



Automotive Service Supervisor

QP Code: ASC/Q1412

Version: 3.0

NSQF Level: 5

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ASC/Q1412: Automotive Service Supervisor

Brief Job Description

The individual is responsible for work assignment to technicians on shop floor depending upon their skills and supervising service, repair and maintenance operations of the vehicle as per OEM (Original Equipment Manufacturer) guidelines within the expected time and cost and ensure minimum repeat complaints.

Personal Attributes

The person should be organized, team-oriented and have the ability to work independently for long hours in adverse conditions. He should be result-oriented, keen observers and have an eye for detail and quality.

Applicable National Occupational Standards (NOS)

Compulsory NOS:

1. [ASC/N9813: Manage work and resources](#)
2. [DGT/VSQ/N0103: Employability Skills \(90 Hours\)](#)
3. [ASC/N1440: Supervise team and evaluate performance](#)
4. [ASC/N1424: Manage and supervise workshop operations](#)

Qualification Pack (QP) Parameters

| | |
|--------------------------------------|------------------------------|
| Sector | Automotive |
| Sub-Sector | Automotive Vehicle Service |
| Occupation | Technical Service and Repair |
| Country | India |
| NSQF Level | 5 |
| Credits | 20 |
| Aligned to NCO/ISCO/ISIC Code | NCO-2015/3322.2501 |

| | |
|---|--|
| Minimum Educational Qualification & Experience | <p>10th Class (+ I.T.I (Mechanic Auto Electrical and Electronics/ Mechanic Diesel/ Mechanic Motor Vehicle (MMV)) with 4 Years of experience of relevant experience</p> <p>OR</p> <p>Diploma (3 years (Automobile/Mechanical Electrical/Electronics) from recognized regulatory body with 3 Year of relevant experience after Class 12th)</p> <p>OR</p> <p>Certificate-NSQF (Four Wheeler Lead Technician Level 4) with 3 Years of experience</p> |
| Minimum Level of Education for Training in School | |
| Pre-Requisite License or Training | Permanent driving Licence |
| Minimum Job Entry Age | 23 Years |
| Last Reviewed On | NA |
| Next Review Date | NA |
| NSQC Approval Date | |
| Version | 3.0 |

ASC/N9813: Manage work and resources

Description

This NOS unit is about implementing safety, planning work, adopting sustainable practices for optimising use of resources.

Scope

The scope covers the following :

- Maintain safe and secure working environment
- Ensure work as per quality standards
- Material/energy/electricity conservation practices
- Effective waste management/recycling practices
- Ensure a healthy and hygienic workplace

Elements and Performance Criteria

Maintain safe and secure working environment

To be competent, the user/individual on the job must be able to:

- PC1.** ensure that the team complies with organisation's health, safety, security policies and procedures
- PC2.** identify the risks and hazards associated with work activities, their causes and prevention as per organisation's policy
- PC3.** encourage team to report any identified breaches in health, safety, and security policies and procedures to the designated person

Ensure work as per quality standards

To be competent, the user/individual on the job must be able to:

- PC4.** ensure work area is kept clean and tidy
- PC5.** identify individual work requirements and provide necessary instructions to the team
- PC6.** ensure the team works as per the assigned and agreed requirements
- PC7.** identify work which fails the requirements, specified quality standards and ensure timely corrective action is taken
- PC8.** implement ways and guide the team to manage time, resources and cost effectively
- PC9.** train the team on skill level advancement to develop expertise in their work
- PC10.** ensure that the team understands accountability for timely completion of tasks
- PC11.** analyse and validate the problem accurately and communicate different possible solutions to the problem

Material/energy/electricity conservation practices

To be competent, the user/individual on the job must be able to:

- PC12.** identify ways to optimize usage of electricity/other source of energy and material including water in various tasks/activities/processes
- PC13.** ensure that the team uses resources in a responsible manner
- PC14.** ensure that the team periodically checks for spills/leakages around the work area and take corrective actions or escalate to appropriate authority if unable to rectify

- PC15.** supervise team to carry out routine cleaning of tools, machine and equipment
- PC16.** ensure that the team periodically checks if the equipment/machines are maintained and functioning normally before commencing work and take corrective action wherever required

Effective waste management/recycling practices

To be competent, the user/individual on the job must be able to:

- PC17.** identify recyclable, non-recyclable and hazardous waste generated
- PC18.** ensure the team segregates waste into different categories
- PC19.** ensure proper disposal of non-recyclable waste
- PC20.** ensure recyclable and reusable material is deposited at identified location
- PC21.** ensure the team follows processes specified for disposal of hazardous waste

Ensure a healthy and hygienic workplace

To be competent, the user/individual on the job must be able to:

- PC22.** ensure workplace, equipment, restrooms etc. are sanitized regularly
- PC23.** promote awareness about hygiene and sanitation regulations
- PC24.** check availability of running water, hand wash and alcohol-based sanitizers at workplace
- PC25.** support employees to cope with stress, anxiety etc.
- PC26.** wear and dispose PPEs regularly and appropriately

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** different types of health and safety hazards that can be found in the workplace, risks and threats based on the nature of work
- KU2.** company defined workplace hazards and rules/regulation for maintaining health, safety and security at workplace
- KU3.** breaches in health, safety and security as well as procedures to report the same
- KU4.** workshop layout with electrical, hydraulic and thermal equipment used
- KU5.** the organisation's emergency procedures for different emergency situations and the importance of following the same
- KU6.** ways of time and cost management
- KU7.** ways to manage efficient utilisation of energy, material and water in the process
- KU8.** ways to recognize common electrical problems and common practices of conserving electricity
- KU9.** usage of different colours of dustbins and categorization of waste into dry, wet, recyclable, non-recyclable and items of single-use plastics
- KU10.** organisations procedures for minimizing waste
- KU11.** waste management and methods of waste disposal
- KU12.** common sources of pollution and ways to minimize it
- KU13.** different ways for skill level advancement to develop expertise
- KU14.** key performance indicators for the new tasks
- KU15.** timelines and goals set by the manager
- KU16.** importance of quality and timely delivery of the product/service

KU17. organisation's policies to maintain personal health and hygiene at workplace

KU18. significance of greening

Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** read instructions/guidelines/procedures
- GS2.** listen effectively and orally communicate information
- GS3.** ask for clarification and advice from the concerned person
- GS4.** maintain positive and effective relationships with colleagues and customers
- GS5.** evaluate the possible solution(s) to the problem
- GS6.** complete written work with attention to detail
- GS7.** modify work practices to improve them
- GS8.** work with supervisors/team members to carry out work related tasks
- GS9.** complete tasks efficiently and accurately within stipulated time
- GS10.** make timely decisions for efficient utilization of resources
- GS11.** be punctual and utilize time
- GS12.** evaluate strategies to maintain, enhance or reduce the intensity of heightened emotional response

Assessment Criteria

| Assessment Criteria for Outcomes | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|---|--------------|-----------------|---------------|------------|
| <i>Maintain safe and secure working environment</i> | 7 | 5 | - | 4 |
| PC1. ensure that the team complies with organisation's health, safety, security policies and procedures | 2 | 2 | - | 1 |
| PC2. identify the risks and hazards associated with work activities, their causes and prevention as per organisation's policy | 3 | 2 | - | 2 |
| PC3. encourage team to report any identified breaches in health, safety, and security policies and procedures to the designated person | 2 | 1 | - | 1 |
| <i>Ensure work as per quality standards</i> | 15 | 8 | - | 5 |
| PC4. ensure work area is kept clean and tidy | 2 | 1 | - | - |
| PC5. identify individual work requirements and provide necessary instructions to the team | 2 | 1 | - | 1 |
| PC6. ensure the team works as per the assigned and agreed requirements | 1 | 1 | - | - |
| PC7. identify work which fails the requirements, specified quality standards and ensure timely corrective action is taken | 3 | 2 | - | 2 |
| PC8. implement ways and guide the team to manage time, resources and cost effectively | 2 | - | - | - |
| PC9. train the team on skill level advancement to develop expertise in their work | 2 | 1 | - | 1 |
| PC10. ensure that the team understands accountability for timely completion of tasks | 2 | - | - | - |
| PC11. analyse and validate the problem accurately and communicate different possible solutions to the problem | 1 | 2 | - | 1 |
| <i>Material/energy/electricity conservation practices</i> | 10 | 6 | - | 4 |
| PC12. identify ways to optimize usage of electricity/other source of energy and material including water in various tasks/activities/processes | 2 | 2 | - | 2 |

| Assessment Criteria for Outcomes | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|---|--------------|-----------------|---------------|------------|
| PC13. ensure that the team uses resources in a responsible manner | 2 | 1 | - | - |
| PC14. ensure that the team periodically checks for spills/leakages around the work area and take corrective actions or escalate to appropriate authority if unable to rectify | 2 | 1 | - | 1 |
| PC15. supervise team to carry out routine cleaning of tools, machine and equipment | 2 | 1 | - | - |
| PC16. ensure that the team periodically checks if the equipment/machines are maintained and functioning normally before commencing work and take corrective action wherever required | 2 | 1 | - | 1 |
| <i>Effective waste management/recycling practices</i> | 10 | 6 | - | 4 |
| PC17. identify recyclable, non-recyclable and hazardous waste generated | 2 | 2 | - | 1 |
| PC18. ensure the team segregates waste into different categories | 2 | 1 | - | 1 |
| PC19. ensure proper disposal of non-recyclable waste | 2 | 1 | - | - |
| PC20. ensure recyclable and reusable material is deposited at identified location | 2 | 1 | - | 1 |
| PC21. ensure the team follows processes specified for disposal of hazardous waste | 2 | 1 | - | 1 |
| <i>Ensure a healthy and hygienic workplace</i> | 8 | 5 | - | 3 |
| PC22. ensure workplace, equipment, restrooms etc. are sanitized regularly | 2 | 1 | - | - |
| PC23. promote awareness about hygiene and sanitation regulations | 2 | 1 | - | 1 |
| PC24. check availability of running water, hand wash and alcohol-based sanitizers at workplace | 1 | 1 | - | - |
| PC25. support employees to cope with stress, anxiety etc. | 1 | 1 | - | 1 |
| PC26. wear and dispose PPEs regularly and appropriately | 2 | 1 | - | 1 |

| Assessment Criteria for Outcomes | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|----------------------------------|--------------|-----------------|---------------|------------|
| NOS Total | 50 | 30 | - | 20 |

National Occupational Standards (NOS) Parameters

| | |
|----------------------------|---------------------------|
| NOS Code | ASC/N9813 |
| NOS Name | Manage work and resources |
| Sector | Automotive |
| Sub-Sector | Generic |
| Occupation | Generic |
| NSQF Level | 5 |
| Credits | TBD |
| Version | 1.0 |
| Last Reviewed Date | 30/09/2021 |
| Next Review Date | 30/09/2024 |
| NSQC Clearance Date | 30/09/2021 |

DGT/VSQ/N0103: Employability Skills (90 Hours)

Description

This unit is about employability skills, Constitutional values, becoming a professional in the 21st Century, digital, financial, and legal literacy, diversity and Inclusion, English and communication skills, customer service, entrepreneurship, and apprenticeship, getting ready for jobs and career development.

Scope

The scope covers the following :

- Introduction to Employability Skills
- Constitutional values - Citizenship
- Becoming a Professional in the 21st Century
- Basic English Skills
- Career Development & Goal Setting
- Communication Skills
- Diversity & Inclusion
- Financial and Legal Literacy
- Essential Digital Skills
- Entrepreneurship
- Customer Service
- Getting ready for Apprenticeship & Jobs

Elements and Performance Criteria

Introduction to Employability Skills

To be competent, the user/individual on the job must be able to:

- PC1.** understand the significance of employability skills in meeting the current job market requirement and future of work
- PC2.** identify and explore learning and employability relevant portals
- PC3.** research about the different industries, job market trends, latest skills required and the available opportunities

Constitutional values - Citizenship

To be competent, the user/individual on the job must be able to:

- PC4.** recognize the significance of constitutional values, including civic rights and duties, citizenship, responsibility towards society etc. and personal values and ethics such as honesty, integrity, caring and respecting others, etc.
- PC5.** follow environmentally sustainable practices

Becoming a Professional in the 21st Century

To be competent, the user/individual on the job must be able to:

- PC6.** recognize the significance of 21st Century Skills for employment
- PC7.** practice the 21st Century Skills such as Self-Awareness, Behaviour Skills, time management, critical and adaptive thinking, problem-solving, creative thinking, social and cultural awareness, emotional awareness, learning to learn for continuous learning etc. in personal and professional life

PC8. adopt a continuous learning mindset for personal and professional development

Basic English Skills

To be competent, the user/individual on the job must be able to:

PC9. use basic English for everyday conversation in different contexts, in person and over the telephone

PC10. read and understand routine information, notes, instructions, mails, letters etc. written in English

PC11. write short messages, notes, letters, e-mails etc. in English

Career Development & Goal Setting

To be competent, the user/individual on the job must be able to:

PC12. identify career goals based on the skills, interests, knowledge, and personal attributes

PC13. prepare a career development plan with short- and long-term goals

Communication Skills

To be competent, the user/individual on the job must be able to:

PC14. follow verbal and non-verbal communication etiquette while communicating in professional and public settings

PC15. use active listening techniques for effective communication

PC16. communicate in writing using appropriate style and format based on formal or informal requirements

PC17. work collaboratively with others in a team

Diversity & Inclusion

To be competent, the user/individual on the job must be able to:

PC18. communicate and behave appropriately with all genders and PwD

PC19. escalate any issues related to sexual harassment at workplace according to POSH Act

Financial and Legal Literacy

To be competent, the user/individual on the job must be able to:

PC20. identify and select reliable institutions for various financial products and services such as bank account, debit and credit cards, loans, insurance etc.

PC21. carry out offline and online financial transactions, safely and securely, using various methods and check the entries in the passbook

PC22. identify common components of salary and compute income, expenses, taxes, investments etc

PC23. identify relevant rights and laws and use legal aids to fight against legal exploitation

Essential Digital Skills

To be competent, the user/individual on the job must be able to:

PC24. operate digital devices and use their features and applications securely and safely

PC25. carry out basic internet operations by connecting to the internet safely and securely, using the mobile data or other available networks through Bluetooth, Wi-Fi, etc.

PC26. display responsible online behaviour while using various social media platforms

PC27. create a personal email account, send and process received messages as per requirement

PC28. carry out basic procedures in documents, spreadsheets and presentations using respective and appropriate applications

PC29. utilize virtual collaboration tools to work effectively

Entrepreneurship

To be competent, the user/individual on the job must be able to:

- PC30.** identify different types of Entrepreneurship and Enterprises and assess opportunities for potential business through research
- PC31.** develop a business plan and a work model, considering the 4Ps of Marketing Product, Price, Place and Promotion
- PC32.** identify sources of funding, anticipate, and mitigate any financial/ legal hurdles for the potential business opportunity

Customer Service

To be competent, the user/individual on the job must be able to:

- PC33.** identify different types of customers and ways to communicate with them
- PC34.** identify and respond to customer requests and needs in a professional manner
- PC35.** use appropriate tools to collect customer feedback
- PC36.** follow appropriate hygiene and grooming standards

Getting ready for apprenticeship & Jobs

To be competent, the user/individual on the job must be able to:

- PC37.** create a professional Curriculum vitae (Résumé)
- PC38.** search for suitable jobs using reliable offline and online sources such as Employment exchange, recruitment agencies, newspapers etc. and job portals, respectively
- PC39.** apply to identified job openings using offline /online methods as per requirement
- PC40.** answer questions politely, with clarity and confidence, during recruitment and selection
- PC41.** identify apprenticeship opportunities and register for it as per guidelines and requirements

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** need for employability skills and different learning and employability related portals
- KU2.** various constitutional and personal values
- KU3.** different environmentally sustainable practices and their importance
- KU4.** Twenty first (21st) century skills and their importance
- KU5.** how to use English language for effective verbal (face to face and telephonic) and written communication in formal and informal set up
- KU6.** importance of career development and setting long- and short-term goals
- KU7.** about effective communication
- KU8.** POSH Act
- KU9.** Gender sensitivity and inclusivity
- KU10.** different types of financial institutes, products, and services
- KU11.** components of salary and how to compute income and expenditure
- KU12.** importance of maintaining safety and security in offline and online financial transactions
- KU13.** different legal rights and laws
- KU14.** different types of digital devices and the procedure to operate them safely and securely
- KU15.** how to create and operate an e- mail account

- KU16.** use applications such as word processors, spreadsheets etc.
- KU17.** how to identify business opportunities
- KU18.** types and needs of customers
- KU19.** how to apply for a job and prepare for an interview
- KU20.** apprenticeship scheme and the process of registering on apprenticeship portal

Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** read and write different types of documents/instructions/correspondence in English and other languages
- GS2.** communicate effectively using appropriate language in formal and informal settings
- GS3.** behave politely and appropriately with all to maintain effective work relationship
- GS4.** how to work in a virtual mode, using various technological platforms
- GS5.** perform calculations efficiently
- GS6.** solve problems effectively
- GS7.** pay attention to details
- GS8.** manage time efficiently
- GS9.** maintain hygiene and sanitization to avoid infection

Assessment Criteria

| Assessment Criteria for Outcomes | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|--|--------------|-----------------|---------------|------------|
| <i>Introduction to Employability Skills</i> | 1 | 1 | - | - |
| PC1. understand the significance of employability skills in meeting the current job market requirement and future of work | - | - | - | - |
| PC2. identify and explore learning and employability relevant portals | - | - | - | - |
| PC3. research about the different industries, job market trends, latest skills required and the available opportunities | - | - | - | - |
| <i>Constitutional values – Citizenship</i> | 1 | 1 | - | - |
| PC4. recognize the significance of constitutional values, including civic rights and duties, citizenship, responsibility towards society etc. and personal values and ethics such as honesty, integrity, caring and respecting others, etc. | - | - | - | - |
| PC5. follow environmentally sustainable practices | - | - | - | - |
| <i>Becoming a Professional in the 21st Century</i> | 1 | 3 | - | - |
| PC6. recognize the significance of 21st Century Skills for employment | - | - | - | - |
| PC7. practice the 21st Century Skills such as Self-Awareness, Behaviour Skills, time management, critical and adaptive thinking, problem-solving, creative thinking, social and cultural awareness, emotional awareness, learning to learn for continuous learning etc. in personal and professional life | - | - | - | - |
| PC8. adopt a continuous learning mindset for personal and professional development | - | - | - | - |
| <i>Basic English Skills</i> | 3 | 4 | - | - |
| PC9. use basic English for everyday conversation in different contexts, in person and over the telephone | - | - | - | - |

| Assessment Criteria for Outcomes | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|--|--------------|-----------------|---------------|------------|
| PC10. read and understand routine information, notes, instructions, mails, letters etc. written in English | - | - | - | - |
| PC11. write short messages, notes, letters, e-mails etc. in English | - | - | - | - |
| <i>Career Development & Goal Setting</i> | 1 | 2 | - | - |
| PC12. identify career goals based on the skills, interests, knowledge, and personal attributes | - | - | - | - |
| PC13. prepare a career development plan with short- and long-term goals | - | - | - | - |
| <i>Communication Skills</i> | 2 | 2 | - | - |
| PC14. follow verbal and non-verbal communication etiquette while communicating in professional and public settings | - | - | - | - |
| PC15. use active listening techniques for effective communication | - | - | - | - |
| PC16. communicate in writing using appropriate style and format based on formal or informal requirements | - | - | - | - |
| PC17. work collaboratively with others in a team | - | - | - | - |
| <i>Diversity & Inclusion</i> | 1 | 1 | - | - |
| PC18. communicate and behave appropriately with all genders and PwD | - | - | - | - |
| PC19. escalate any issues related to sexual harassment at workplace according to POSH Act | - | - | - | - |
| <i>Financial and Legal Literacy</i> | 2 | 3 | - | - |
| PC20. identify and select reliable institutions for various financial products and services such as bank account, debit and credit cards, loans, insurance etc. | - | - | - | - |
| PC21. carry out offline and online financial transactions, safely and securely, using various methods and check the entries in the passbook | - | - | - | - |

| Assessment Criteria for Outcomes | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|--|--------------|-----------------|---------------|------------|
| PC22. identify common components of salary and compute income, expenses, taxes, investments etc | - | - | - | - |
| PC23. identify relevant rights and laws and use legal aids to fight against legal exploitation | - | - | - | - |
| <i>Essential Digital Skills</i> | 3 | 5 | - | - |
| PC24. operate digital devices and use their features and applications securely and safely | - | - | - | - |
| PC25. carry out basic internet operations by connecting to the internet safely and securely, using the mobile data or other available networks through Bluetooth, Wi-Fi, etc. | - | - | - | - |
| PC26. display responsible online behaviour while using various social media platforms | - | - | - | - |
| PC27. create a personal email account, send and process received messages as per requirement | - | - | - | - |
| PC28. carry out basic procedures in documents, spreadsheets and presentations using respective and appropriate applications | - | - | - | - |
| PC29. utilize virtual collaboration tools to work effectively | - | - | - | - |
| <i>Entrepreneurship</i> | 2 | 3 | - | - |
| PC30. identify different types of Entrepreneurship and Enterprises and assess opportunities for potential business through research | - | - | - | - |
| PC31. develop a business plan and a work model, considering the 4Ps of Marketing Product, Price, Place and Promotion | - | - | - | - |
| PC32. identify sources of funding, anticipate, and mitigate any financial/ legal hurdles for the potential business opportunity | - | - | - | - |
| <i>Customer Service</i> | 1 | 2 | - | - |
| PC33. identify different types of customers and ways to communicate with them | - | - | - | - |

| Assessment Criteria for Outcomes | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|--|--------------|-----------------|---------------|------------|
| PC34. identify and respond to customer requests and needs in a professional manner | - | - | - | - |
| PC35. use appropriate tools to collect customer feedback | - | - | - | - |
| PC36. follow appropriate hygiene and grooming standards | - | - | - | - |
| <i>Getting ready for apprenticeship & Jobs</i> | 2 | 3 | - | - |
| PC37. create a professional Curriculum vitae (Résumé) | - | - | - | - |
| PC38. search for suitable jobs using reliable offline and online sources such as Employment exchange, recruitment agencies, newspapers etc. and job portals, respectively | - | - | - | - |
| PC39. apply to identified job openings using offline /online methods as per requirement | - | - | - | - |
| PC40. answer questions politely, with clarity and confidence, during recruitment and selection | - | - | - | - |
| PC41. identify apprenticeship opportunities and register for it as per guidelines and requirements | - | - | - | - |
| NOS Total | 20 | 30 | - | - |

National Occupational Standards (NOS) Parameters

| | |
|----------------------------|---------------------------------|
| NOS Code | DGT/VSQ/N0103 |
| NOS Name | Employability Skills (90 Hours) |
| Sector | Cross Sectoral |
| Sub-Sector | Professional Skills |
| Occupation | Employability |
| NSQF Level | 5 |
| Credits | 3 |
| Version | 1.0 |
| Last Reviewed Date | 31/08/2023 |
| Next Review Date | 31/08/2026 |
| NSQC Clearance Date | 31/08/2023 |

ASC/N1440: Supervise team and evaluate performance

Description

This NOS is about supervising and evaluating the performance of the team to ensure higher levels of motivation and work completion within the organisational framework.

Scope

The scope covers the following :

- Supervise and evaluate performance of service team
- Complete documentation

Elements and Performance Criteria

Supervise and evaluate performance of service team

To be competent, the user/individual on the job must be able to:

- PC1.** set goals and targets as per organisational directives for service team
- PC2.** take quantified measures and create metrics to analyse the performance delivered by team
- PC3.** set tangible and achievable incentives for team members as per the goals and targets assigned
- PC4.** ensure and implement strict adherence of all activities performed by team members to organisational guidelines
- PC5.** monitor and supervise all activities performed by team members to achieve set goals
- PC6.** evaluate performance of team members on the designed measures and metrics as per the guidelines of the organization
- PC7.** assist and support reporting team members whenever necessary or applicable
- PC8.** perform all appraisal related process flow for team members, as per their performance parameters
- PC9.** ensure proper process flow and implement improvements as per the feedbacks and queries received from team members

Complete documentation

To be competent, the user/individual on the job must be able to:

- PC10.** document all Key Performance Indicators (KPIs) and metrics of team in the prescribed format of organisation
- PC11.** handover all the documents and appropriate support measures to human resources department for official records

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** Standard Operating Procedures (SOP) of the organisation for appraisals, incentives, promotions and performance evaluation
- KU2.** operating procedures for query and problem reporting and their redressal in the organisation

- KU3.** framework and guidelines prescribed by the organisation for query, evaluation, appraisals and problem redressal
- KU4.** documentation requirements for each procedure carried out as part of job roles and responsibilities
- KU5.** institutional and professional code of ethics and standards of practice
- KU6.** documentation requirements for appraisals and other performance evaluations of various subordinate positions
- KU7.** process flow for performance evaluation, documentation and appraisals related with them
- KU8.** subordinate and reporting executives problems and queries and documenting it in the organisation's prescribed format
- KU9.** software or format such as MS Office and Management Information System (MIS) as prescribed by the organization

Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** read and interpret workplace related documentation
- GS2.** communicate using terms, names, grades and other nomenclature pertaining to the automotive trade
- GS3.** analyse and apply the information gathered from observation, experience, reasoning or communication to act efficiently
- GS4.** identify potential workplace problem and take suitable action
- GS5.** write in English/regional language

Assessment Criteria

| Assessment Criteria for Outcomes | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|---|--------------|-----------------|---------------|------------|
| <i>Supervise and evaluate performance of service team</i> | 34 | 33 | - | 16 |
| PC1. set goals and targets as per organisational directives for service team | 5 | 3 | - | 2 |
| PC2. take quantified measures and create metrics to analyse the performance delivered by team | 5 | 4 | - | 2 |
| PC3. set tangible and achievable incentives for team members as per the goals and targets assigned | 5 | 3 | - | 2 |
| PC4. ensure and implement strict adherence of all activities performed by team members to organisational guidelines | 3 | 4 | - | 2 |
| PC5. monitor and supervise all activities performed by team members to achieve set goals | 4 | 4 | - | 2 |
| PC6. evaluate performance of team members on the designed measures and metrics as per the guidelines of the organization | 3 | 4 | - | 2 |
| PC7. assist and support reporting team members whenever necessary or applicable | 3 | 4 | - | 2 |
| PC8. perform all appraisal related process flow for team members, as per their performance parameters | 4 | 4 | - | 2 |
| PC9. ensure proper process flow and implement improvements as per the feedbacks and queries received from team members | 2 | 3 | - | - |
| <i>Complete documentation</i> | 6 | 7 | - | 4 |
| PC10. document all Key Performance Indicators (KPIs) and metrics of team in the prescribed format of organisation | 4 | 4 | - | 2 |
| PC11. handover all the documents and appropriate support measures to human resources department for official records | 2 | 3 | - | 2 |

| Assessment Criteria for Outcomes | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|----------------------------------|--------------|-----------------|---------------|------------|
| NOS Total | 40 | 40 | - | 20 |

National Occupational Standards (NOS) Parameters

| | |
|----------------------------|---|
| NOS Code | ASC/N1440 |
| NOS Name | Supervise team and evaluate performance |
| Sector | Automotive |
| Sub-Sector | Automotive Vehicle Service |
| Occupation | Technical Service & Repair |
| NSQF Level | 6 |
| Credits | TBD |
| Version | 1.0 |
| Last Reviewed Date | 31/08/2021 |
| Next Review Date | 31/08/2024 |
| NSQC Clearance Date | 31/08/2021 |

ASC/N1424: Manage and supervise workshop operations

Description

This OS unit is about supervising service and repair operations of the vehicles, technicians/aggregates and other assets at the workshop. This unit is also about evaluating performance of all team members and reporting executives.

Scope

The scope covers the following :

- Supervise technicians
- Manage tools, equipment and procurement of spare parts
- Supervise service and repair operations
- Supervise performance of all reporting executives
- Evaluate performance of all reporting executives

Elements and Performance Criteria

Supervise technicians

To be competent, the user/individual on the job must be able to:

- PC1.** check the new service requests on daily basis and corresponding job cards
- PC2.** plan work on requests (service or repair) according to the schedule and location of the service (at customer site, on road or in workshop)
- PC3.** prioritize the service or repair requirements for vehicles reported with respect to technician, spare parts allocation, etc.
- PC4.** perform workshop load calculation to plan daily operations and their execution in a smooth manner
- PC5.** allocate technicians/component specialists as per the requirements of the service, maintenance or repair to be done on the vehicle
- PC6.** test drive a relevant 2/3/4 wheeler vehicle to ensure proper diagnosis by technicians, whenever required
- PC7.** identify workforce gaps amongst the technicians/component specialists for various workshop bays as per the OEM guidelines or as per industry norms
- PC8.** identify the training gaps and recommend technicians/component specialists for various trainings to workshop manager
- PC9.** report to the service manager or GM Service on functioning of the workshop or body shop and on any requirements, challenges and problems faced
- PC10.** offer support to technicians in case of any requirements/concern
- PC11.** ensure discipline and adherence of technicians/components specialists to organisation's regulations

Manage tools, equipment and procurement of spare parts

To be competent, the user/individual on the job must be able to:

- PC12.** manage day to day troubleshooting of various components in coordination with technical specialists

- PC13.** ensure that the equipment and special tools are used in the correct manner by the technicians/component specialists as per the OEM guidelines
- PC14.** manage the maintenance of workshop facilities and other tools including fixed equipment
- PC15.** coordinate with the spare parts manager to ensure supply of materials, parts and other requirements
- PC16.** ensure procurement of spare parts from the market in the most cost-effective manner which are not available at workshop spares counter and urgently required
- PC17.** coordinate with warranty processor for replacement of failed parts/aggregates as per the warranty manual and laid down organisational guidelines

Supervise service and repair operations

To be competent, the user/individual on the job must be able to:

- PC18.** develop solutions for identified faults and issues in the various components/aggregates of the vehicle
- PC19.** plan the optimised processes at the various bays (including AMC bay, quick repair bay etc.) of the workshop to ensure smooth operations
- PC20.** ensure that the placement of vehicles on the designated bays are scheduled for quick service/repair
- PC21.** assist team in resolving critical issues that need urgent action or specialist intervention
- PC22.** ensure that the complaints, service and repair requirements by the customer is resolved to his/her satisfaction and within estimated time and cost
- PC23.** manage quality issues in the work done by the technicians and components/aggregate specialists to reduce rework or repeat complaints
- PC24.** provide appropriate personal protective equipment to all people working on the bays of the workshop and encourage them to use it for promoting a safe working environment
- PC25.** perform the final inspection after the service and repair operations are completed, in case the quality inspector is unavailable
- PC26.** prepare all diagnostic and repair reports in coordination with components specialists and technical manager

Supervise performance of all reporting executives

To be competent, the user/individual on the job must be able to:

- PC27.** set goals and targets as per organisational directives for all reporting executives
- PC28.** set transparent, tangible and achievable incentives for team as per the goals and targets assigned
- PC29.** assess additional cost burden as a result of various incentives/rewards/recognition schemes for the team to ensure the overall profitability of the organisation
- PC30.** ensure and implement strict adherence of all activities performed by team to organisational guidelines
- PC31.** monitor and supervise all the activities performed by subordinates and ensure optimisation to achieve the set goals
- PC32.** plan work on daily basis to ensure higher levels of motivation within the team and quality work output with minimum superior guidance
- PC33.** assist and support reporting executives and help in resolving conflicts

Evaluate performance of all reporting executives

To be competent, the user/individual on the job must be able to:

- PC34.** create quantified measures and metrics to analyse the performance delivered by subordinates
- PC35.** evaluate performance of subordinates and reporting executives on the designed measures and metrics as per the guidelines of the organisation
- PC36.** document all performance indicators and metrics of subordinates in the prescribed format of organisation
- PC37.** inform team about appraisal related process flow as per respective performance documents
- PC38.** ensure implementation of proper process flow for feedbacks and queries received from subordinates

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** latest vehicle design, manufacturer, consumer and vehicle legislation, industry and trade practices
- KU2.** technical specifications of various OEM vehicular products as well as those manufactured by the competitors
- KU3.** documentation requirements regarding the service, maintenance and repair as specified by the respective OEM
- KU4.** how to test drive a vehicle for fault diagnosis
- KU5.** how to train and provide guidance (both technical and soft skills) to the technicians/component specialists in all matters related to the overall automotive service, maintenance and repair of vehicle
- KU6.** technical aspects communicated through various service circulars
- KU7.** how to advise the technicians and other component specialists to deal with various technical issues
- KU8.** basic technology used in the overall functioning of various components/aggregates
- KU9.** safety requirements for equipment and auto components/aggregates as prescribed by the OEM
- KU10.** various aspects of tools and equipment used in the workshop
- KU11.** maintenance requirement in various tools and equipment
- KU12.** the spares market in the town/area
- KU13.** warranty policies, insurance policies, etc.
- KU14.** SOPs of the organisation/dealership for inspection, servicing, repair and replacement of various parts/aggregates mandated by the OEM
- KU15.** safety and health policies and regulations for the workplace as well as for Automotive trade in general
- KU16.** SOPs of the organisation for appraisals, incentives, promotions and performance evaluation
- KU17.** reports to be created as part of roles and responsibilities
- KU18.** software or format such as MS Office and Management Information System (MIS) as prescribed by the organisation
- KU19.** organisation's incentive policy and procedures
- KU20.** institutional and professional code of ethics and standards of practice

- KU21.** framework and guidelines prescribed by the organisation for performance evaluations and appraisals based on the same
- KU22.** process flow for performance evaluation, documentation and related appraisals
- KU23.** SOPs for query and problem reporting and their redressal in the organisation
- KU24.** framework and guidelines prescribed by the organisation for query and problem redressal
- KU25.** redressal documentation mechanisms available in the organisation

Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** read and interpret workplace documentation
- GS2.** write in English and at least one regional language
- GS3.** operate computer to accomplish basic tasks
- GS4.** acquire new information, knowledge and skills
- GS5.** flow of information within the organization, whether formal or informal and verbal or written
- GS6.** interact with others in a professional and courteous manner
- GS7.** identify achievable goals to develop necessary strategies
- GS8.** plan work according to the daily operations, required schedules, locations and time management policies
- GS9.** take appropriate and timely decision as per the urgency of the task
- GS10.** use logic and reasoning to identify the strengths and weaknesses of the others
- GS11.** identify all key requirements of the subordinates
- GS12.** perform crisis management to deal with crises in a manner that minimizes damage

Assessment Criteria

| Assessment Criteria for Outcomes | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|--|--------------|-----------------|---------------|------------|
| <i>Supervise technicians</i> | 15 | 12 | - | 3 |
| PC1. check the new service requests on daily basis and corresponding job cards | 2 | - | - | - |
| PC2. plan work on requests (service or repair) according to the schedule and location of the service (at customer site, on road or in workshop) | 2 | 2 | - | 1 |
| PC3. prioritize the service or repair requirements for vehicles reported with respect to technician, spare parts allocation, etc. | 1 | 2 | - | - |
| PC4. perform workshop load calculation to plan daily operations and their execution in a smooth manner | 2 | 2 | - | - |
| PC5. allocate technicians/component specialists as per the requirements of the service, maintenance or repair to be done on the vehicle | 2 | 2 | - | 1 |
| PC6. test drive a relevant 2/3/4 wheeler vehicle to ensure proper diagnosis by technicians, whenever required | - | 2 | - | - |
| PC7. identify workforce gaps amongst the technicians/component specialists for various workshop bays as per the OEM guidelines or as per industry norms | 2 | - | - | - |
| PC8. identify the training gaps and recommend technicians/component specialists for various trainings to workshop manager | 2 | - | - | 1 |
| PC9. report to the service manager or GM Service on functioning of the workshop or body shop and on any requirements, challenges and problems faced | - | 1 | - | - |
| PC10. offer support to technicians in case of any requirements/concern | - | 1 | - | - |
| PC11. ensure discipline and adherence of technicians/components specialists to organisation's regulations | 2 | - | - | - |
| <i>Manage tools, equipment and procurement of spare parts</i> | 7 | 6 | - | 7 |

| Assessment Criteria for Outcomes | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|---|--------------|-----------------|---------------|------------|
| PC12. manage day to day troubleshooting of various components in coordination with technical specialists | 2 | - | - | 2 |
| PC13. ensure that the equipment and special tools are used in the correct manner by the technicians/component specialists as per the OEM guidelines | 1 | 1 | - | 1 |
| PC14. manage the maintenance of workshop facilities and other tools including fixed equipment | 1 | - | - | 1 |
| PC15. coordinate with the spare parts manager to ensure supply of materials, parts and other requirements | 1 | 2 | - | 1 |
| PC16. ensure procurement of spare parts from the market in the most cost-effective manner which are not available at workshop spares counter and urgently required | 1 | 1 | - | 1 |
| PC17. coordinate with warranty processor for replacement of failed parts/aggregates as per the warranty manual and laid down organisational guidelines | 1 | 2 | - | 1 |
| <i>Supervise service and repair operations</i> | 10 | 9 | - | 8 |
| PC18. develop solutions for identified faults and issues in the various components/aggregates of the vehicle | 2 | 1 | - | 1 |
| PC19. plan the optimised processes at the various bays (including AMC bay, quick repair bay etc.) of the workshop to ensure smooth operations | 1 | 1 | - | 1 |
| PC20. ensure that the placement of vehicles on the designated bays are scheduled for quick service/repair | - | 1 | - | - |
| PC21. assist team in resolving critical issues that need urgent action or specialist intervention | 1 | - | - | - |
| PC22. ensure that the complaints, service and repair requirements by the customer is resolved to his/her satisfaction and within estimated time and cost | 2 | - | - | 2 |
| PC23. manage quality issues in the work done by the technicians and components/aggregate specialists to reduce rework or repeat complaints | 1 | 1 | - | 1 |

| Assessment Criteria for Outcomes | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|--|--------------|-----------------|---------------|------------|
| PC24. provide appropriate personal protective equipment to all people working on the bays of the workshop and encourage them to use it for promoting a safe working environment | 1 | 2 | - | 1 |
| PC25. perform the final inspection after the service and repair operations are completed, in case the quality inspector is unavailable | 2 | 2 | - | 2 |
| PC26. prepare all diagnostic and repair reports in coordination with components specialists and technical manager | - | 1 | - | - |
| <i>Supervise performance of all reporting executives</i> | 5 | 8 | - | 2 |
| PC27. set goals and targets as per organisational directives for all reporting executives | 2 | 1 | - | - |
| PC28. set transparent, tangible and achievable incentives for team as per the goals and targets assigned | 1 | 1 | - | - |
| PC29. assess additional cost burden as a result of various incentives/rewards/recognition schemes for the team to ensure the overall profitability of the organisation | - | - | - | 2 |
| PC30. ensure and implement strict adherence of all activities performed by team to organisational guidelines | - | 1 | - | - |
| PC31. monitor and supervise all the activities performed by subordinates and ensure optimisation to achieve the set goals | - | 1 | - | - |
| PC32. plan work on daily basis to ensure higher levels of motivation within the team and quality work output with minimum superior guidance | 2 | 2 | - | - |
| PC33. assist and support reporting executives and help in resolving conflicts | - | 2 | - | - |
| <i>Evaluate performance of all reporting executives</i> | 3 | 5 | - | - |
| PC34. create quantified measures and metrics to analyse the performance delivered by subordinates | 1 | 1 | - | - |

| Assessment Criteria for Outcomes | Theory Marks | Practical Marks | Project Marks | Viva Marks |
|---|--------------|-----------------|---------------|------------|
| PC35. evaluate performance of subordinates and reporting executives on the designed measures and metrics as per the guidelines of the organisation | 1 | 1 | - | - |
| PC36. document all performance indicators and metrics of subordinates in the prescribed format of organisation | - | 1 | - | - |
| PC37. inform team about appraisal related process flow as per respective performance documents | - | 2 | - | - |
| PC38. ensure implementation of proper process flow for feedbacks and queries received from subordinates | 1 | - | - | - |
| NOS Total | 40 | 40 | - | 20 |

National Occupational Standards (NOS) Parameters

| | |
|----------------------------|--|
| NOS Code | ASC/N1424 |
| NOS Name | Manage and supervise workshop operations |
| Sector | Automotive |
| Sub-Sector | Automotive Vehicle Service |
| Occupation | Technical Service & Repair |
| NSQF Level | 6 |
| Credits | TBD |
| Version | 2.0 |
| Last Reviewed Date | 31/08/2021 |
| Next Review Date | 31/08/2024 |
| NSQC Clearance Date | 31/08/2021 |

Assessment Guidelines and Assessment Weightage

Assessment Guidelines

1. Criteria for assessment for each Qualification Pack will be created by the Sector Skill Council. Each Performance Criteria (PC) will be assigned marks proportional to its importance in NOS. SSC will also lay down the proportion of marks for Theory and Skills Practical for each PC.
2. The assessment for the theory part will be based on the knowledge bank of questions created by the SSC.
3. Assessment will be conducted for all compulsory NOS, and where applicable, on the selected elective/option NOS/set of NOS.
4. Individual assessment agencies will create unique question papers for the theory part for each candidate at each examination/training center (as per assessment criteria below).
5. Individual assessment agencies will create unique evaluations for skill practical for every student at each examination/ training center based on these criteria.
6. In case of unsuccessful completion, the trainee may seek reassessment on the Qualification Pack.

Minimum Aggregate Passing % at QP Level : 70

(**Please note:** Every Trainee should score a minimum aggregate passing percentage as specified above, to successfully clear the Qualification Pack assessment.)

Assessment Weightage

Compulsory NOS

| National Occupational Standards | Theory Marks | Practical Marks | Project Marks | Viva Marks | Total Marks | Weightage |
|--|---------------------|------------------------|----------------------|-------------------|--------------------|------------------|
| ASC/N9813.Manage work and resources | 50 | 30 | - | 20 | 100 | 15 |
| DGT/VSQ/N0103.Employability Skills (90 Hours) | 20 | 30 | - | - | 50 | 10 |
| ASC/N1440.Supervise team and evaluate performance | 40 | 40 | - | 20 | 100 | 30 |
| ASC/N1424.Manage and supervise workshop operations | 40 | 40 | - | 20 | 100 | 45 |
| Total | 150 | 140 | - | 60 | 350 | 100 |

Acronyms

| | |
|-------------|---|
| NOS | National Occupational Standard(s) |
| NSQF | National Skills Qualifications Framework |
| QP | Qualifications Pack |
| TVET | Technical and Vocational Education and Training |
| KPI | Key Performance Indicators |
| SOP | Standard Operating Procedure |
| MIS | Management Information System |
| OEM | Original Equipment Manufacturer |
| GM | General Manager |
| AMC | Annual Maintenance Contract |
| SOP | Standard Operating Procedure |
| MIS | Management Information System |
| KPI | Key Performance Indicators |
| SOP | Standard Operating Procedure |
| MIS | Management Information System |
| OEM | Original Equipment Manufacturer |
| GM | General Manager |
| AMC | Annual Maintenance Contract |
| SOP | Standard Operating Procedure |
| MIS | Management Information System |
| KPI | Key Performance Indicators |
| SOP | Standard Operating Procedure |
| MIS | Management Information System |
| OEM | Original Equipment Manufacturer |
| GM | General Manager |

| | |
|------------|-------------------------------|
| AMC | Annual Maintenance Contract |
| SOP | Standard Operating Procedure |
| MIS | Management Information System |

Glossary

| | |
|--|--|
| Sector | Sector is a conglomeration of different business operations having similar business and interests. It may also be defined as a distinct subset of the economy whose components share similar characteristics and interests. |
| Sub-sector | Sub-sector is derived from a further breakdown based on the characteristics and interests of its components. |
| Occupation | Occupation is a set of job roles, which perform similar/ related set of functions in an industry. |
| Job role | Job role defines a unique set of functions that together form a unique employment opportunity in an organisation. |
| Occupational Standards (OS) | OS specify the standards of performance an individual must achieve when carrying out a function in the workplace, together with the Knowledge and Understanding (KU) they need to meet that standard consistently. Occupational Standards are applicable both in the Indian and global contexts. |
| Performance Criteria (PC) | Performance Criteria (PC) are statements that together specify the standard of performance required when carrying out a task. |
| National Occupational Standards (NOS) | NOS are occupational standards which apply uniquely in the Indian context. |
| Qualifications Pack (QP) | QP comprises the set of OS, together with the educational, training and other criteria required to perform a job role. A QP is assigned a unique qualifications pack code. |
| Unit Code | Unit code is a unique identifier for an Occupational Standard, which is denoted by an 'N' |
| Unit Title | Unit title gives a clear overall statement about what the incumbent should be able to do. |
| Description | Description gives a short summary of the unit content. This would be helpful to anyone searching on a database to verify that this is the appropriate OS they are looking for. |
| Scope | Scope is a set of statements specifying the range of variables that an individual may have to deal with in carrying out the function which have a critical impact on quality of performance required. |
| Knowledge and Understanding (KU) | Knowledge and Understanding (KU) are statements which together specify the technical, generic, professional and organisational specific knowledge that an individual needs in order to perform to the required standard. |

| | |
|---|--|
| Organisational Context | Organisational context includes the way the organisation is structured and how it operates, including the extent of operative knowledge managers have of their relevant areas of responsibility. |
| Technical Knowledge | Technical knowledge is the specific knowledge needed to accomplish specific designated responsibilities. |
| Core Skills/ Generic Skills (GS) | Core skills or Generic Skills (GS) are a group of skills that are the key to learning and working in today's world. These skills are typically needed in any work environment in today's world. These skills are typically needed in any work environment. In the context of the OS, these include communication related skills that are applicable to most job roles. |
| Electives | Electives are NOS/set of NOS that are identified by the sector as contributive to specialization in a job role. There may be multiple electives within a QP for each specialized job role. Trainees must select at least one elective for the successful completion of a QP with Electives. |
| Options | Options are NOS/set of NOS that are identified by the sector as additional skills. There may be multiple options within a QP. It is not mandatory to select any of the options to complete a QP with Options. |