

# Iveco Engines Parts Catalog Repair Iveco

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work and learning in microenterprises in the car repair industries of four european community ec countries were examined through 21 case studies of firms with 10 or fewer employees 6 firms in ireland and 5 each in greece the netherlands and spain structured interviews were conducted with each firm's owner and 60 motor vehicle mechanics at the 21 firms firms were not selected randomly rather they were selected because of their active use of training to adapt their staff to technological economic and organizational change the sample included franchise and nonfranchise firms all 21 microfirms studied were simultaneously pursuing growth strategies and the strategy of specialization in

networks of the 60 mechanics interviewed 43 had initial vocational education for the sector except for the apprentices all 43 mechanics participated in continuing training during the previous 3 years of the 17 mechanics with no initial training for the sector 10 59 had participated in continuing training and only 7 41 reported learning a great deal from that training many employees developed skills through incidental learning including learning by solving problems individually or with colleagues learning by regular rotation of tasks and learning under the boss or an experienced worker contains 23 tables figures mn

a comprehensive index to company and industry information in business journals

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