

# Different Factors and Techniques for Supplier Evaluation and Selection in Automotive Industry of Punjab



Charu Sharma, Meenu Gupta

**Abstract**—In an automobile industry, to operate effectively the supply chain management, it is very important to perform the purchasing function effectively. It is the responsibility of the purchasing department in a company to choose the correct suppliers to purchase the required products. Thus, from purchase manager's point of view, supplier evaluation technique is essential to choose the best supplier among the available suppliers. The literature addresses quality, delivery, technology, value and service are the five most common criteria used for supplier quality evaluation. In this article, approach of evaluation and selection of supplier has been presented as per the standards. Apart from these, the most important criteria to assess the quality of suppliers is based on a review of the literature and observation in practice. This in turn would help these organizations to review regularly and implement effective quality systems by following the set of standards. Also, nowadays most of the automobile companies have developed in-house pattern of procedures and software for the process of effective supplier selection. In the analysis, part per million equivalent technique is used to help the purchasing organization take a prompt and correct decision related to supplier selection process and evaluation in critical conditions.

**Keywords:** Supplier evaluation, Supplier selection, Criteria's for supplier evaluation and selection

## I. INTRODUCTION

### Supplier Selection Criteria

At present, in the overly quick world economy, the manufacturing organizations are confronting the market substances of always requesting clients, contracting lifecycles of a product and down value disintegration. Thus, in current situation would drive to bit by bit reduce expenses, center around capabilities, improve the store network execution and utilizing the supply base. This circumstance has turned out to be more basic than any other time in recent memory and it brings about conglomerating the factor of upper hand in the core of a maker. Hence, he meets this through a viable provider selection process.

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The raw material cost component is most important cost for all manufacturing industries.

The estimation of the obtained items and administrations would for the most part represent in excess of 60 percent of normal association's absolute expenses. As needs be, improvement in the acquirement procedure can assist an association with raising their benefits and the nature of association with their provider. This can be esteemed as a standout amongst the most significant criteria in surveying the association's monetary presentation.

The process of selection of suppliers is considered to be a vital as well as a critical process, cumbersome and a lengthy one when performed. In this competitive business environment it is impossible to produce high quality products at a low cost without a satisfactory supplier. In current trend the emergence of the supply chain management, more and more important as well as the practitioners have realized that supplier selection is a vehicle that can be used to increase the competitiveness of the entire supply chain.

The key choice of choosing the supplier can be made by an industry with short term and long term implications. These choices rely upon a wide scope of elements, for example, price, quality, reliability, service, track record, satisfactory money related assets and capacity to follow the conveyance necessities, and so on.

### Supplier evaluation criteria

- ❖ Quality, Cost & Delivery
- ❖ Long-Term Relationship Potential
- ❖ Financial Stability
- ❖ Total Quality Performance and Philosophy

### Quality, Cost and Delivery (QCD)

The most important considered criteria in a construction industry is the quality of the material, time of delivery and the cost. Also, the quality level of the procurement items should be taken into the account. The quality of product should always constantly meet the prescribed needs because it would directly show its effect in the quality of the finished products. Not only this to be considered but also the other things, prompt delivery should always be into the consideration.

### Long-Term Relationship

Few companies will always try to establish a long-term relationship with a potential supplier.

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## A Study of Factors Influencing Supplier Evaluation and Selection Decision in Automotive Industry

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### Abstract

It is predominant to a manufacturer to determine and identify a supplier that who provides required quality material or components continuously and adequate quantity to support for a manufacturing flow in an automotive industry. By intensive literature review the three higher order factors such as reliability, technical excellence and geographical location of the supplier factors are considered as being effecting supplier evaluation and selection. An empirical examination was performed through a survey by considering the sample size of 50 respondents working as managers and about 10 were suppliers in the state of Punjab. Descriptive and inferential

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FOSTERING RESPONSIBLE INNOVATION THROUGH STRATEGIC HUMAN RESOURCE PRACTICES

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ABSTRACT

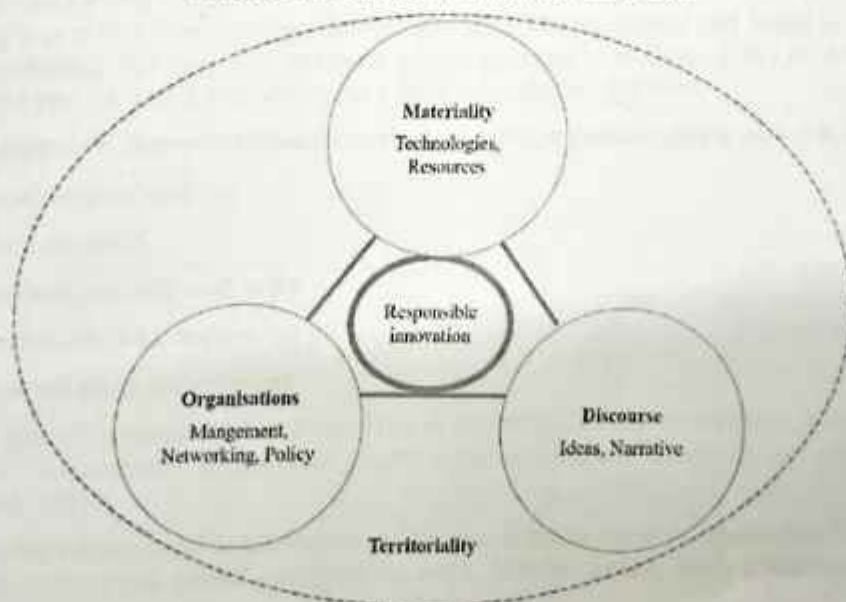
This paper explores how strategic Human Resource (HR) practices can foster responsible innovation within organizations. Responsible innovation entails creating new products, services, or processes that consider ethical, social, and environmental impacts. The study identifies key HR practices such as ethical recruitment, comprehensive training programs, and performance management systems that emphasize ethical considerations and social responsibility. It also discusses the role of HR in cultivating a corporate culture that prioritizes ethical decision-making and sustainability. By integrating these practices, HR can help organizations balance the need for innovation with the imperative to act responsibly. The paper provides practical guidelines for implementing these HR strategies and suggests areas for further research, such as the long-term effects of responsible innovation on organizational performance and the impact of cultural differences on these practices. The findings highlight the critical role HR departments play in driving responsible innovation, thereby ensuring that companies can innovate while maintaining ethical integrity and social responsibility.

Keywords: Responsible innovation, Human Resource practices, ethical recruitment, training programs, performance management, corporate culture, sustainability, ethical decision-making, social responsibility, long-term effects, and cultural differences.

INTRODUCTION

In today's fast-paced business world, companies are constantly racing to come up with new ideas and products. However, it's not just about being first or making the most money anymore. There's a growing focus on doing things the right way – what we call "responsible innovation." This paper looks at how companies can use their HR (Human Resources) departments to help create a culture of responsible innovation.

Figure: Overview of Responsible Innovation



Source: <https://www.researchgate.net/>

Responsible Innovation and its Importance

Responsible innovation is all about creating new things while thinking about the bigger picture. It means asking questions like: "Is this good for society?" "Could this harm the environment?" "Are we being fair to everyone involved?" (Owen et al., 2013). It's important because:

1. It helps build trust with customers and the public.
2. It can prevent PR disasters and legal troubles down the road.

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**BUILDING CULTURE FROM WITHIN: HR STRATEGIES FOR FOSTERING ORGANIZATIONAL VALUES**

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**ABSTRACT**

*The vital role that human resources (HR) play in creating and maintaining an organisational culture that is in line with the goals, mission, and values of the business is examined in this study article. HR may put targeted methods for cultural transformation into practice by evaluating the present state of culture and identifying gaps between the intended and existing cultures. To measure staff engagement and cultural alignment, key approaches include social network analysis, one-on-one meetings, and pulse surveys. The need of incorporating core values into day-to-day operations and making sure they align with the organization's strategic goals is also highlighted in the report. New developments are highlighted as essential to contemporary HR procedures, such as promoting diversity and using technology for cultural analytics. The results highlight the need for ongoing, flexible efforts to foster a strong organisational culture that improves performance.*

*Keywords: Organizational Culture, Human Resources, Cultural Transformation, Employee Engagement, Core Values, Mission Alignment, Technology in HR, Inclusivity, Continuous Improvement.*

**INTRODUCTION**

In today's fast-paced business world, companies are realizing that success isn't just about making money nor having the best products. There's something else that can make or break a company: its culture. Think of organizational culture as the personality of a company. It's the set of shared beliefs, values, and practices that shape how people work together and make decisions (Schein, 2017).

This paper explores how Human Resources (HR) departments can play a crucial role in building and strengthening organizational culture. We'll look at what organizational culture really means, why it's so important, and how HR can help shape it from the inside out.

**Organizational Culture and Values**

Imagine walking into two different offices. In one, everyone seems stressed and keeps to themselves. In the other, people are chatting, collaborating, and seem genuinely happy to be there. That's organizational culture in action. It's the vibe you get from a workplace, but it goes much deeper than that.

**Organizational culture is like an invisible force that guides how people behave at work. It includes:**

- The values the company believes in
- The way decisions are made
- How people communicate with each other
- The rituals and traditions the company has
- The stories people tell about the company

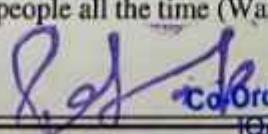
Values are a big part of organizational culture. They're the principles that a company holds dear and uses to guide its actions. For example, a company might value innovation, teamwork, or customer satisfaction (Cameron & Quinn, 2011).

Culture isn't just what a company says it believes in. It's what actually happens day-to-day. If a company claims to value work-life balance but expects everyone to work 80-hour weeks, that's a mismatch between stated values and actual culture.

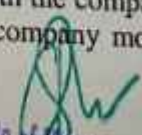
**The Significance of a Strong Organizational Culture**

A strong organizational culture can be a real game-changer for companies. Here's why:

1. **Employee Satisfaction and Retention:** When people feel like they fit in with the company culture, they're more likely to be happy at work and stick around longer. This saves the company money on hiring and training new people all the time (Warrick, 2017).

  
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**THE ROLE OF HUMAN RESOURCE MANAGEMENT IN DRIVING SUSTAINABLE PRODUCTION: INSIGHTS AND INNOVATIONS**

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**ABSTRACT**

*In the contemporary business environment, sustainability is pivotal for organizational success, integrating economic growth with environmental and social responsibility. Human Resource Management (HRM) emerges as a crucial player in embedding sustainable practices across organizations. This paper explores HRM's role in promoting sustainable production by focusing on recruitment, training, compensation, employee well-being, and performance management. By prioritizing diversity, continuous learning, fair compensation, and a healthy work environment, HRM fosters a culture of sustainability. Case studies of leading companies illustrate the effective alignment of HRM and sustainability, highlighting innovative strategies like green job design and sustainable leadership development. The challenges faced by HR in implementing sustainable practices are addressed with solutions emphasizing a sustainability mindset, digital HR tools, and employee engagement. As organizations navigate Industry 4.0 disruptions, HRM's strategic role in sustainability becomes increasingly critical, ensuring long-term success and resilience.*

*Keywords: Sustainable production, Human Resource Management, sustainability, green skills, employee engagement, sustainable leadership, corporate social responsibility, Industry 4.0, environmental stewardship, economic growth.*

**INTRODUCTION**


In today's dynamic business landscape, sustainability has emerged as a critical driver for organizational success. Companies worldwide are increasingly recognizing the need to balance economic growth with environmental stewardship and social responsibility. At the heart of this transformation lies Human Resource Management (HRM), a strategic function that plays a pivotal role in shaping sustainable practices within organizations.

**Understanding Human Resource Management (HRM)**

HRM involves coordinating, managing, and allocating human capital (i.e., employees) to advance an organization's goals. It encompasses various aspects, from recruitment and training to compensation and development. HR professionals ensure employee well-being, safety, and growth, all while aligning with the organization's mission and vision. By investing in employees and fostering a skilled workforce, HRM contributes to sustainable practices.

The table below outlines the different aspects of HRM and provides examples of sustainable practices for each.

HRM Aspect	Sustainable Practices
<b>Recruitment</b>	- Prioritizing diversity and inclusion in hiring processes
	- Using online and virtual interviewing to reduce carbon footprint
	- Implementing fair labor practices and ensuring ethical sourcing of candidates
<b>Training</b>	- Offering continuous learning opportunities focusing on sustainability and green skills
	- Utilizing e-learning platforms to reduce the need for physical resources and travel
	- Promoting a culture of environmental awareness through regular training sessions
<b>Compensation</b>	- Providing fair wages and benefits that support the well-being of employees
	- Introducing performance-based incentives for achieving sustainability goals
	- Offering green benefits such as public transport subsidies, bike-to-work schemes, and wellness programs
<b>Employee Well-being</b>	- Promoting work-life balance through flexible working hours and remote work options
	- Providing health and wellness programs that focus on mental and physical health
	- Ensuring a safe and healthy work environment
<b>Performance Management</b>	- Setting sustainability-related performance targets for employees
	- Regularly reviewing and providing feedback on sustainability efforts
	- Recognizing and rewarding sustainable behaviors and achievements
<b>Employee Relations</b>	- Encouraging open communication and transparency regarding company policies and practices
	- Fostering a culture of respect, equality, and fairness
	- Engaging employees in sustainability initiatives and decision-making processes

  
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**EMPOWERING SUSTAINABLE WORKPLACES: THE ROLE OF HR IN PROMOTING ENERGY EFFICIENCY**

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**ABSTRACT**

*This research explores the pivotal role of Human Resources (HR) in fostering and sustaining organizational culture. The study underscores that building a robust workplace culture requires a strategic alignment of company values with its mission and vision. It emphasizes that the values framework serves as the foundation for cultural development, guiding behaviors and decision-making processes. The research identifies common cultural gaps, such as communication, decision-making, innovation, customer focus, and collaboration, and offers strategies to bridge these gaps. Tools like pulse surveys, one-on-one meetings, goal-setting exercises, participation rates, social network analysis, and performance reviews are highlighted as effective methods for measuring cultural alignment and employee engagement. The study also discusses the evolving role of technology in culture building, the significance of diversity and inclusion, and the adaptation of culture in remote work environments. Through case studies of companies like Google and Microsoft, the research illustrates successful cultural transformation initiatives. It concludes that continuous evaluation and adaptation are essential for maintaining a thriving organizational culture, which ultimately leads to enhanced employee engagement, performance, and organizational success.*

*Keywords: Human Resources, organizational culture, values framework, employee engagement, cultural alignment, workplace innovation, diversity and inclusion, remote work culture, strategic alignment, performance measurement.*

**INTRODUCTION**

In today's world, businesses are increasingly recognizing the importance of sustainability and energy efficiency. This shift is not just about being environmentally friendly; it's also about cutting costs, improving productivity, and enhancing corporate reputation. Human Resources (HR) departments are playing a crucial role in driving these initiatives within organizations.

**Sustainable Workplaces and Energy Efficiency**

Sustainable workplaces are environments that balance economic, social, and environmental factors to minimize negative impacts on the planet while maintaining business success (Hoffman and Woody, 2013). These workplaces focus on reducing waste, conserving resources, and promoting employee well-being.

**Table: Sustainable Practices and Energy-Efficient Technologies**

CATEGORY	DEFINITION	EXAMPLES
<b>Sustainable Practices</b>		
Renewable Energy Sources	Energy sources that are naturally replenished on a human timescale.	Solar panels, wind turbines, hydroelectric power plants
Waste Reduction	Strategies to reduce the amount of waste produced.	Recycling programs, composting, reducing packaging
Sustainable Agriculture	Farming methods that preserve the environment, public health, and animal welfare.	Organic farming, crop rotation, agroforestry
Water Conservation	Techniques to use water more efficiently to reduce unnecessary water use.	Drip irrigation, rainwater harvesting, low-flow fixtures
Green Building	Designing buildings to be environmentally responsible and resource-efficient throughout their life-cycle.	LEED-certified buildings, using sustainable materials
Sustainable Transport	Transportation methods that have a lower impact on the environment.	Electric vehicles, public transportation, biking
Circular Economy	An economic system aimed at eliminating waste and the continual use of resources.	Reuse, refurbishing, remanufacturing
<b>Energy-Efficient Technologies</b>		
LED Lighting	Light-emitting diodes that are more energy-efficient compared to traditional incandescent bulbs.	LED bulbs, LED street lights

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## ENHANCING ORGANIZATIONAL SUCCESS: THE ROLE OF EMPLOYEE INDUCTION IN HUMAN RESOURCES

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### ABSTRACT

*Employee induction, also known as onboarding or orientation, plays a crucial role in enhancing organizational success by improving employee engagement, performance, and retention. This research explores the multifaceted impact of effective induction programs across various industries and organizational sizes. The study underscores that well-designed induction processes lead to significant benefits such as reduced turnover, accelerated productivity, and better cultural integration. Additionally, it highlights the importance of tailoring induction programs to meet the specific needs of different industries and company sizes, noting that fast-moving sectors like technology require rapid adaptation, whereas stable industries may benefit from standardized practices.*

*The findings reveal that comprehensive induction programs are vital for large corporations to help new employees understand the company's culture, policies, and their role within the organization. These programs are essential for new hires to feel connected and valued, thereby enhancing their performance and overall job satisfaction. Conversely, smaller companies, despite limited resources, can offer more personalized induction experiences, fostering strong employee engagement and potentially offsetting the advantages of larger firms.*

*Furthermore, the research emphasizes the importance of induction in knowledge transfer, particularly in the context of an aging workforce. Effective induction ensures the preservation and dissemination of crucial organizational knowledge to new employees, supporting long-term organizational sustainability. The study also discusses the implications for HR practitioners, suggesting strategies for designing and implementing induction programs that align with broader talent management and retention goals.*

*The research provides a comprehensive understanding of the strategic importance of employee induction, offering practical insights for HR professionals to enhance organizational success through well-structured onboarding processes.*

*Keywords: Employee induction, onboarding, organizational success, employee engagement, performance, retention, knowledge transfer, HR strategies, talent management, organizational culture.*

### INTRODUCTION

When one joins a new organization, the experience one has on his or her first day can have a lot of impact on how ones tenure would be I that organization. This crucial period is what we call employee induction, also known as onboarding or orientation.

Employee induction is like a welcome party for new hires, but with a purpose. It's the process of introducing new employees to their work environment, colleagues, and job responsibilities (Bauer, 2010). Think of it as a bridge that helps newcomers cross from being outsiders to becoming valuable team members.

Employee Induction is very important as, first impressions matter, not just in personal relationships but in professional ones too. A good induction can set the tone for an employee's entire career with a company. It's like planting a seed - if you nurture it well from the start, it has a better chance of growing into a strong, healthy plant.

Research shows that effective induction programs can lead to higher job satisfaction, better performance, and lower turnover rates (Klein & Weaver, 2000). In other words, when companies invest time and effort in welcoming and preparing their new hires, everyone wins. The employees feel more confident and connected, while the organization benefits from more productive and loyal staff.