

BACKGROUND

A premier global supplier of electric motors, motor controllers, and auxiliary equipment for the vehicle industry.



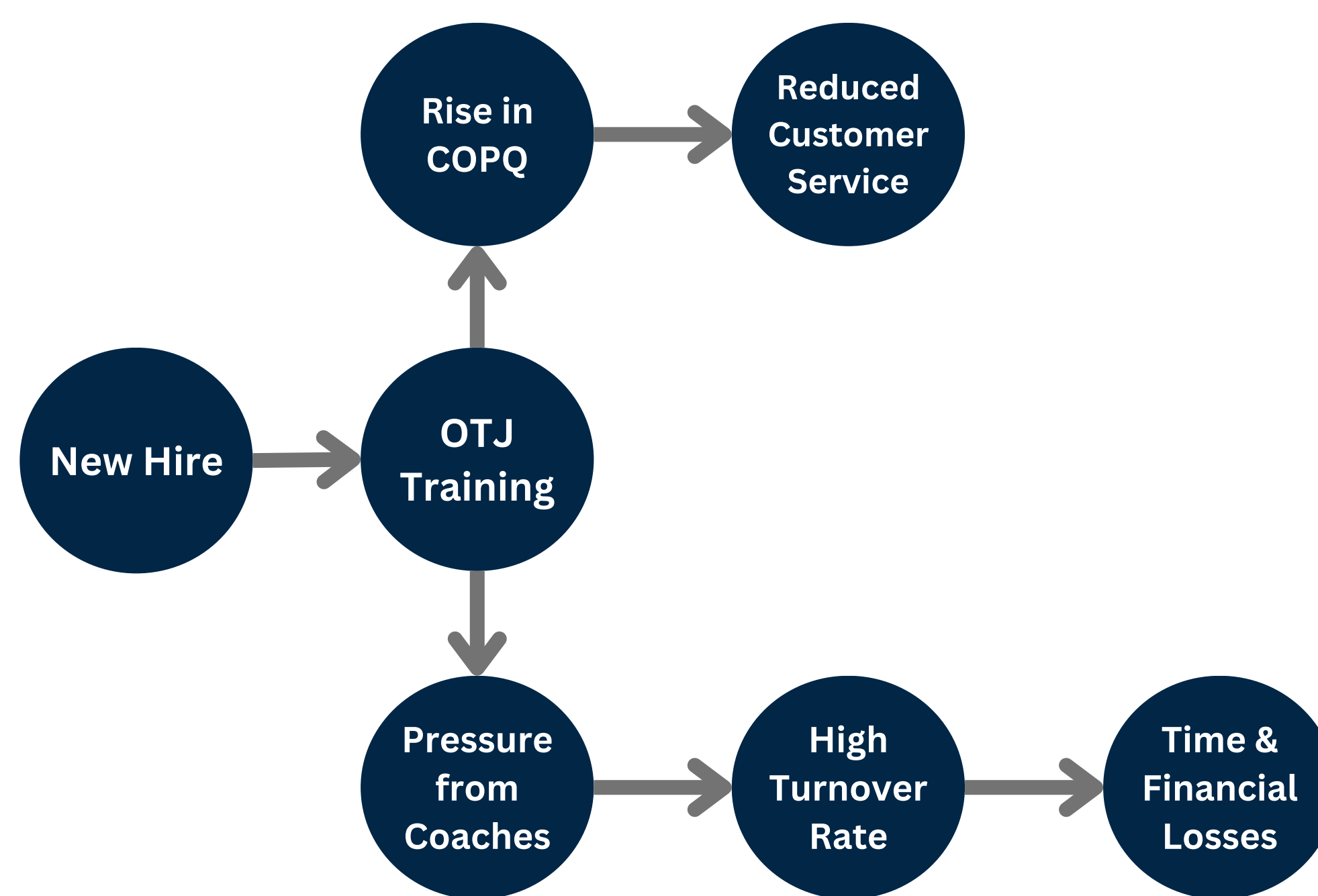
150 employees



North American Headquarters

PROBLEM DESCRIPTION

Inmotion is facing **inadequate training** in their rotor, stator, and final assemblies as it is leading to increased **Cost of Poor Quality (COPQ)** from their on-the-job training methods.



This, compounded by pressure from production trainers, has resulted in **high turnover** among new hires, **time and financial losses**, and **decreased customer satisfaction**.

IMPACT



15 more jobs retained



Material Costs Savings :
\$30,600



Labor Costs Avoidance:
\$56,700

SOLUTION DESIGN

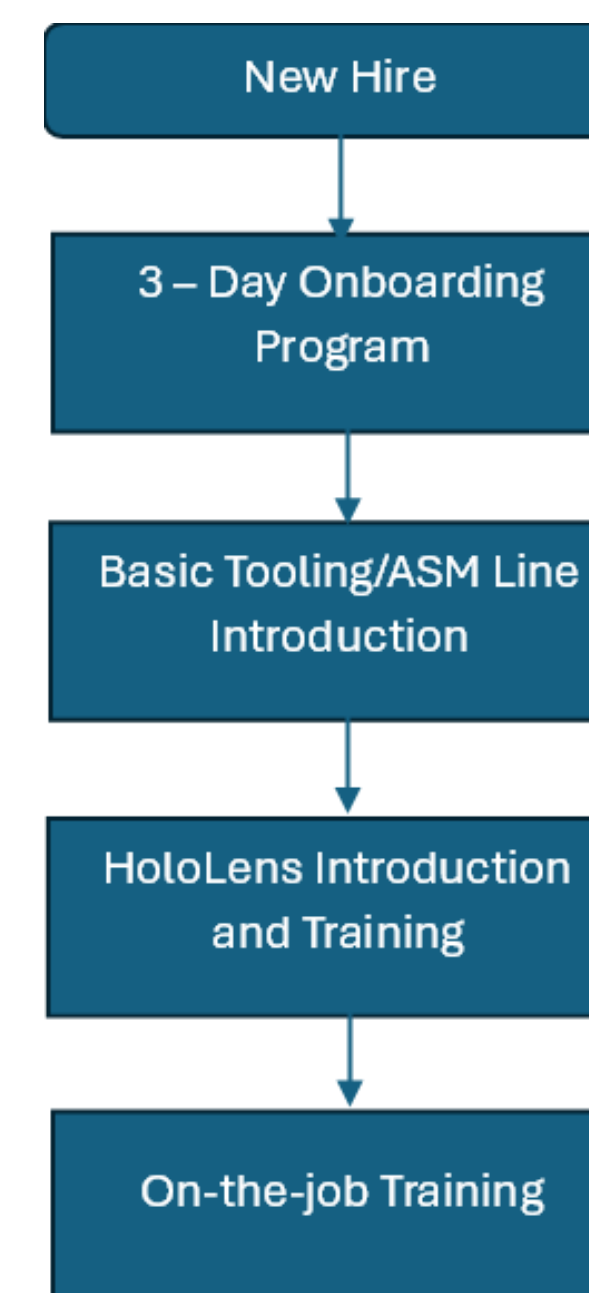


Employee Satisfaction Initial Survey

Used employee feedback to gauge where employees felt the most hardship working on the ASM line.

Metric	Rotor	Stator	Final
Confidence	9.8	9.3	8.8
Difficulty	8.6	8.1	8.2
Stress	4	4.3	4.4
Job Satisfaction	6	8	7.6

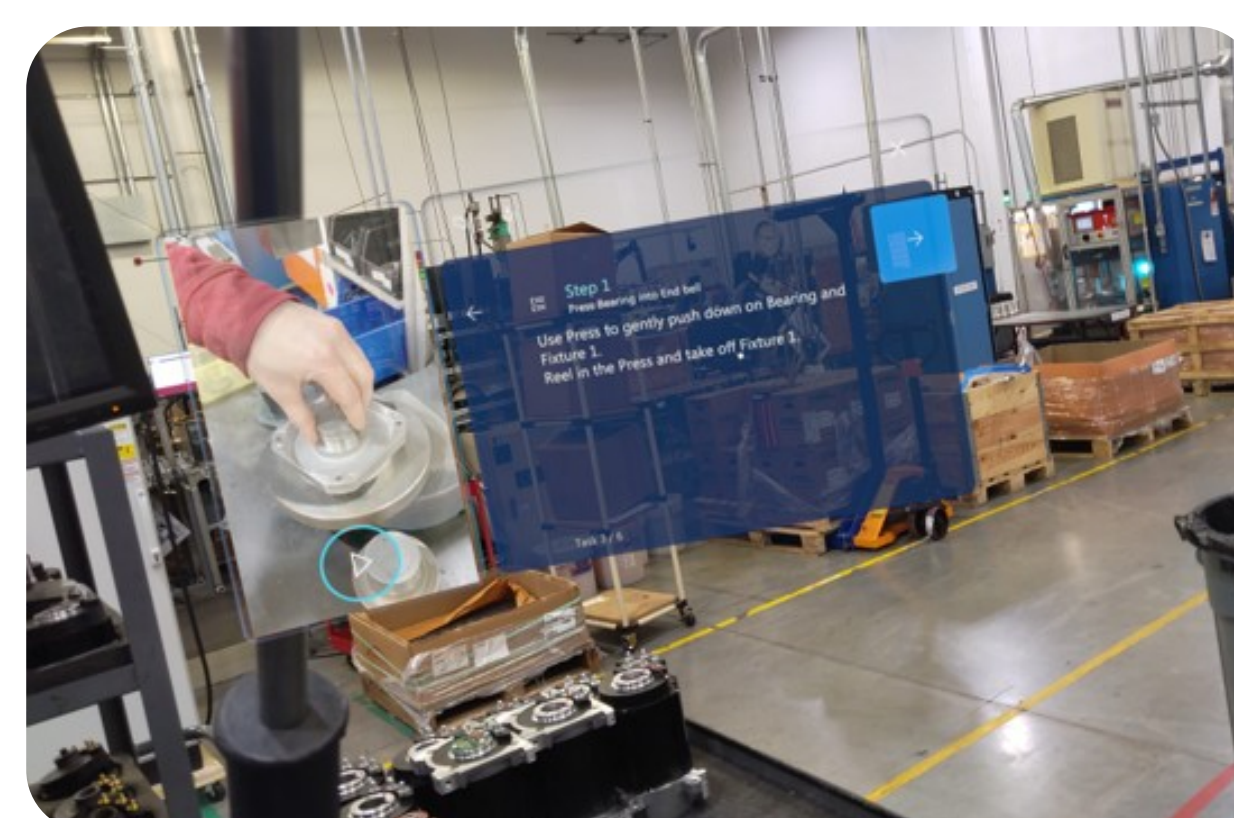
Process Workflow



Deliverables

- Basic Tooling and Intro to ASM PPT and Video
- HoloLens Training Demo
- On-the-Job training schedule
- Training Room Layout

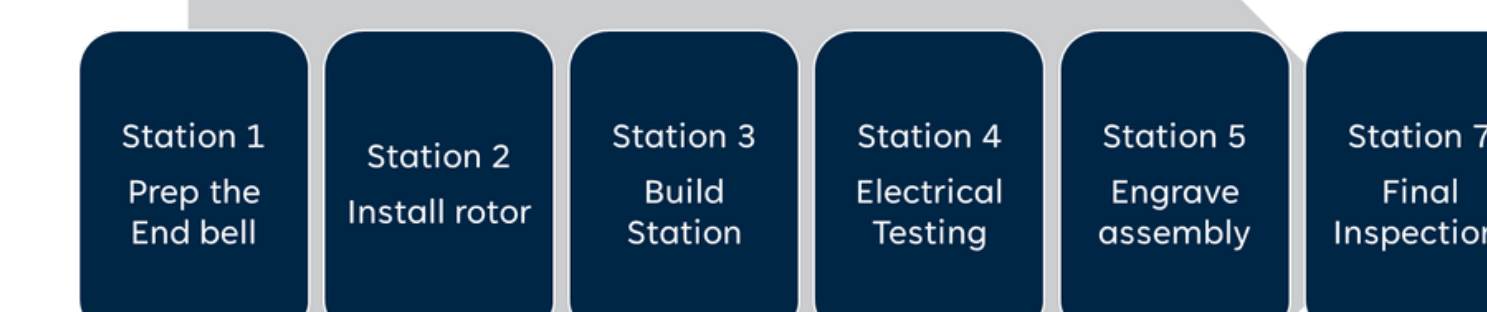
TRAINING WITH HOLOLENS



Screenshot of Microsoft Dynamics 365 Guides



Tested the AR training demo with various operators of different demographics



Project focus

We identified the assembly stations in the ASM final line and devised the HoloLens training for the first 3 stations as these were easier to reproduce given our timeline.

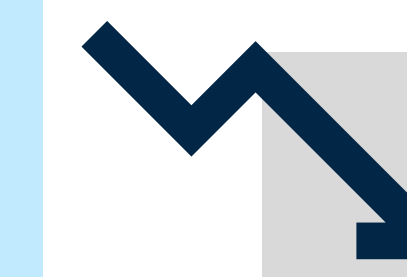
OBJECTIVES



Reduce the total training time



Increase employee satisfaction in the training program



Lower COPQ by 10% or more.

RESULTS



Training Time ↓ 33%

Before:

6 weeks

After:

4 weeks



Employee Satisfaction ↑ 15%

Before:

7.6/10

After:

9/10



COPQ ↓ 10%

Before:

\$122,000

After:

\$109,800

Team 26