was very lively till end. It's a great learning for me as a Plant – Head to handle IR issues correctly. Trainer's knowledge on this subject was very excellent.

- R. Sivakumar (Plant – Head, TVS Sundaram Clayton)

✓ The training program is good. Really learnt about both theoretical & practical exposure of IR (Positive IR). Nine hours training not adequate, time needs to be extended. It was very interesting when we are discussing about the practical exposure.

– **Arunraj S. (Welfare Officer – Royal Enfield)**

✓ The training was interesting. Subject wise excellent. The case study was more informative. Sharing of practical knowledge make me to understand as an "HR" where I need to concentrate more. All the Best for the Aattral Management Consultants.

– **Akila Bharathi P. (Sr. HR Executive, Royal Enfield)**

✓ Excellent, it shows the experience & subject knowledge of the trainer. I admire that so many case studies were discussed easily & relevantly. Thanks for the opportunity.

– **S. Thangaraj Anand (Production & Development Manager – CNC Division, Best cast It Ltd)**

✓ Excellent training given. If I would have attended this training some months before it would have been useful to avoid our failures & mistakes and the Employee relationship would have been for better.

– **Nithayanandam M. (Manager – Process, Foundry Division, Best cast It Ltd)**

**Feedback of "How to Solve IR Issues & Buildup Industrial peace (Positive IR)"
Conducted on 28th May, 2016 at Aattral Training Hall.**

1	Quality of the Training Program (Its content, Sequencing & effectiveness)	Below Average Nil	Average Nil	Good 71%	Excellent 29%
2	Was the Training Interesting and Gave you Good Learning	Below Average Nil	Average Nil	Good 57%	Excellent 43%
3	Was The Participants Involvement Ensured (were the participants encouraged to ask questions and express ideas. Did the trainer take care to see all participants are attentive)	Participants was not at all involved Nil	Partially Ensured Nil	Yes was done Well 86%	Yes was done Excellently 14%
4	Did the training program charge you, create confidence in you in handling IR positively	Not at all Nil	Yes to an average level Nil	Yes a Good Impact 71%	Yes Excellently 29%
5	How do you rate the trainer	Below Average Nil	Average Nil	Good 29%	Excellent 71%
6	How do you rate the subject knowledge of the trainer	Below Average Nil	Average Nil	Good 14%	Excellent 86%

Comments:

- ✓ Training is very useful to implement good relationship with workmen and also as a "Positive IR".
- ✓ Preparing Show cause notice to conduct enquiry is interesting subject.
 - **Mr. Edward, HR Manager, Omni Matrix Pvt. Ltd.**
- ✓ Knowledge gained is excellent.
- ✓ Case study was explained very well.
 - **Mr. Anthony Barnabas, Manager – Production, Omni Matrix Pvt. Ltd.**

- ✓ Very useful and good training.
- ✓ Very good teaching.
 - **Mr. G. Jayaprakash, Production In charge**, Best Cast IT Ltd.

The training was very useful and effective. Gave insights on Positive IR & Legal frame work relating to IR. That is why this training is being conducted 25th time today. Hope & Wish the training to reach century at the earliest.

- **Mr. Balasubramanian, Advocate, HR & IR consultant.**

- ✓ He is a very good knowledgeable trainer and very useful to us to develop 'Positive IR' in my organization.
- ✓ Second half very useful to me.
- ✓ First half, I will follow in my factory.
 - **G. Venkateswarlu, Sr. Manager**, Soundarya Decorators.

Overall it is a first and best experience for me. Gained a tremendous knowledge about the IR and Positive IR. According to me, the trainer has the enormous knowledge towards the subject and it helps me to put forth the knowledge in my career.

- **Mr. V. Naveen Raj.**

**Feedback of "How to Solve IR Issues & Buildup Industrial peace (Positive IR)"
Conducted on 14th June, 2016 at Renold Chain India Pvt. Ltd., Karur.**

1	Quality of the Training Program (Its content, Sequencing & effectiveness)	Below Average Nil	Average Nil	Good 75%	Excellent 25%
2	Was the Training Interesting and Gave you Good Learning	Below Average Nil	Average Nil	Good 50%	Excellent 50%
3	Was The Participants Involvement Ensured (were the participants encouraged to ask questions and express ideas. Did the trainer take care to see all participants are attentive)	Participants was not at all involved Nil	Partially Ensured Nil	Yes was done Well 75%	Yes was done Excellently 25%
4	Did the training program charge you, create confidence in you in handling IR positively	Not at all Nil	Yes to an average level Nil	Yes a Good Impact 66.66%	Yes Excellently 33.33%
5	How do you rate the trainer	Below Average Nil	Average Nil	Good 50%	Excellent 50%
6	How do you rate the subject knowledge of the trainer	Below Average Nil	Average Nil	Good 42%	Excellent 58%

Comments:

- Useful and wonderful program. We understood the following;
 - How to communicate effectively and to understand the concern of the employee.
 - The contents of "Show cause" notice and how to prepare a complaint letter.
 - How to build a good culture / discipline among employee and how far we have to be strict on to rules and "no compromise situation".

- Mr. S. Venkataramanan.

- I got good learning about 'Positive IR'
 - I learnt about show cause notice.
 - This training programme increases my confidence level in officially and personally.
- **Mr. K. Kamaraj.**

This training is very useful to build up Positive IR in my organization.

- **Mr. A. Varadharaj.**

- I learnt how to handle various IR issues through this training.
 - I also understood the benefits of Positive IR.
- **Mr. M. Aravind.**

- Course covered fully.
- New things learnt today.
- Very useful to my role.

- **Mr. D. S. Rajesh.**

We learnt about IR and legal proceedings.

- **Mr. V. Sivakumar.**

The programme was very good and practical.

- **Mr. R. P. Senthil Kumar.**

We have understood the IR in detail.

- **Mr. M. Karthi.**

- I learnt the Domestic Enquiry and other IR aspects.
- **Mr. S. Chandra Kumar.**

- I learnt how to handle tough situations. This training made our side confident to the handle employee / workmen.
 - Got corrected my Body language during communication,
 - Enquiry stage, external approach is good. Thank you sir.
- **Mr. P. Senthil Kumar.**

This training is useful for understanding the operates. Enquiry proceedings were excellent.

- **Mr. O. Namamoorthi.**

**Feedback of "How to Solve IR Issues & Buildup Industrial peace (Positive IR)"
Conducted on 23rd December, 2014 at Westin College of Business Management,
Vijayawada.**

1	Quality of the Training Program (Its content, Sequencing & effectiveness)	Below Average Nil	Average Nil	Good 50%	Excellent 50%
2	Was the Training Interesting and Gave you Good Learning	Below Average Nil	Average Nil	Good 40%	Excellent 60%
3	Was The Participants Involvement Ensured (were the participants encouraged to ask questions and express ideas. Did the trainer take care to see all participants are attentive)	Participants was not at all involved Nil	Partially Ensured Nil	Yes was done Well 40%	Yes was done Excellently 60%
4	Did the training program charge you, create confidence in you in handling HR Rightly	Not at all Nil	Yes to an average level Nil	Yes a Good Impact 50%	Yes Excellently 50%
5	How do you rate the trainer	Below Average Nil	Average Nil	Good 25%	Excellent 75%
6	How do you rate the subject knowledge of the trainer	Below Average Nil	Average Nil	Good 35%	Excellent 65%

It was very useful to me & I gained a lot of knowledge. – **C. H. Asmitha**, Westin College of Business Management, Vijayawada.

The training session was very good. – **T. Raja**, Westin College of Business Management, Vijayawada.

It was very very useful to my career & I gained a lot of knowledge through this training program. Thank you so much Sir. – **U. Rishitha**, Westin College of Business Management, Vijayawada.

The training program was very useful to us & we are once again thankful to Mr. M. J. Sebastian Sir. – **C. Siva**, Westin College of Business Management, Vijayawada.

- Very good session with complete experience without any theory references.
- I hope this training will be useful in my career.
- **C. H. Uday Gopal**, Westin College of Business Management, Vijayawada.

We gained a lot of knowledge through this training program. Thank you Sir. – **S. Durga Srinivas**, Westin College of Business Management, Vijayawada.

Sir, upto now you gave many useful & good live examples. Thank you Sir for trained us. - **K. N. V. Mahesh**, Westin College of Business Management, Vijayawada.

This training was very useful, interesting & good. - **Sasi Rekha**, Westin College of Business Management, Vijayawada.

Good & knowledgeable information. I gained real Knowledge about HR. - **E. Anuradha**, Westin College of Business Management, Vijayawada.

Learnt many things new & feel knowledgeable from this training. – **K. Dedeepya**, Westin College of Business Management, Vijayawada.

The content which you have covered is very much useful for practicing HR rightly and confidently – **Akhilesh**, Westin College of Business Management, Vijayawada.

Good & useful workshop for our future growth. – **G. Sudheer Gupta**, Westin College of Business Management, Vijayawada.

- Good way of teaching.
- We are thankful for your class Sir.
- **Utsav Jain**, Westin College of Business Management, Vijayawada.

Yes, this training program was very useful to us. - **R. Giri Krishna Prasad**, Westin College of Business Management, Vijayawada.

The workshop was useful to us for gaining some practical knowledge. Thank you sir for sharing your valuable knowledge with us. – **S. Naga Manohar**, Westin College of Business Management, Vijayawada.

Yes, very useful. – **B. Gangadhar**, Westin College of Business Management, Vijayawada.

Simply good & nice. – **S. Abhi Ram**, Westin College of Business Management, Vijayawada