

## Case Study

### T-Systems (Deutsche Telekom, now Cognizant Technology Systems)

T-Systems is the business customer brand of Deutsche Telekom. With more than 56,000 employees, they offer - as one of few worldwide service providers - integrated ICT solutions from a single source. Amplify has been working with T-Systems as their Training Partner in the field of niche Technical trainings, where we have been sharing the training process and methodologies, to make our training more effective for corporates.

Lateral Skill Enhancement Trainings		Fresher Induction & Training Program	
Technology	Batch size	Technology	Batch size
SAP - ALE/Idocs (Advance)	30	SAP- ABAP	25
Linux Installation & Administration	25	SAP - BASIS	25
SOAP, Hibernate & Mapping	20	Software Testing	25
		Automated Testing	20
		Siebel - CRM	25
		Internet Technologies	23
		SQA	20
		Mainframe (IMS DB/DC)	22
		PLM	10

#### Stage I

Pre Training diagnostics was carried out for all the trainees. The trainees were mainly from B.Sc & BE background. The trainees were not found up to the mark to ahead with the main technical training.

#### Stage II

One week's Precursor Training was designed along with the Delivery & Project Mangers, for all the trainees joining T-Systems as a Campus recruits. The purpose of this precursor training was to bring all the trainees to a common platform. The Batch formation was done based on the competencies of the trainees (after precursor training), for the specific technical streams like SAP, Siebel, Testing, SQA, Mainframe etc. This training covered the basic programming concepts and domain training.

#### Stage III

6 - 7 weeks Classroom training was imparted as per technology. This also included weekly tests & evaluations, quizzes, feedback sessions for the trainee and the trainer as well. The final evaluation was done at the end of the training and the benchmark for passing the test was set to minimum 75% score.

#### Stage IV

Post Training diagnostics was carried out where the competencies of the trainees were matched with the set expectations at the beginning of the training. 95% of the trainees matched the benchmark.

