

## **INDUSTRIAL VISIT REPORT – HRD**

The industrial visit was organized to provide students with practical exposure to real-time industrial processes and workplace environments. As a part of our academic curriculum, this visit aimed to bridge the gap between theoretical learning and actual industry practices. By visiting different manufacturing units and interacting with industry professionals, we were able to gain insights into production methods, organizational structure, HR practices, and overall industrial functioning. The experience helped us understand how various departments operate, the importance of teamwork, and the role of technology and safety in industries. This visit contributed to our learning and enhanced our understanding of both technical and human resource aspects of the organizations.

COURSE: MSW HRD

COLLEGE: ST ALOYSIUS (DEEEMED TO BE UNIVERSITY)

DATE : 24th November 2025 to 25th November 2025

DAY: Monday and Tuesday

### **DAY 1 KSIC SILK MANUFACTURING, MYSORE**

On the first day of the industrial visit, students were divided into three groups, and specific responsibilities were assigned to each group to ensure systematic learning. Our first industry was KSIC Silk Manufacturing, Mysore, one of the oldest and most prestigious silk manufacturing units in Karnataka.

At KSIC, we interacted with the officer, who explained both the employee roles and the complete manufacturing process. They took us through each step of silk production, starting from the soaking of cocoons, followed by reeling, where fine threads are extracted. They then showed winding, twisting, dyeing, and weaving, explaining how the precision and coordination of employees at each stage contribute to producing high-quality Mysore Silk.

HR Students also learned about the importance of quality control, teamwork among workers, machine handling, and safety precautions during production. The officers explained how employees follow structured shifts, reporting systems, and skill-based responsibilities to maintain consistency in production.

### **MGM FORGINGS BHARAT PVT. LTD. MYSORE**

The second industry students have visited on the day was MGM Forgings Bharat Pvt. Ltd., where we first received a brief introduction to the history and functioning of the company. This was followed by a guided factory tour where we observed the forging and learned about the machines used in shaping, heating, and finishing metal components.

The highlight of this visit was the HR interaction session. The HR department conducted a detailed presentation on various HR concepts such as Recruitment and selection, Training and development, Safety and welfare programs, Performance management, CSR activities and Company policies and workforce management strategies

Students actively participated by asking questions related to CSR responsibilities, employee selection procedures, training modules, workplace safety, and HR compliance. The HR team clarified each questions with real industry examples, helping us connect theory with practice.

The session concluded with a token of appreciation handed over to the HR team as a gesture of gratitude for their valuable time and insights.

Overall, Day 1 helped us understand the technical, operational, and workforce-related dimensions of silk manufacturing and strengthened our understanding of how HR contributes to the smooth functioning in forging manufacturing company.

### **DAY 2**

#### **AUTOMOTIVE AXLES LTD. MYSORE.**

On Day 3, on 24th, we visited Automotive Axles Ltd, a leading manufacturer of heavy duty axles and brake components. The visit began with an introductory session conducted by the HR representative, where we were provided with an overview of the company's history, product range, organizational structure, and global presence.

Following this, we were taken for a comprehensive factory visit. Officials explained the manufacturing process in detail, including Machining of axle components, Assembly line operations, Heat treatment, Component testing and Quality inspection procedures

## HRD Study Tour to Mysore, Karnataka

We observed the use of advanced machinery, automation, safety systems, and standardized workflow. The systematic coordination among the employees helped us understand the scale and precision required in automotive manufacturing.

Later, we engaged in an interactive HR session, where students asked questions related to employee behaviour, Gen Z workforce challenges, employee welfare, retention strategies, and attrition issues. The HR team explained modern workplace expectations, employee engagement activities, counselling support, and the importance of communication in handling multi-generational employees.

This session gave us a deeper understanding of the practical challenges faced by HR professionals in large-scale industries and the strategies used to maintain employee satisfaction and productivity.

## CONCLUSION

The industrial visit gave us valuable practical exposure to manufacturing processes, employee management, and HR practices. By visiting KSIC, MGM Forgings, and Automotive Axles Ltd., we learned how different industries function and how employees, technology, and HR work together. The interactions with officers and HR teams helped us connect classroom learning with real industrial experience. Overall, the visit was informative, enriching, and strengthened our understanding of both technical and HR concepts.

## ANNEXURE



# HRD Study Tour to Mysore, Karnataka

