

REPORT ON
INDUSTRIAL VISIT TO
LUCAS – TVS (P) Ltd., PONDICHERRY
On
4th November 2023
II BBA (FS) – 2023-24 (ODD SEM)

Organized by
DEPARTMENT OF COMMERCE
School of Social Sciences and Humanities
B.S. Abdur Rahman Crescent Institute of Science and Technology
GST Road, Vandalur, Chennai-600048, Tamil Nadu, India



On November 4, 2023, 45 students of II BBA FS (Bachelor of Business Administration in Financial Services) along with three faculty members - Dr. R. Prakash, Dr. Indumathi, and Prof. Mohammed Sherfuddin - had the privilege of embarking on an educational and insightful industrial visit to Lucas-TVS, Pondicherry. The visit provided a valuable opportunity to witness first-hand the inner workings of one of India's leading automotive components manufacturing companies and interact with their HR team. Lucas-TVS is renowned for its contributions to the automotive industry and is recognized for producing high-quality components such as windshield motors. During the visit, we were exposed to the company's innovative use of automation in their production processes.

Lucas-TVS: A Glimpse

Lucas-TVS is a division of Lucas Indian Service, a member of the TVS Group. Established in 1962, the company has been an integral part of the Indian automotive industry for over six decades. With a rich legacy and a strong commitment to quality and innovation, Lucas-TVS is known for producing automotive electrical components such as starter motors, alternators, and windshield motors. These components are vital for the functioning of various vehicles, including cars, two-wheelers, and commercial vehicles.

Interaction with HR Team:

Our visit commenced with an interactive session with the HR team at Lucas-TVS. The HR representatives provided valuable insights into the company's workforce management, talent acquisition, and employee development programs. They emphasized the company's commitment to fostering a dynamic and inclusive work environment.



The HR team shared that Lucas-TVS recognizes the importance of investing in its employees and continuously works on developing their skills and capabilities. This approach aligns with the company's vision to be a preferred partner in the automotive industry. We were informed about the various training and development programs conducted by the company to enhance employee skills and ensure their growth within the organization.

Furthermore, the HR team discussed their recruitment process, which is designed to attract the best talent in the industry. They highlighted the importance of hiring individuals who are not only skilled but also share the company's core values and commitment to excellence. The team also discussed their employee engagement initiatives, which include regular feedback sessions, wellness programs, and recognition for outstanding performance.

Witnessing Automation in Action:

After the enlightening interaction with the HR team, we were taken on a guided tour of the Lucas-TVS manufacturing facility. The most captivating aspect of the visit was witnessing how automation has revolutionized the production of windshield motors. The company has integrated cutting-edge technology and automation to enhance efficiency, quality, and production capacity.



1. **Automated Assembly Lines:** Lucas-TVS has incorporated advanced robotics and automation in the assembly lines. These machines carry out tasks such as component assembly, quality inspection, and packaging with incredible precision and speed. This not only reduces human errors but also significantly increases production efficiency.
2. **Quality Control:** One of the key aspects of automation is the stringent quality control processes in place. Automated systems are equipped with sensors and cameras that monitor the production process continuously. Any deviations from the set quality standards are immediately detected, ensuring that only top-quality products are dispatched to customers.
3. **Inventory Management:** Automation extends to the inventory management system, where advanced software is used to track raw materials, work-in-progress, and finished products. This real-time monitoring enables the company to maintain optimal inventory levels, reducing wastage and cost.
4. **Energy Efficiency:** Lucas-TVS has implemented energy-efficient automation technologies to reduce its carbon footprint. The production facility utilizes renewable energy sources and follows eco-friendly practices, aligning with their commitment to sustainability.

The automation process at Lucas-TVS serves as a testimony to how technology can be harnessed to improve manufacturing processes, increase productivity, and maintain consistent product quality. It was truly fascinating to witness the seamless integration of human workers and machines, working collaboratively to produce high-end automotive components.



Key Takeaways:

The industrial visit to Lucas-TVS provided students with several valuable takeaways:

1. **Understanding of HR Practices:** The interaction with the HR team shed light on the significance of HR practices in an industrial setting. It emphasized the importance of talent acquisition, employee development, and maintaining a positive work environment.
2. **Appreciation for Automation:** Witnessing automation in action was an eye-opening experience. We saw how automation technology has the potential to revolutionize manufacturing processes, leading to increased efficiency, quality, and sustainability.
3. **Industry Insights:** The visit allowed students to gain insights into the automotive component manufacturing sector, which is a crucial part of the automotive industry. Understanding the intricate details of windshield motor production and quality control was particularly informative.
4. **Real-world Application of Theoretical Knowledge:** The visit bridged the gap between theoretical classroom knowledge and practical industrial applications. It provided a context for understanding the concepts we've studied in our courses.

The industrial visit to Lucas-TVS, Pondicherry, was an enriching experience for the II BBA FS students and their three accompanying faculty members, Dr. R. Prakash, Dr. Indumathi, and Prof. Mohammed Sherfuddin. It offered an invaluable opportunity to learn about HR practices in the industry, witness the marvel of automation in manufacturing, and gain insights into the automotive component sector.

Lucas-TVS, with its rich history and commitment to quality and innovation, stands as a testament to the capabilities of Indian manufacturing. The company's investment in automation technology and focus on sustainability are commendable. This visit not only broadened our horizons but also instilled a sense of enthusiasm for future career prospects in the manufacturing and automotive industry for BBA (FS) students. We are grateful to Lucas-TVS for opening its doors to us and providing this exceptional learning experience.

As we left the facility, we carried with us a deeper appreciation for the complexities and advancements in industrial processes and an enhanced understanding of the crucial role that HR and automation play in shaping the future of the manufacturing industry. The insights gained from this visit will undoubtedly serve as a foundation for our future endeavors in the world of business and industry.

Students Testimonial:



V Madhumitha

"Our visit to Lucas-TVS was incredibly insightful. Seeing the seamless integration of automation in production was not only inspiring but also a valuable experience. The HR interaction emphasized the importance of a positive work environment and employee development. These lessons will undoubtedly influence our future careers in the business world, and we're grateful for the opportunity to gain such practical insights during this visit."



Nithis Kumar S J

"Our visit to Lucas-TVS was both educational and inspiring. Witnessing the power of automation in action left a lasting impression. The insights from the HR interaction added a valuable dimension to our understanding of the corporate world. Moreover, our leisurely time at Rock Beach and Providence Mall added an enjoyable and memorable aspect to the trip."