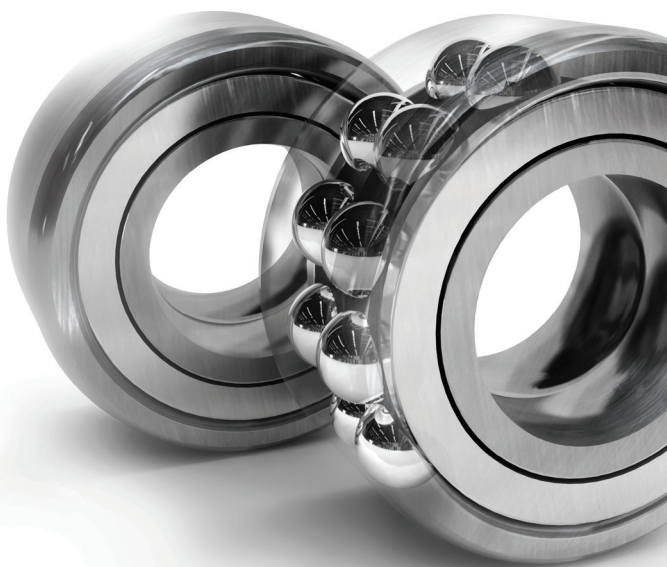




**DELUX**

**B E A R I N G S**

**INSPIRING EVERY MOVEMENT**



***CAREER PROGRAMS***

**OEM TECHNOLOGY SUPPLIER**



Delux bearings is a leading innovator and bearing manufacturer that has been a partner to the Indian and global Automotive industry for over 50 years. With over 800 unique products and an ever expanding portfolio, Delux Bearings offers niche solutions for all types of bearing and precision parts.

Today Delux is one of the largest manufactures of clutch release, niche ball, roller bearings and precision components in India with leading technologies and a deep and loyal customer base. Delux is an ISO 14001, TUV and ACMA quality award winning company that has been adding value to the Indian industry year on year through continuous improvements.

Headquartered in Mumbai and having 3 State of art manufacturing facilities in Pune and Surendranagar (Gujarat) Delux employs over 400 people catering to PAN India Customers and with presence in more than 50 countries in 5 Continents worldwide.



## **PLANT 01**

Wadhwan city is located in the Surendranagar district of Gujarat. Delux set up its first plant here in the 1960s. Today Delux Bearings is one of the most reputed companies in the Wadhwan area, attracting employment from the entire Saurashtra industrial area.

Delux has recently completed the set up of our second plant in Surendranagar, Gujarat. This is state of the art facility with modern design and machinery to cater to global customers. The plant has grinding, turning, assembly, automations, phosphating, a dedicated tool room, testing lab and CMM room. Both plant together will constitute a total of 6 acres.



New Plant, shop floor view.

## **PLANT 02**

Delux Plant 2 is based in the auto hub of Sanaswadi, 30 km outside Pune. Sprawled on 9 acres of land, this facility is having grinding lines, automation, heat treatment and assembly lines. This plant has an integrated tooling, testing, machine building and product design center that takes on projects from test rig development to product development.



Plant 02, plaza view

# **INTERNSHIP PROGRAM**

Delux is proud to partner with local and leading engineering institutions to provide opportunities for budding mechanical engineers to get a hands on industrial experience. Internship programs last 6 months (flexible) in which students are asked to take on challenging projects that are real and practical. These projects are conceived, planned and executed by the intern with guidance from Delux team with weekly reviews, presentations, and techno-commercial exercises. At the end of the project, the student makes a detailed presentation to the management and receives a certificate of experience and based upon his performance, is offered a full time trainee position at the company.

To apply for an internship please submit to the HR dept. - resume, letter of intent and be ready to be asked some challenging questions at a personal interview !

# **DET/GET PROGRAMS**

At Delux we believe in nurturing talent at a young age. Delux recruits fresh engineers at the entry level under the Graduate Engineers Training Programme (GET) & Diploma Engineers Training Program (DET). GET & DET has recently been introduced so that young engineers can be absorbed into the working standards and methodology of the Company.

Recruitment methodology:

1. Written Test (Domain + Aptitude)
2. Group Discussion
3. Personal Interviews (Technical + HR)

Structure of the GET & DET Program:

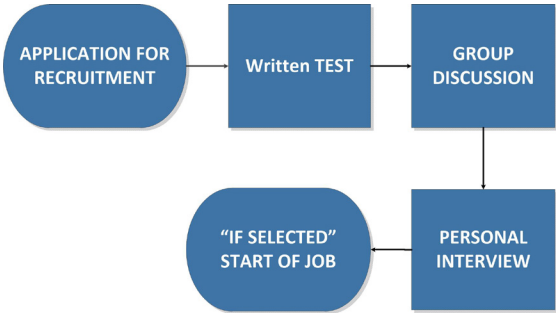
The new recruits, are acclimatised to organizational culture, values, systems, quality procedures, safety procedures etc. All GETs undergo structured class room training for 1 month in which they are trained in the following:

Team Building, Attitude transformation, Communication skills, Decision making and Problem Solving and On the fronts of Production, Quality, Purchase, Projects, Planning & Design & Development.

After completion of 1 month the GETs & DETs are placed in various departments for a period of 1 year. Here they will go through the on the Job Training (OJT). 1 Day in every alternate month will be available to the GETs & DETs as an open forum where they can discuss their queries with the Plant management. After completion of 1 Year GETs & DETs are assessed on their performance and based on performance they are eligible for regular employment at the company.

DBPL offers attractive remuneration packages to GETs and DETs in order to reward and retain the best talent.

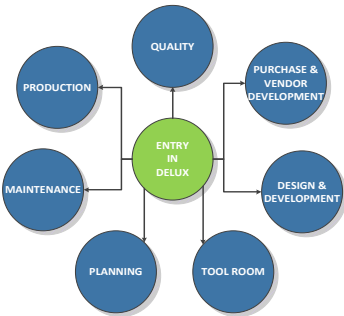
# PROCEDURE



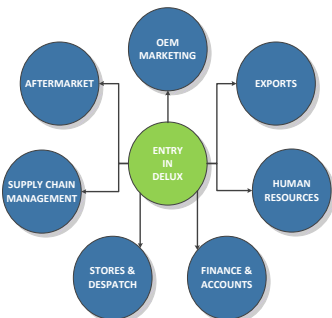
# CAREERS

Below are the departments that one can explore as a part of their career growth at Delux Bearings:-

## TECHNICAL DEPARTMENTS



## COMMERCIAL DEPARTMENTS



# BENEFITS



Celebration of Womans day

## Delux offers

- Transport
- Canteen
- Recognition and Rewards
- Recreation Room
- Annual Day Celebrations



Plant celebrates Ganpati Visarjan



Employees receiving awards from Managing Director and ACMA

A lot of time is spent at work. Therefore, it is extremely important that the job is satisfying as well as engaging.

We, at Delux, believe in the concept of PARIVAAR. Delux will grow to become your extended family, where you will not feel alone and away from home.

Every year we celebrate annual days, national as well as international festivals, sports competitions and host a variety of awards programs to recognize employees that demonstrate excellence in all professional spheres.