“Work Environment”
Greetings!

Internship programs have taken a lot of heat, particularly in the past few years. Finding work can be a real challenge, especially if you don't have any experience. Internships provide work experience opportunities to university students, recent graduates and people considering career changes. Employers are willing to hire interns with little or no experience, especially if the intern is willing to accept little or no monetary compensation. However, the benefits of doing an internship go far beyond your pay cheque.

In this issue of Work Environment, we have tried to show the experience of our students during their Summer Internship Programme. Calcutta Business School has placed their students for their SIP in well-established companies such as Steel Authority of India (SAIL- a Maharatna Company), Allahabad Bank, Tata Steel, Hindalco, Simplex, State Bank of India, HDFC Life, ITC, McLeod Russel, Reliance Money Precious Metal, Central Mining Planning and Design Institute Ltd. (CMPDI) and many more.

This Summer Training Program of the Students gives a exposure to the corporate world were we students gained valuable work experience, the students got an opportunity to increase their corporate networking and apply class room knowledge in their day to day working. This would surely help each student gain confidence and be ready for all upcoming challenges in life.

Under this issue we have covered the experience of each student in their company and what they have learnt during this period.

Hope you enjoy the read!

Best wishes,

Payal Maskara
Ankit Kumar Hisaria
(Editor – In –Chief)
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World's first baby born with IVF time lapse treatment
LONDON: A 42-year-old UK woman has become the first in the world to give birth to a baby conceived using a pioneering IVF time-lapse photography technique to pick the best embryo. The child was conceived using a technique which monitors the growth of the embryo, to select the one which is most likely to result in a successful pregnancy.

Nine out of 10 suffering from 'Nomophobia', fear of having no mobile phone
MELBOURNE: Nine out of every 10 people aged under 30 admit to suffering the new age phenomenon of "Nomophobia", the fear of having no mobile phone, a survey says. Telecom giant Cisco, in a survey conducted on 3800 people in Australia, found nine out of 10 in the group aged under 30 were addicted to their smartphones and became anxious when their phone went missing, the 'Courier Mail' reported.

British Indian businessman buys Austrian bank
LONDON: British Indian businessman and investor Sanjeev Kanoria has acquired the domestic banking unit of Austrian bank Hypo Alpe Adria for around $85.5 million. The nationalized bank agreed to sell Hypo Alpe Adria Bank AG, the unit which operates in the southern Austrian province of Carinthia, to Anadi Financial Holdings, the Klagenfurt-based lender said in a statement.

Chinese patrols in Asian seas 'legitimate': Chinese general
SINGAPORE: Chinese warships will continue to patrol waters where Beijing has territorial claims, a top general said Sunday, amid simmering rows with neighboring countries over the South China Sea and islands controlled by Japan. Lieutenant General Qi Jianguo, deputy chief of the general staff of the People's Liberation Army, defended the patrols as legitimate and said his country's sovereignty over the areas could not be disputed.

US and China agree to hold regular talks on hacking
WASHINGTON: The United States and China have agreed to hold regular, high-level talks on how to set standards of behavior for cyber security and commercial espionage, the first diplomatic effort to defuse the tensions over what the United States says is a daily barrage of computer break-ins and theft of corporate and government secrets.

UK politicians caught in lobbying scandal
LONDON: Three members of Britain's House of Lords are denying wrongdoing after apparently being caught in a newspaper sting agreeing to lobby in Parliament in return for cash. Labour peers Brian Mackenzie and Jack Cunningham and Ulster unionist John Laird were recorded by Sunday Times reporters pretending to represent a solar energy firm. The men appeared to agree to push the firm's cause in Parliament.
Srinivasan steps aside as Dalmiya takes over as interim BCCI chief

CHENNAI: Bowing to all-round pressure, N Srinivasan on Sunday agreed to "step aside" as BCCI president under a compromise formula that brought back former chief Jagmohan Dalmiya as head of a four-member "interim arrangement" to run the Board, more than a fortnight after the spot-fixing scandal rocked cricketing world.

Maoist attack: Chhattisgarh Congress MLAs offer to resign 'en masse' from assembly

RAIPUR: Mounting pressure on the Raman Singh government in Chhattisgarh, opposition Congress legislators have offered to resign en masse from the state legislative assembly to force dissolution of the house in the wake of the Maoist attack in which senior Congress leaders were killed in Bastar on May 25.

Mumbai dabbawallas to share success mantra in Dubai

MUMBAI: The legendary dabbawallas (lunch-box carriers) in Mumbai, known for their management skills, will feature in the Gulf Co-operation Council (GCC) conference to be held in Dubai on June 4 and 5.

Congress pokes fun at BJP on prime ministerial candidate issue

NEW DELHI: Congress on Sunday poked fun at BJP saying there was a “civil war” in the opposition party over the issue of its prime ministerial candidate after L K Advani showered lavish praise on Madhya Pradesh chief minister Shivraj Singh Chouhan vis-a-vis Narendra Modi.

Kerala launches country's first tourist seaplane service

KOLLAM: Kerala today launched the country's first tourist seaplane service that would enable holidayers enjoy the panoramic beauty of the 'God's Own Country' through easy connectivity to distant backwater destinations.

India tells US to hand over David Headley 'temporarily' for a year

NEW DELHI: India has asked the US to "temporarily" hand over LeT terrorist David Headley for a year and extradite his accomplice Tahawwur Hussain Rana to get more information about the conspiracy hatched to carry out Mumbai terror attacks.

Narayana Murthy & Son comes to rescue of faltering Infosys

BANGALORE: In a dramatic development, N R Narayana Murthy, 67, on Saturday returned to the executive leadership of the $7.4-billion Infosys, two years after retiring from the iconic company he had founded. Murthy was forced to rejoin because Infosys, once the bellwether of the I-T industry, is currently struggling, with its revenues falling behind its peers such
Steel Authority of India Limited (SAIL) (NSE: SAIL, LSE: SAUD) is one of the largest state-owned steel makers in India. With a turnover of ₹ 48,681 crore (US$10.81 billion), the company is among the top five highest profit earning corporate of the country. It is a public sector undertaking which trades publicly in the market and is largely owned by Government of India and acts like an operating company. Major plants owned by SAIL are located at Bhilai, Bokaro, Durgapur, Rourkela, Burnpur (near Asansol) and Salem.

SAIL traces its origin to the Hindustan Steel Limited (HSL) which was set up on January 19, 1954. HSL was initially designed to manage only one plant that was coming up at Rourkela. For Bhilai and Durgapur Steel Plants, the preliminary work was done by the Iron and Steel Ministry. From April 1957, the supervision and control of these two steel plants were also transferred to Hindustan Steel. The registered office was originally in New Delhi. It moved to Calcutta in July 1956 and ultimately to Ranchi in December 1959.

Since its inception, SAIL has been instrumental in laying a sound infrastructure for the industrial development of the country. Besides, it has immensely contributed to the development of technical and managerial expertise. It has triggered the secondary and tertiary waves of economic growth by continuously providing the inputs for the consuming industry.

SAIL today is one of the largest industrial entities in India. Its strength has been the diversified range of quality steel products catering to the domestic, as well as the export markets and a large pool of technical and professional expertise.
Bokaro Steel Plant - the fourth integrated plant in the Public Sector - started taking shape in 1965 in collaboration with the Soviet Union. It was originally incorporated as a limited company on 29th January 1964, and was later merged with SAIL, first as a subsidiary and then as a unit, through the Public Sector Iron & Steel Companies (Restructuring & Miscellaneous Provisions) Act 1978. The construction work started on 6th April 1968.

The Bokaro Steel Plant is hailed as the country’s first Swadeshi steel plant, built with maximum indigenous content in terms of equipment, material and know-how. Its first Blast Furnace started on 2nd October 1972 and the first phase of 1.7 MT ingots steel was completed on 26th February 1978 with the commissioning of the third Blast Furnace. All units of 4 MT stage have already been commissioned and the 90's modernization has further upgraded this to 4.5 MT of liquid steel.

The six of us are doing our Summer Internship from Bokaro Steel Plant. Swadesh Sardar and Sashi Prabha Jha and me, Ankit Kumar Hisaria, are doing SIP in finance department and Jay Pratap Singh, Anshul Agrawal and Md. Rehan Ahmed are doing SIP in marketing department.

SIP at Bokaro Steel Plant in Finance Department, three of us were given different projects and these were FOREX Management, Strategic Cost Management and Working Capital Management. Though we were given different projects but we all were working together in all the projects so that to gain knowledge in all fields. A part from our project we were also given other works to do such as issues of C Forms, data entry and sending the letter to the vendors.

The marketing people were dealing with the secondary products and the detail is as given below Secondary Products:

These are the defectives or rejected materials due to improper mixing of chemical components or fail to meet the optimum requirements. Scraps generated inside plant are also termed as Secondary products. The secondary products used here in after will mean ferrous materials generated from various production units which can either suitably be used for re-melting to produce iron and products or offered for sale if rendered surplus in production process for example Defective Heavy blooms, Defective Rails, Rail cutting, Rod cutting, Scrap etc.

Following Items fall under the category of Secondary Products:-

- Chemicals
- Steel scraps
- Idle assets
- Waste products
Our EXPERIENCE AT SAIL/BSL:
We had a great experience, in two months training we experienced the corporate world. We learned how life changes after joining the company the life style changes everything is within the schedule and we have to work according to that. We also experienced how human behaviour changes according to person we meet and talk. In finance department we really enjoyed just because of our guide Mr. Jitender Kumar who really helped us in completion of our projects and provided us with snacks and lunch at his costs and also taught us how the finance department regulates and operates.

We were under the marketing division of secondary products at Bokaro steel plant. We learned how the entire process of E-auction is conducted right from the items that are to be included, the price that has to be marked, the price in which the bid has to be started and everything. At Bokaro steel plant E-auction is being conducted with the help of metal junction which also acts as an intermediary between the buyers and sellers.
Sail believes in optimization of its resources this is the reason why they put so much stress on marketing of secondary products. Every year they make crores and crores of rupees by selling these secondary products. We were amazed to see how a company can generate such huge amount of money by selling its unwanted, undesired and used products but with careful planning and systematic approach every year they are able to sell more and more of their products.

Submitted By:-
Ankit Kr. Hisaria
Jay Pratap Singh
(P.G.D.M. IIInd year)
Analysis of Working Capital Management of BSL, SAIL

The project aims to analyze the various components of working capital in BSL i.e. cash, inventory, receivables and payables. It also analyzes the various ratios and also performs a comparative analysis with the competitors and finally provided recommendations to manage the working capital more efficiently.

Working capital management has been one of the major concerns of managers in any organization. Effective management of working capital i.e. cash, inventory, account receivables and account payables is very important for a manufacturing concern like BSL for its proper functioning.

The research began with the study of finance and accounts department in BSL, their major sections and their respective activities. It was then followed by the study of various production plants to understand the production flow in the steel plant. The study of various production plants gave the idea of the inventory levels maintained in these plants.

The study was directed towards the analysis of working capital management in BSL which included the analysis of the various components of working capital, the percentage of various components maintained in BSL, determination of operating cycle and the cash conversion cycle, the company’s policy towards its various suppliers and customers. The study further included ratio analysis to determine the liquidity and profitability of the firm.

The data was collected from the following sources:

Primary sources:
- Records of previous year’s profit and loss statements, balance sheets and cash flow statements
- Information provided by the senior finance executives and chartered accountants of BSL

Secondary sources:
- Secondary data was collected from the internet and various magazines, circulars issued by SAIL and books.

Inventory in the steel plant consists of three parts: the raw material inventory, storage and spare inventory and finished goods inventory. Raw material inventory consists of the major part of the inventory section.

Bokaro Steel plant gives a credit period of 30 days to its customers which sometimes vary between 25 – 40 days. The credit given by their suppliers is normally 15 days.

The liquidity position of BSL as analyzed by the current ratio and quick ratio says that the company has sufficient amount of the most liquid assets to meet its contingent liabilities. Although the company has a huge piling up of inventory due to less demand for flat products. The quick ratio also showed a decrease from the previous year due to the increase in current liabilities. However a low quick ratio is not a concern since funds are managed centrally by the mother unit SAIL.

Finally a comparative of BSL was done with its major competitors i.e. Tata Steel and Essar Steel. This analysis showed that BSL follows a conservative financing and conservative investment policy as compared to its competitors. Tata has a negative working capital. It is managing its inventories well, however it might face a problem in meeting its day to day financing needs.

Submitted By:-
Swadesh Sardar
(P.G.D.M. IInd year)
Gold has been synonymous to wealth and prosperity through the ages. The history of Gold dates back to as early as 4000 BC when the prehistoric men used it as a tool. Since then Gold has filled the pages of history as the divine metal that has attracted the attention of men – powerful and otherwise. Gold was the source of power for the kings. Wars were waged; lives were lost as kingdoms piled up and hoarded tonnes of Gold. In the modern history, Gold became the international currency as the Gold standard came into existence. Even after the dismantling of Gold standard, Gold existed as the backbone of international trade and economics as the US accumulated tones of yellow metal. Till today, Gold has retained its basic use as a commodity without losing its sheen as a currency.

Reliance Money Precious Metals Private Limited (RMPM), a Reliance Capital company, offers a range of innovative products and services related to precious metals. The company endeavors to make a paradigm shift in the way people save in precious metals, especially gold, by making it available to a larger set of consumers at convenient price points. The company is registered with leading Gem and Jewellery associations. RMPM products and services are sold under the brand name of Reliance Money.

In India, there are currently various ways to invest and accumulate gold which includes physical gold bars, gold coins, jewellery, gold ETFs, gold fund of funds and gold futures. The majority of the demand is for physical gold, the market for which is highly unorganized. Moreover there has been a distinct increase in the demand for physical gold backed savings product in the last few years.

So as to assist in the development of a mature gold market in India, Reliance Money along with World Gold Council as its marketing associate has launched MY GOLD PLAN, which is a next generation Gold Savings Product. This revolutionary new plan lets customers buy gold conveniently in small amounts, based on a Daily Average Pricing Methodology. The plan makes gold accumulation transparent and straightforward, allowing customers to convert accumulated gold grams into coins or jewellery at multiple outlets across India.

Reliance My Gold Plan offers customers the unique opportunity to start accumulating physical gold using a daily average pricing methodology. A minimum subscription of Rs. 1000 per month translates to accumulation of gold for as low as Rs. 50 per day.

We are working as Trainee Sales Manager in Reliance Money Precious Metals Pvt. Ltd. The primary work that we have been assigned is to sell the applications to the customers and secondly, hire distributors, who would work as agents for the company.

With this profile, we have gained a lot of experience in the field of marketing as well as finance. We have interacted with many people and explained them the plan and even convinced some of them to buy the plan. Being sales trainee we had to be updated with the market conditions and gold prices so that we could turn prospective customers into actual customers. It has been a great learning experience as an intern at Reliance Precious Metals Private Limited.

Submitted By:-
Akshat Patwari
Alphe Sany Alam Fakir
Rajiv Raj Sharma
(P.G.D.M. IIInd Year)
I am happily placed for an internship in Reliance Money Precious Metals Pvt. Ltd. for tenure of 10 weeks. Reliance Money Precious Metals Pvt. Ltd. is a 100% subsidiary company of Reliance Capital.

Reliance Money Precious Metals Pvt. Ltd. in association with World Gold Council presents Reliance My Gold Plan. Reliance my gold plan is a Systematic Investment Plan. This is a simple, safe and a secure plan that instantly transforms people's everyday savings into gold. It makes gold accessible. It allows people the flexibility to choose tenure of once choice.

Reliance my gold plan lets people accumulate gold for as little as Rs 50 per day. This revolutionary new plan lets people buy gold conveniently in small amounts, based on Average Pricing Methodology (APM). APM allocates each monthly Subscription amount into 20 parts thereby protecting people from the daily price fluctuations. Here more Gold Grams will be credited during falling markets and less during rising markets. The minimum monthly Subscription amount per month is Rs 1000/-. The monthly minimum amount, once realized in the customer's account, will be used to purchase gold over the next 20 business days in equal tranches at the declared price applicable for each such respective business day, and Gold Grams (up to 4 decimal places) thereof credited to the customer's folio.

However, working with Reliance Money Precious Metals Pvt. Ltd. has been a good learning experience through-out. Thought it has been a tough time in the money market after what has happened in the companies dealing with chit funds, some people has lost their fate or are scared now to invest in the money market. This issue in the money market has been a kind of obstacle in my work especially in Tripura, as some people would not even want to listen that this is not a chit fund. This is because they have lost their trust in the money market.

I am working as Trainee Sales Manager in Reliance Money Precious Metals Pvt. Ltd. My job here is to bring business to the company. Firstly, being a Trainee Sales Manager I have to sale the applications to the customers. And secondly, I am also doing Business Development that enables me to find and hire suitable distributors, who are agents or companies selling financial products. This being my job profile, I have worked for a few weeks in Kolkata and then I was sent to my hometown, Agartala (Tripura) to launch Reliance my gold plan in Tripura. As Reliance My Gold Plan has been selling quite well in other parts of the country, the Regional Manager wanted the product to expand more in the eastern region and Tripura was yet to be explored. Thus I was chosen to come here to start and launch Reliance My Gold Plan in Tripura and meanwhile develop the business here for Reliance Money Precious Metals Pvt. Ltd.
Even distributors are reluctant to take up any new assignments in this present situation. Moreover some distributors are also not interested because Reliance My Gold Plan doesn’t come under SEBI. And some of the distributors are unwilling to understand that Reliance My Gold Plan doesn’t give us any profit, income, or interest, it is simply buying gold in a systematic manner. So it is not supposed to come under SEBI.

But still there are customers and distributors in the market who understood that Reliance My Gold Plan is not supposed to fall under SEBI and also this is not a chit fund. They have understood that it is a simple, safe and secure plan to accumulate gold, which is associated with World Gold Council and is under the trusteeship of IDBI Trusteeship Services Limited, which is the Security Trustee who will act for and on behalf of the customers and ensure that the interests of the customers are protected.

In spite of few ups and downs I have been successful in selling a few applications and also found and hired a few suitable distributors in Tripura, which will help Reliance Money Precious Metals Pvt. Ltd. to expand in this part of the country.

Submitted By:-
Abhishek Deb Kamunja
(P.G.D.M. IIInd Year)
Booming Insurance Sector

Insurance industry in the world holds a crucial role in the development of a nation. In India it has become one of the most booming sectors after the privatization. However, the functioning of various insurance companies is unknown to many. However, we got a lifetime opportunity to do our summer internship in one of the top insurance companies in India – HDFC STANDARD LIFE INSURANCE CO. LTD. While working as an intern, we came across the various ways the company functions.

The project title assigned to us was “The Industry Analysis of India’s Life Insurance Industry & Comparative Business Performance Analysis & Financial Analysis of Listed Life Insurance Companies”. While working on the project, we came face to face with the policies and strategies of different insurance companies, we found out each company had their own competitive advantage. While some were successful due to their innovative product line, other succeeded due to their effective distribution channel and trusted customer. We gathered these data by conducting interviews of HR personnel of different insurance companies which would not have been possible without the help of my project guide. To throw more light on our organization – HDFC STANDARD LIFE INSURANCE CO. LTD, it boost its success on its innovative product line and trusted brand name. It is the largest private life insurance company in India due to its strong product portfolio which caters to the need of different customers. Even the working environment is quite pleasing.

It was the great learning experience for us which will be fruitful for our future endeavor with the insurance sector as an employee or as a customer.

Submitted By:-
Neha Mishra
Shalu Mittal
(P.G.D.M. IInd year)
The project “Optimizing Project Finance Pricing by mitigating its Risk” has been undertaken at Allahabad Bank, Head Office situated in Kolkata.

Allahabad Bank began its operation on 24th April, 1865. It has its headquarters in Kolkata. It is the oldest joint stock bank surviving with the same name, in India. The Bank was founded at the confluence city of Allahabad by a group of eminent Europeans.

The primary objective of the report is to understand the process behind project finance and financial statement analysis of the companies for optimizing project finance pricing and the risks involved in it.

Project Appraisal is an effort of calculating a project's viability. Appraisal involves a careful checking of the basic data, assumptions and methodology used in project preparation, an in-depth review of the work plan, cost estimates and proposed financing, an assessment of the projects organizational and management aspects, and finally the viability of project.

The project aims at understanding the rationale behind the interest levied upon loans taken by different companies which depends on the credit rating of the company done by the bank. There is different rating procedures for different sectors. For the rating procedure there are different models that the banks use.

For the fulfillment of the project I have to study the way different loans has been passed for different companies. There are three different cases taken up each pertaining to a different sector. The credibility of each sector has been assessed and depending on that a particular rating has been given to the company and based on that there has been the fixation of the interest rates.

To mitigate the risk the bank has to follow different lending policy which is formulated by each bank within the guidelines prescribed by the RBI. Mitigation of risk at each level is done so that the bank does not land up into losses.

The cases are actual credit facility proposals from companies involved in diverse natures of business, thus it will also help in identifying the difference in assessment, if any, between such proposals.

This would be an experience for life time, in this internship I'm assessing accounts of real life companies and their way and procedures and gaining a hands on experience on the appraisal process of the bank.

Submitted By:-
Payal Maskara
(P.G.D.M. IIInd year)
McLeod Russel India Pvt. Ltd.

McLeod Russel began planting tea in India in 1869 and today is the largest tea producing Company in the world. We manage forty-eight tea estates in the Assam Valley and five in the Dooars region of West Bengal. Captain J.H. Williamson and Richard Boycott Magor, two Englishmen based in Calcutta, formed a partnership firm, Williamson Magor & Company, to service the requirements of tea estates in Assam. Every year our estates produce in excess of 100 million kilograms of black tea, which is marketed worldwide under the registered trademark as shown.

I am JOYDEEP BHATTACHARYA and I will be sharing my experience of joining this company as a summer internship trainee. I joined this company on 1st of May, 2013 at Corramore tea estate which is one of the most beautiful tea estates of all the tea estates of Assam and it has been a nice experience since that time. The company is absolutely great and delightful in its hospitality. The working culture is also quite good here and helps in gaining an overall experience in the field of management.

The working is in two shifts.
- Morning
- Afternoon

At morning you have to go to the garden and manage the overall activities of working people over there and keep an eye at every sections of the garden that the tea plants are not affected by any sort of diseases and as per the required situation report in the office so that the required action can be taken and before coming back to the lunch table you need to weight down the total leaves that has been plucked in the morning and try to match with the estimated leaf amount.

At afternoon after having the lunch I have to go to the factory and learn the different manufacturing process. It how the tea is bought in the factory and then it is withered to reduce its moisture content and then passed into the CTC (cutting tearing and curling) machine, later on paste from the CTC machine is fermented to a certain level and then it is passed on through the dryers. After passing through the dryers it is sorted and ultimately the packaging is done and dispatched to different parts of INDIA as well as to different countries of the world.

Submitted By:-
Joydeep Bhattacharya
(P.G.D.M. IInd year)
Company Snapshots:

- McLeod Russel India Limited is a Williamson Magor (WM) Group. Begins in 1869, when Captain J.H. Williamson and Richard Boycott Magor, two Englishmen based in Calcutta, formed a partnership firm, Williamson Magor & Company, to service the requirements of tea estates in Assam. Now owned by Magor family of KOLKATA.

- Brij Mohan Khaitan, an East India merchant who used to supply the estates with fertilizers and tea chests, was asked to join the Board of the company in 1963 and became the Managing Director in 1964.

- In July 2005, McLeod Russel acquired Borelli Tea Holdings Limited from the Magor family based in England and took over the 17 tea estates of its Indian subsidiary Williamson Tea Assam Ltd.

- In 2006 and 2007 McLeod Russel acquired two more quality Tea Companies in Assam namely Doom Dooma Tea Company and the Moran Tea Company India Limited.

- All three Companies acquired between 2005 and 2007 have been merged with McLeod Russel India Limited and thereby the Company became the largest Tea producing Company in the World.

- Producing over 75 million kilo grams annually in INDIA.

- McLeod Russel Uganda now runs six estates, with five factories and that produce over 15 million kilos of made tea per annum. In total it produces approximately 100 million kilos of high quality tea a year from our tea estates in Assam, West Bengal, Vietnam and Uganda. It has 57 tea estates in Assam & W.B. which directly employment over 1, 11,000 people.

- As the largest Indian tea exporter they maintain strong connections with buyers in Europe, the Middle East and North America.

- McLeod Russel has a number of internationally recognised accreditations and certifications including Fairtrade, Rainforest Alliance and HACCP (Hazard Analysis Critical Control Point), Ethical Tea Partnership (ETP), ISO (International Organization for Standardization).
Introduction:

I, Somnath Sahu joined this company as a summer intern on 1st of May’13 at Bhootachang Tea Estate, having a tea garden of 614.14 Hectare divided into two section ‘Kalsi’ & ‘Nanoi’, having a factory which producing both CTC & Orthodox Tea simultaneously.

Managing a tea estate is basically managing the three basic asset i.e. (I) Land (II) Bush & (III) Labour. One has to care for the little tea plant & nurture it like a baby, to made it commercially viable, plucking leaves is must have to done in mannered & systematic way, then process it in a controlled & hygienic way to produce made tea.

WORK CULTURE:
This industry definitely provides a good lifestyle & a healthy outdoor life. Here you cannot demand respect by your designation only. You have to command respect by action, ethics, integrity, transparency & fairness. Managing a tea estate contains managing different parts of it like managing crop, labour, quality, finance, labour welfare, hospitality which is a tremendous experience in the field of management.

The work culture of a tea industry is totally different from other industries. The total work force is mainly divided into two parts Field & Factory.

FIELD:
Field force included different team like Pluckers, Pest control, garden maintenance.

FACTORY:
Factory work force contains Withering, Cutting, Fermentation, Drying & shorting sections.

Pluckers pluck leaf from the garden and send it to the factory. After a proper measurement it is forwarded to the withering section, where moisture level of leaves get reduced. After withering leaves it is send to cutting section & followed by proper fermentation. Then it is fed to dryers at a maintained temperature & time and gets shorted out according to its grade. Then it dispatched after a proper packaging to auction houses.

WORK ROUTINE:
Work routine means an early breakfast then off to the field to ensure that the workers in there “phases” when the gong rung. Then to managers office to check the “Kamjari”. The Manager brief me on what was to be checked & the errors to observe. I go into the sections to keep an eye on the workers. The ‘JB’ & ‘Sardars’ were called if required, suitable instruction were given & repeating the same in another sections of garden. After lunch break I stat with the withering section of the factory. Report to factory manager & then factory supervisors are called up to start their different section accordingly. At the end of the day report to factory manager with all details of production of all types of grade.

CONCLUSION:
Facing challenges & also ups & downs gives me a great scope of learning experience. Enjoying work & like interacting with people life becomes interesting.

Submitted By:
Somnath Sahu
(P.G.D.M. IInd year)
An internship program is very important for shaping up the career path of MBA students. It basically provides an industry exposure and familiarize students like us with the professional environment. I am extremely lucky that I got a prospect to do my 2 month-long SIP in one of the leading infrastructure companies of the country “SIMPLEX INFRASTRUCTURES LIMITED”.

I never had a work experience earlier, so it was a completely new experience for me to work in such an environment. Apart from knowing the company better, through my project, I got to learn a whole lot of things about the industry. I got to learn about the tender proceedings, contractual agreements, legal requirements and various other technical aspects that takes place when a construction company bids for/gets a contract. I also learnt a bit about the accounting system (cash flow statements, BOQ, Running A/e bills, monthly budgets) followed here which is quite unlike what we do in theory. I was also given a chance to work on the extensive ERP system that’s connected to over 200 ongoing sites throughout India. Last but not the least, I also got a field visit opportunity to a local site at Salua, Rajarhat where a real estate project is coming up. To see things actually happening right in front was an enthralling experience.

Having completed 5 weeks, I can say that it’s been a learning curve. I have met a lot of new people and am trying to observe their work habits and learn more and more about the work environment. By the end of my SIP, I hope to build on the confidence, gain clarity of my interests and add something of value which might be helpful in deciding my future course of action.

Submitted By:
Deepak Daga
(P.G.D.M. IIInd year)
Ambuja Cements

The Indian cement industry is the 2nd largest market after China accounting for about 7-8% of the total global production. It had a total capacity of about 330 m tonnes (MT) as of financial year ended 2011-12. Cement is a cyclical commodity with a high correlation with GDP, growing at around 1.2 times of GDP growth rate. The housing sector is the biggest demand driver of cement, accounting for about 64% of the total consumption. The other major consumers of cement include infrastructure (17%), commercial & institutional (13%) and industrial segment (6%).

Despite the fact that the Indian cement industry has grown at a commendable rate in the last decade, registering a compounded growth of about 8%, the per capita consumption still remains substantially poor when compared with the world average. This underlines the tremendous scope for growth in the Indian cement industry in the long term.

Cement, being a bulk commodity, is a freight intensive industry and transporting it over long distances can prove to be uneconomical. This has resulted in cement being largely a regional play with the industry divided into five main regions viz. north, south, west, east and the central region. The Southern region of India has the highest installed capacity of about 120.1 mtpa.

Given the high potential for growth, quite a few foreign transnational companies have ventured into the Indian markets. Already, while companies like Lafarge, Heidelberg and Italicementi have made a couple of acquisitions, Holcim has increased its stake in domestic companies Ambuja Cements and ACC to over 50% to gain full control. Consolidation has taken place with the top two cement groups controlling nearly one-third of the total domestic capacity. However, the balance capacity still remains quite fragmented.

I am very happy that I got an opportunity to work with Ambuja Cements Limited as part of my summer internship programme, this programme would surely help me to know the cement industry in India in-depth along with the present scenario of the cement industry in India and what are the forthcoming challenges this industry will be facing in the coming years.

To go about it there are some key points that were taken into account which form an integral part of the cement industry like demand, supply, barriers to entry, bargaining power of suppliers, bargaining power of customers, competition.

A regional survey is being conducted within the Kolkata region that is stretching from khidderpore region to south 24 parganas where we have over 1500 counters selling cements either to shops or directly to the customers, the kalighat warehouse that is situated near haridevpur has a capacity of 100000 MT of supply of cement that comprises different brands of cement along with Ambuja Cements.
Some major findings are during the financial year 2011-12 (FY12), India’s cement production grew by 6.2% year-on-year. The muted growth was mainly attributable to slowdown in construction activities, extended monsoon, and delay in infrastructural projects and the overall downturn in the economy. As such, the capacity utilisation levels stood lower at 73.7%.

The growth of the Indian economy has slowed down in recent times on account of the rising inflation, high interest rates, high prices of commodities and fuels. The growth prospects of the cement industry are closely linked to the growth of the overall economy in general and the real estate and construction sectors in particular. The importance of the housing sector in cement demand can be gauged from the fact that it consumes nearly two-thirds of the country’s total cement. If the slowdown in real estate persists for an extended period, it would impact the growth in consumption of cement.

However, the long term drivers for cement demand remain intact. Higher infrastructure spending, robust growth in rural housing and peaking interest rates are likely to augur well for the cement industry. The government plans to spend US$ 1 trillion on infrastructure in the 12th five year plan period (2012-17). The same during the 11th plan period was US$ 514 bn. The focus on infrastructure development is expected to boost cement demand.

Submitted By:
Kushal Kakrania
(P.G.D.M. IIInd year)
I was thrilled and very happy when I got the offer letter to get an internship at the ITC Limited which is one of the top companies in India. At ITC, my project was to find out what can be done to increase the sales of the OFMCG products of ITC in the convenience channel. The FMCG (fast moving consumer goods) industry is one of the very fast growing and a robust industry for almost all the economies. It is no different for the Indian economy which also has a strong and stable FMCG sector. Products which have a quick turnover, and relatively low cost are known as Fast Moving Consumer Goods (FMCG). FMCG products are those that get replaced within a year. These products are purchased by the customers in small quantities as per the need of individual or family. These items are purchased repeatedly as these are daily use product and therefore a lot depends how the players of this industry stay in the competition. Well-established distribution networks, as well as intense competition between the organized and unorganized segments are the characteristics of this sector. FMCG in India has a strong and competitive MNC presence across the entire value chain. The middle class and the rural segments of the Indian population are the most promising market for FMCG, and give brand makers the opportunity to convert them to branded products.

I had to work under four broad heads during the tenure of my internship which were:

1) How is ITC working in the convenience channel?
2) The problems which are currently faced by ITC
3) What can be done to overcome the problems?
4) A way forward- recommendation as to how and what can be done to improve the sales of the OFMCG products of ITC in the convenience channel.

While working on the project and to cover the heads I had to first undergo a basic training for 6 days where I learnt how that the convenience channel works by way of a Convenience Delivery Model( CDM) where in the agencies which undertake the distribution works with hawkers/ salesmen- Direct Salesman(DS) to sell the products to the retailers.

I, during the course of my project did a lot of travelling with the DS( Direct Salesman) understood what problems the retailers are facing with the ITC products and whether or not they are satisfied. To my utter surprise there were some major issues which was then taken up by me to the management which then facilitated necessary corrective action. These issues were hindering the sales of the products and therefore I provided some recommendations in discussion with my mentor. I also found out that some of the DS were not properly trained and they did not handle the products well which was causing damage to the products.

In the course of my project I surveyed 250 shops in the convenience channel to get the industry size of ITC’s OFMCG products vis-à-vis competition. This enabled me to evaluate and recommend the improvement of sales which was the basic premise of my project.

This project and my tenure as an intern at the ITC Limited was a great learning experience for me and I could understand the market well as far as FMCG products are concerned. This project has taught me a lot of things which has enhanced my knowledge and which will also help me in all my future endeavors.

Submitted By:
Manas Kakrania
(P.G.D.M. IIInd Year)
Indian Tobacco Company Ltd.  
*(ITC)*

ITC Limited is an Indian multinational founded on 24 August 1910. The company (formerly known as Imperial Tobacco Company of India Limited) is currently headed by Yogesh Chander Deveshwar. The company has its registered office in Kolkata. It employs over 20,000 people at more than 60 locations across India. In recognition of the Company’s multi-business portfolio encompassing a wide range of businesses - Cigarettes & Tobacco, Hotels, Information Technology, Packaging, Paperboards & Specialty Papers, Agri-Exports, Foods, Lifestyle Retailing and Greeting Gifting & Stationery Branded Apparel, Personal Care, Stationery, Safety Matches and other FMCG products.

I am presently doing a market research on stockists and visibility of Personal Care Products of ITC Ltd. As of now, I have visited various stockists in the Eastern District of West Bengal in respect of the above project - market survey on the personal care products and its visibility.

In the short period since its entry, ITC has launched an array of brands, each of which offers a unique and superior value proposition to discerning consumers. Anchored on extensive consumer research and product development, ITC’s Personal Care portfolio under the 'Essenza Di Wills', 'Fiama Di Wills', 'Vivel Di Wills' 'Vivel UltraPro', 'Vivel' and 'Superia' brands has received encouraging consumer response and is being progressively extended.

*Submitted By:*  
Sujit Bhargava  
*(P.G.D.M. IIInd Year)*
I am doing my Summer Internship from Tata Steel in Marketing Division. I have been given work in Tubes division of Tata Steel. My project topic is “Boiler market in Jharkhand/ Bihar- Database creation of end users, OEMs and customers.”

Boiler is an equipment which is used in industries where steam is required. My work included visiting those industries in and around Jharkhand/ Bihar where boiler is used and taking down the requisites (Attached below).

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**Industrial Survey for Boiler Pipe Market in Jharkhand/Bihar**

I am a management student doing Internship under Tata Steel Tubes Division, this Survey is related to the Boiler Pipe Market in Jharkhand/Bihar, kindly answer the following questions

**Sector:** ________________________

**Company:** ________________________

**Boiler used:**

- Capacity/size: ________________________
- Which dealer: ________________________ P.H ______________________
- Likely date of replacement: ________________________

**Tubes used:**

- Company: __________________________
- Types of tubes used: ________________________________
- Thickness: ________________________________
- Length: ________________________________
- Quantity: ________________________________
- Outside Diameter (OD): ________________________________
- Specification:

**Other relevant data:**

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**Feedback:**
After doing a survey, 9 sectors came up which used boilers in their industries, namely:
- Hotel
- Food and Beverages
- Metal
- Power
- Steel Manufacturing
- Sugar
- Dairy
- Pharmaceuticals
- Paint

So after getting the industry, I started visiting them one by one and started taking their feedback as in from where they purchased the boilers, to whom did they give contract for installing it, etc. During the meeting, I got the name of 2 Suppliers who supplied in these areas. 1. 3B Associates, Jamshedpur 2. Energy Solutions, Kolkata. So I arranged for a meeting with them who then supplied me with all the required information.

Currently, I am in midway preparing the lump sum requirement of Boiler in these areas. After which I will prepare my report. My Project completion date is 5th June, 2013.

Submitted By:
Shikhar
(P.G.D.M. IInd Year)
Hindustan Copper Ltd. (HCL)

As part of our curriculum we are supposed to take up a summer training program for about 8-12 weeks in an organization. The organization where I did my summer internship is Hindustan Copper Limited. Hindustan Copper Limited (HCL), a public sector undertaking under the administrative control of the Ministry of Mines, was incorporated on 9th November 1967. It has the distinction of being the nation’s only vertically integrated copper producing company as it manufactures copper right from the stage of mining to beneficiation, smelting, refining and casting of refined copper metal into downstream saleable products. The Company markets copper cathodes, copper wire bar, continuous cast copper rod and by-products, such as anode slime (containing gold, silver, etc.), copper sulphate and sulphuric acid.

My internship was for 8 weeks. A project was given to me which was on physical and financial performance of HCL and its comparative analysis with Hindalco Industries Limited and Sterlite Industries (India) Limited. In this project I did a detailed study of the company tracking its financial and physical performance for the last three years. For physical performance I had to cover the initiatives taken by the company to improve it. For financial analysis I had to go through the final accounts of the company for the last three years, which included balance sheet, ratio analysis, cash flow statements etc. Next I had to compare HCL with its competitors that is Hindalco and Sterlite industries on the basis of liquidity and solvency ratios, profitability ratios, management efficiency ratios, debt coverage ratios, cash flow indicator ratios, investment valuation ratios and capital structure/leverage ratios.

Submitted By:
Zabin Khan
(P.G.D.M. IInd Year)
Hindustan Copper Ltd. (HCL)

HCL has prepared a long term corporate plan for long term growth strategy and maximization of profit. The plan sets goals and targets up to the year 2020. HCL will vigorously pursue the capacity enhancement of its mines and will develop new copper deposits in the country and other geographies. This can be seen by the past records for instance the value of production in 2010-11 was 1409.46 which increased to 1704.18 in 2011-12. The earning per share of the company has also increased from 2.42 to 3.50 which shows that the company is not only looking to increase the capacity but also to increase the profit of the company. As per the “world economics outlook” IMF has said that the demand for copper will increase by 40%. So if HCL can capitalized on this they can achieve their mission of being the Maharatna from Miniratna.

I have done 8 weeks internship from HCL. A project was given to me which was on physical and financial performance of HCL. In this project I did a detailed study of the company tracking its financial and physical performance for the last three years. For physical performance I had to cover the initiatives taken by the company to improve it. For financial analysis I had to go through the final accounts of the company for the last three years, which included balance sheet, ratio analysis, cash flow statements etc. Next I had to compare HCL with its competitors that is Hindalco and Sterlite industries on the basis of liquidity and solvency ratios, profitability ratios, management efficiency ratios, debt coverage ratios, cash flow indicator ratios, investment valuation ratios and capital structure/leverage ratios.

Submitted By:
Sruti Chowdhary
(P.G.D.M. IInd Year)
Hindustan Copper Ltd. (HCL)

I did my Summer Internship from Hindustan Copper Limited. My project was on financial analysis and working capital management of Hindustan Copper Ltd. I was able to calculate the working capital of the company under the guidance of my Mentor. While calculating the working capital I learned that HCL is a cash rich company and they need approximately 10 crores as their working capital.

I calculated few ratios like liquidity ratios, profitability ratios, turnover ratios, leverage ratios etc., and compared it with other companies in the same area of business. The comparisons lead to inferring that HCL is a strong company and will do better year after year. HCL aims to become a Maharatna Company (In 2009, the government established the Maharatna status, which raises a company’s investment ceiling from Rs. 1,000 crore to Rs. 5,000 crore. The Maharatna firms would now be free to decide on investments up to 15 per cent of their net worth in a project). Based on the IMF report which projects that the demand for copper is going to increase very rapidly, the industry is set for a growth. If HCL can capitalized on this demand in growth and maintains a steady record they will be able to achieve their goal.

In order to arrest the mounting fiscal deficit, Central Government of India has sold its stake in four major Public Sector Undertakings and HCL is one of the company which was part of this disinvestment.

HCL provides a balance work environment with a healthy mix of work and fun. The infrastructure is well developed and planned. There are adequate furniture, appropriate lighting, well designed work stations which provides a positive work environment. There are regular meetings for goal setting, performance feedback and new idea discussions which gives every individual an opportunity to present his thoughts and helps in successful employ engagement. Referral programs, contests, get together are other way of engaging employees and fresh talents in HCL.

Submitted By:
Shikha Sanghai
(P.G.D.M. IInd year)
Central Mining Planning & Design Institute (CMPDI)

Formation of CMPDIL:
Central Mine Planning & Design Institute Limited (CMPDI) is a Government of India enterprise having its corporate headquarters at Ranchi in the state of Jharkhand in India. It is a fully owned subsidiary of Coal India Limited (CIL) and a Schedule-B company. It is also a Mini Ratna (Category II) company since May 2009 and ISO 9001 certified since March 1998. It has an ISO 27001 certification for its information security management.

Achievements:
- Conferred with the status of a Mini Ratna (Category-II) company in May 2009
- Obtained the Highest MoU rating with a Composite MoU Score of 1.0 (maximum) for the year 2009-10
- Adjudged the Best performing Subsidiary Company of CIL for the year 2008-09 as per MoU rating.
- Awarded the Commendation Certificate of SCOPE Meritorious Award for R&D, Technology Development & Innovation for the year 2009-10
- Monitoring of land use in large opencast mines of CIL by remote sensing started
- Interconnection of all Regional Institutes (RIs) with HQ, Ranchi established through MPRL system.

Functions:
CMPDI functions through its corporate headquarters at Ranchi and its Regional Institutes (RIs) numbered 1 to 7 located at Asansol, Dhanbad, Ranchi, Nagpur, Bilaspur, Singrauli, and Bhubaneswar respectively along with various field units and exploration camps. The services of CMPDI fall under the following two broad heads.

(A) CMPDI’s Business Functions, i.e., the consultancy and support for mineral exploration, mining, infrastructure engineering, environmental management, and management systems, especially to the mineral, mining and allied sectors, both within and outside coal industry and the country.

(B) CMPDI’s Corporate Responsibilities, i.e., as follows.
- Assisting Ministry of Coal and Planning Commission for strategic decisions relating to coal-sector at the national level, e.g., through maintaining inventories of coal deposits, coalmining potentials and operations, etc.
- Functioning as a nodal agency on behalf of Government of India, e.g. schemes funded by Ministry of Coal viz S&T projects, exploration work in non-CIL blocks, Environmental Measures and Subsidence Control (EMSC) projects, and CBM clearing house; and for projects funded by CIL R&D Board.
**Project: Feasibility study of Mining Projects**

A feasibility study is an analysis of the viability of an idea. The feasibility study focuses on helping answer the essential question of “should we proceed with the proposed project idea?” All activities of the study are directed toward helping to answer this question.

It can be used in many ways but primarily focuses on proposed business ventures. This study is usually conducted after producers have discussed a series of business ideas or scenarios. The feasibility study helps to “frame” and “flesh-out” specific business scenarios so they can be studied in-depth. During this process the number of business alternatives under consideration is usually quickly reduced. During the feasibility process you may investigate a variety of ways of organizing the business and positioning your product in the marketplace. It is like an exploratory journey and you may take several paths before you reach your destination. Just because the initial analysis is negative does not mean that the proposal does not have merit. Sometimes limitations or flaws in the proposal can be corrected.

**Conclusion:**

According to me conducting a feasibility study is a good business practice. If one examine successful businesses, we will find that he/she did not go into a new business venture without first thoroughly examining all of the issues and assessing the probability of business success.

Submitted By:
Sneha Roy
(P.G.D.M. IIInd Year)
SuDoku

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