



How Welearn Program Impacts Employee Competency At TVS Supply Chain Solutions (Guindy)

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Abstract: In the competitive landscape of supply chain management, continuous learning and skill development are essential for maintaining workforce competency. The *WeLearn* program at TVS Supply Chain Solutions (Guindy) is a strategic initiative aimed at enhancing employee skills, fostering innovation, and improving overall efficiency. This study explores the impact of the *WeLearn* program on employee competency, focusing on critical areas such as technical proficiency, problem-solving abilities and adaptability to evolving industry trends.

The research utilizes qualitative and quantitative methods, including employee surveys and performance assessments, to evaluate the effectiveness of the program. Key aspects analyzed include participation rates, learning outcomes, employee engagement levels, and the direct correlation between training and job performance. Findings indicate that structured learning opportunities contribute significantly to workforce productivity, job satisfaction, and career advancement. Additionally, the study highlights challenges such as program accessibility, employee motivation, and the need for personalized learning modules.

I. INTRODUCTION

Employee competency:

Competency is a set of verifiable traits and talents that permit, and improve the efficiency of, performance of a task. Competencies are not skills, although they are related. Competencies are innate traits that an individual possesses, such as knowledge, ability, and teamwork abilities, whereas skills are acquired. Competencies serve as standards by which assessors measure applicants during evaluations and job interviews. Finding employee competences in the first place is one of the most challenging tasks a business may have during the hiring process; it is frequently hard to articulate what skills employees must have in order to succeed.

The precise knowledge, skills, talents, and attitudes that a person possesses that are pertinent to and required for their job role are referred to as employee competencies. These can include personal qualities, soft talents, and technical skills. Your company can make strategic decisions about hiring, training, and development when it has a comprehensive grasp of the competencies of its workforce. It also assists managers in determining areas in which staff members can benefit from more assistance or skill development. Organizations may make sure that their staff is prepared to face obstacles and adjust to changes in the business by concentrating on building employee capabilities.

II. OBJECTIVES

- To assess the effectiveness of the "WeLearn" program in enhancing employee skills competency
- To evaluate the role of peer-to-peer learning groups in improving employee engagement.
- To identify how internal training initiatives boost employee growth and productivity

III. SCOPE OF THE STUDY

The study focuses on evaluating the impact of the "WeLearn" program on employee competency at TVS. It explores how the platform enhances knowledge-sharing, facilitates peer-to-peer learning, supports Learning Management Systems (LMS), and promotes internal training initiatives. The research will examine how these learning strategies contribute to employee development, skill enhancement, and overall organizational performance. Additionally, it will analyse the challenges employees face in adopting the program and suggest improvements to maximize its benefits

IV. REVIEW OF LITERATURE

The effects of human resource flexibility, employee competency, organizational culture adaptation and job satisfaction on employee performance

This research attempts to investigate and evaluate how employee performance is affected by job satisfaction, organizational culture adaption, employee skills, and human resource flexibility. Using work satisfaction as a mediator variable, the study also looks at the indirect relationship between employee performance and human resource flexibility through the mediation of organizational culture adaption and the impact of competence on employee performance.

Assessing competency-based evaluation course impacts: A mixed methods case study, Author links open overlay panel Cheryl N. Path, Michelle Searle, Alexandra M. Aquilina, Jenny Ge, Alexa Elder, 2020 Studying successful instructional pedagogies and methods for evaluator education is crucial in order to maximize learner experiences and outcomes (Gullickson, King, LaVelle, & Clinton, 2019). The International Society for Evaluation Education, which was founded in 2018, offers a forum for exchanging knowledge and experiences from around the world. As attendees of the first evaluation education research working conference (Gullickson et al., 2018

Impact of contemporary competencies on employee's career success, Pradeep Kumar K 2020

Economic, technological, social, and political changes compel corporations to develop innovative solutions. Success for an enterprise (commercial entity, organization, or firm) is not achieved by chance. The enterprise agenda is always being challenged by organizational demands, shifting business models, economic volatility, and other factors. Developing and implementing enterprise strategies to attain superior outcomes is mostly the responsibility of enterprise leadership.

Study on Employee Competencies for Managing the Evolving Business Environment, MOHAMMOD ABDULLA RASHEED, 2020 In order to gain an advantage over their rivals, businesses and their forerunners have been urged by the advent of globalization to think and act internationally (Noe, Hollenbeck, Gerhart & Wright, 2017; Enright, 2000). Due to their global organization structure, Indian organizations are experiencing changes in their frameworks, management, and logic (Scott & Davis, 2015; Daya Sindhu, 2002).

V. RESEARCH METHODOLOGY

The Research was collected through a structured questionnaire distributed among employees of TVS Supply Chain Solutions. A total of 153 employees responded to the questionnaire. This method was chosen to gather accurate and specific information directly from the workforce.

VI. DATA ANALYSIS AND INTERPRETATION

3.2.1 RESPONDENTS CATEGORIZED BY GENDER

S.NO	OPTION	RESPONDENTS	PERCENTAGE(%)
1	Male	80	52.3
2	Female	73	47.7
TOTAL		153	100

Findings

From the Table 3.2.1, it is found that 52.3% of the respondents are male and 47.7% of the respondents are female.

Inference

It is inferred that majority 52.3% of the respondents are Male.

3.2.6 FREQUENCY OF WELEARN PLATFORM USAGE FOR PROFESSIONAL DEVELOPMENT

S.NO	OPTION	RESPONDENTS	PERCENTAGE(%)
1	Never	25	16.3
2	Rarely	39	25.5
3	Sometimes	62	40.5
4	Often	14	9.2
5	Very Often	13	8.5
TOTAL		153	100

Findings

From the above Table 3.2.6 it is found that the majority of respondents (40.5%) who said they occasionally participate in the activity. 16.3% indicated they never participate in the activity, while a sizable percentage (25.5%) said they do so infrequently. Just 8.5% of respondents said they do it very often, and fewer (9.2%) said they do it frequently.

Inference

It is inferred that the majority of the respondents (40.5%) engage in the program **occasionally**.

VII.SUGGESTIONS

A significant number of respondents (32.7%) were neutral about peer learning's impact on communication and collaboration, suggesting a need to improve session structure using interactive tools, real-life cases, and cross-functional activities. Since 35.3% found knowledge-sharing sessions relevant, tailoring content by department can boost effectiveness. With 40.5% participating only occasionally, HR should drive engagement through incentives, gamification, or integrating learning into daily routines. Despite high reports of improved performance (89.5%) and skill development (53.6%), a tracking system is needed to measure on-the-job impact. As 44.4% showed interest in future training, HR should offer more diverse and frequent programs. Finally, with 35.9% indifferent to training's impact on productivity, better communication of benefits and involving managers in follow-ups can enhance value perception.

VIII. CONCLUSION

The analysis shows that internal training programs at TVS Supply Chain Solutions like WeLearn sessions, knowledge-sharing platforms, and peer learning positively impact employee competency. Most employees, especially early-career professionals, reported improvements in technical and functional skills. With 89.5% noting better performance and efficiency, it's clear these initiatives are achieving their goal. Additionally, 53.6% felt motivated to apply new skills, reflecting the programs' relevance and engagement. However,

neutrality towards peer learning and doubts about productivity impact suggest a need for better alignment with personal learning needs and clearer communication of benefits. In conclusion, while the programs are effective, continued investment in personalized, structured, and engaging training along with strong leadership and data-based evaluation will help drive sustained growth and productivity.

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