



Rane Group

Employee Development



Rane Institute for Employee Development

The founders of Rane dreamt of becoming a talent factory to build people, who in turn would become building blocks of industrialization and growth. This dream came true with the establishment of the Rane Institute for Employee Development (RIED) in 1995 in a leased space. An average of 3500 annual training days in over 90 programmes per year have been delivered by RIED during the last 4 years. The emphasis has been on both Technical and Behavioural content.

To meet the growing needs of more space and state-of-the-art facilities, RIED has shifted to the new campus with a total area of 43,000 sq. ft. and built up space of 16,000 sq.ft. RIED campus has been set up with an investment of Rs.4.6 crores on building and facilities alone, excluding land.

To support the projected high growth in the Auto Industry, we need to invest in technology, create capacities, implement efficient production systems, and build competencies of people. RIED plays a key role by providing training for building competencies and consulting for better production systems.

RIED is staffed by Core senior faculty and is supported by visiting faculty from leading institutions and practising Managers from within Rane Group. Each employee spends 2% of working time on training each year, which works out to 6 days. Apart from meeting about 50% of this training requirement, RIED provides consulting support in specialized areas such as Process Optimization through Design of Experiments, Manufacturing Systems to build the required technical competencies at the workplace.



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Housed in a green building, RIED is equipped with the state-of-the-art facility consisting of a seminar hall, two training halls with integrated audio-visual systems, a wi-fi lab, a self-learning centre, a library and a cafeteria. It provides an ambience conducive to learning and self-development. The green building design for this project includes the following key features:

- ◆ *Energy efficient building envelope, HVAC systems and electrical equipment providing considerable energy savings of over 10%*
- ◆ *High efficiency water system design and water fixtures resulting in water use reduction by over 30%*
- ◆ *Use of environment friendly refrigerant that reduces ozone depletion and global warming*
- ◆ *More than 20% of the materials used in the building are with high recycled content*
- ◆ *Utilization of regionally manufactured materials for over 80% of the project cost thereby reducing the impact of environmental pollution through transportation*
- ◆ *Exemplary performance on construction waste management diverting close to 95% of the construction waste generated at site to other purposes and preventing disposal of waste in landfills*
- ◆ *Advanced HVAC system design providing superior occupant comfort and excellent indoor air quality*
- ◆ *Implementation of green house keeping techniques that help reduce the impact of non-eco-friendly chemicals and solutions*



Green Building



Conference Hall



Library



Spacious Cafeteria



Wi-Fi Enabled Lab