INTERNSHIP REPORT ON

**MULTI-TECH**

Submitted to Bengaluru City University

In partial fulfilment for the award of B. Com Degree

by

**EVALUATION OF INTERNSHIP REPORT**

For submission to Bengaluru City University

|  |  |
| --- | --- |
| Student | Mentor/Supervisor |
| Name: | Name: |
| Reg No: | Signature |
| Signature |
| Date | Date |

Evaluation Summary

|  |  |  |  |
| --- | --- | --- | --- |
|  | Project | Viva-Voce | Total |
| Max Marks | 60 | 40 | 100 |
| Marks allotted |  |  |  |
| Name of Examiner | | Sign: | |

CERTIFICATE

This is to certify that student of VI semester B. Com bearing **REG NO:** at V.V.N. Degree College,

Bengaluru, has completed her 4 weeks of organisational study at our organisation from 23-04-2024 to 20-05-2024.

Guna shree. L has collected the required data and exhibited good discipline and completed the assigned task as required during the period.

We wish her good luck in all future endeavours.

Place:

Date:

Signature with seal

Authorised signatory

COLLEGE CERTIFICATE

This is to certify that this Internship report on **“VARSHA MULTI**-**TECH”** is carried out by student of VI semester B. Com, bearing **Reg. No.** She has successfully completed her 4 weeks organizational study.

The Internship report is submitted to the Bengaluru City University in the Academic Year 2023-24, in partial fulfilment for successful completion of VI semester B. Com and award of Bachelor of Degree of Bengaluru City University.

Place:

Date:

PRINCIPAL

**SUPERVISOR’S CERTIFICATE**

This is to certify that the content of this report on “***VARSHA MULTI-TECH*”** carried out by of VI semester B. Com, bearing ***Register No*:**  is a Bonafide work carried out by the student under my supervision during the academic year 2023-24 in partial fulfilment for the completion of VI semester B.com, of Bengaluru City University.

This Internship report is an original work carried out by the said student and there is no plagiarism. This Internship report has not been submitted for the award of any other degree in this institution or any other institution.

Place: name of the supervisor

Date:

**DECLARATION BY STUDENT**

I hereby declare that this Internship report on “Organizational Study with particular reference to “**HR**” is an original record of my experience while conducting the internship study at “**VARSHA MULTI-TECH**”.

The organizational study was carried out by me, in partial fulfilment for the successful completion of VI semester of B. Com of **Bengaluru City University**. This report is not submitted to any other university for the award of any Degree etc.

Place: BENGALURU

Name of student Date:

Guna shree. L

**ACKNOWLEDGEMENT**

I am deeply indeed to Name of the executive for giving me an opportunity to carry out the organizational study at **VARSHAMULTI-TECH** and for giving vital support and guidance to complete this endeavour.

I would like to express my gratitude to our principal for his constant support and encouragement.

I am extremely grateful to my supervisor, Assistant professor, Department of Commerce. Assistant professor Department of commerce and career guidance & placement officer for their support and timely guidance provided for the completion and preparation of this report.

This endeavour would not have been possible without the support of my parents. My special thanks to them.

I would also like to thank my friends for their encouragement and moral support throughout the work.

Name of student

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**CHAPTER - 1**

**INTRODUCTION ABOUT HR & FINANCE**

Human Resources [HR] is a critical function within organizations, responsible for managing Employee relations, recruitment, training, performance management, and compliance with labour law. The primary goal od HR is to maximize employee performance and ensure that the organization’s human capital contributes effectively to achieving its business objectives HR activities include.

* Recruitment and selection: Identifying, attracting, and hiring the best talent.
* Training and development: providing employees with the necessary skills and knowledge.
* Employee relations: ensuring positive interaction between employees and management.
* Performance management: evaluating and managing employee performance and provide feedback for improvement.
* Organizational development: HR plays a role in organizational development by facilitating changes management organizational restructuring, and leadership development programs.
* HR Analytics: HR uses data and analytics to measure HR effectiveness, employee satisfaction, turnover rates, and other metrics to make informed decisions.

Finance is the backbone of any organization, focusing on the management of money, investments, and other financial instruments. It encompasses various activities, including budgeting, forecasting, reporting. The primary aim of finance is to maximize shareholder value while maintaining a balanced approach to risk and return.

* Financial planning and analysis: developing budgets and financial forecasts to guide strategic decision making.
* Accounting recording, classifying, and summarizing financial transactions to provide accurate financial statements.
* Investment management: overseeing the organization’s investment portfolios to achieve financial goals.
* Tax management: involves managing tax obligations and optimizing tax strategies to minimize tax liabilities while complying with tax law.
* Financial Analysis: analyzing financial statements, ratio, and other data to assess the financial health and performance of the organization.
* Financial reporting and compliance: ensures accurate and timely finance reporting in accordance with accounting standards and regulatory requirements.

# CHAPTER - 2

# INTRODUCTION OF THE ORGANIZATION

Incepted in the year 1995, we at varsha multi tech is a professional business conglomerate that has laid its foundation on the sound principles of modern medical [ veterinary medicines] practices. Our unwavering commitment to serve various animals segments and provide sound health to the animals, we deal in poultry feed chemicals, poultry medicines, animal enzymes, feed supplement formulation, animal feed formulations, animals vitamin supplement, cattle digestive tonic, cattle vitamins etc.

* **VISION**
* Our vision is to redefine the real estate industry by creating innovative, sustainable, and value-driven structures that enrich lives and communities. We aspire to be the preferred choice for our customers, known for our exceptional quality, customer-centric approach, and unwavering commitment to delivering projects on time. With a focus on continuous improvement and embracing cutting-edge technologies, we aim to set new benchmarks in industry and build a legacy of excellence that
* Varsha multi-tech’s vision is to become a leading provider of innovative and sustainable technological solutions.
* “To provide a safe, efficacious veterinary health care products at affordable prices”.
* **MISSION**
* Our mission is to surpass the expectations of our homebuyer and investors investors by consistently delivering the highest quality services and lifestyle. We are committed to upholding our core values of trust, transparency, reliability, and timeliness in every endeavor we undertake. By staying ahead of market trends, we aim to proactively incorporate features, amenities, and solutions in each of our projects. With a customer-centric approach, we strive to create homes that not only meet but exceed the evolving needs and aspiration of our valued customer.
* “To provide a safe, empowered work environment to the team and to provide quality products for customer satisfaction”.
* Varsha multi-tech’s mission is to deliver high-quality products and services that exceed customer expectations and contribute to the advancement of technology.
* Varsha group operates with a multi discipline approach to confront global livestock health-associated issues.
* Varsha is successful in sustaining its reputation for over 25 years of mutual trust with customers by providing innovative & quality products on time.
* NATURE OF BUSINESS
* Varsha group has been many innovative and need based formulation in various animal segments viz providing poultry, cattle, aqua and pet.
* R&D wing is our backbone to develop innovative product and to keep up to the expectation of our valued customer.
* Varsha multi-tech involved in the manufacturing and distribution of various technological products and services.

**PROFILE OF THE ORGANIZATION**



Varsha Group “Driven by Innovation & Built by Trust”, operates with a multi discipline approach confront global livestock health associated issues.

Varsha Group established in 1995 to take up the challenges of changing scenario in animal health segment. A pathfinder in providing tailor made superior quality feed supplement, premixes, medicines and growth promoters to augment poultry and livestock performance

Today, We are an ISO 9001-2015, 22000-2018,

45001-2018, EIC, CCA, FAMI-QS, HALAL, Non-GMO,

GVCS Certified company and our manufacturing facilities possess GMP certification. We stand as one of the top companies in the Animal Nutrition & Healthcare segment in India.

The product portfolio of the entity major comprises of poultry healthcare, animal enzymes, feed supplement formulations, animal feed formulations, animal vitamin supplements, cattle digestive tonic, cattle vitamins etc..

Varsha multi-tech currently has three factories Lacated at,

* Sunkadakatte
* Kumbalagod
* Dahaspete

Incorporated in 1995, varsha multi-tech is manufacture and trades poultry and cattle feed supplement. The entity has been promoted by Mr. H.K. Nanjaiah.

* Today, we are an ISO 9001-2000 and 2000-2005 company and our manufacturing facilities possess GMP [WHO] certification.
* Varsha group has been providing many innovative and need based formulations in various animals segment Viz poultry, cattle, and pet.
* We have employee strength of 300
* Our wide distribution network across the country backed by efficient production facilities helps us to reach the customer in time.
* We have built the organization by innovation and trust of customer.
* We stand as one of the top companies in the animal health & nutrition field.
* HEPATOCARE, The flagship brand of VARSHA, we are proud that HEPATOCARE is the largest selling brand in India and widely exported.
* Varsha multi-tech and biopharma LLP’s last financial year end date for which statement of accounts and solvency were field is N A and as per records from Ministry of corporate Affairs [MCA],date of last financial year end date for which annual return were filed is N.A.
* LLP is a limited liability partnership firm incorporated on 12th February 2020. Its registered at registrar companies, Bangalore. Its total obligation of contribution is Rs. 2,000,000.
* Varsha group has modern veterinary manufacturing facility which is as per Global quality specifications and conforming to WHO GMP norms.
* 40000 sq fit built in area and ample garden area with plus 4 floors with separate entry for material handling and men movement.
* Located at Kumbalagodu Industrial area, off mysore road.

Varsha multi-tech exports products today nearly 10 countries

* Nepal
* Bangladesh
* Vietnam
* UAE
* Taiwan
* Malaysia
* South Korea
* Ethiopia
* Ghana
* Saudi Arabia
* VARSHA LABS LLP

Delivers drugs & Therapeutics for poultry, dairy, pet & Aqua with the following Global quality Guidelines,

1. ISO 9001-2015 [QMS]
2. WHO-GMP
3. Certificate of pharmaceutical product [COPP].

* NANDANA PHARMACEUTICAL LLP

A contract manufacturing for Animals health care pharmaceutical products. ISO 9001-2015 Certified company.

1. ISO-GMP

* QUALITY POLICY
* Varsha multi-tech’s quality policy is based on maintaining high standards and ensuring customer satisfaction. They regularly monitor and test for quality.
* Varsha multi-tech is committed to maintaining a high standard of quality in all aspects of its products and services.
* They have a rigorous quality control process in place to ensure that their offerings meet or exceed industry standards and customer expectation.
* Quality: We are an ISO 9001-2000 Company and our manufacturing facilities possess GMP [WHO] certification.

1.quality assurance

* Veterinary medicines are such items that require special attention in terms of quality, as it comes to the question of health of an animal. We ensure that all the medicines that we formulate are duly tested on well-defined quality parameters to meet industry standards. Our team of quality analysis also ensures that the machines and apparatus used for the processing of medicines are duly cleaned and theprocessing of composition takes place under hygienic conditions so that final medicines do not get contaminated.
* Through regular inspections, testing, and continuous improvement initiatives, varsha multi-tech strives to deliver superior quality to their customers.
* They have implemented robust quality management systems and processes to ensure that their products and services consistently meet the highest standards.
* Varsha multi-tech place great emphasis on quality assurance.

They vigilantly test all the formulations in process and conduct various tests in our well equipped testing laboratory check the medicines for:

* Effectiveness
* Composition
* Purity
* No adverse effects
* Leveraging on stringent quality testing, today, we have become a preferred choice by our clients spread worldwide.

2.quality control

* They conduct through inspections and tests at various stages of the manufacturing process to identify and address any potential quality issues.
* This commitment to quality control helps varsha multi-tech deliver reliable and high-quality products to their customers,

3.Client satisfaction

* Working as a client-oriented company, we ensure to achieve total customer satisfaction by formulating drugs and medicines that prove beneficial in improving animals health. We have garnered trust of our clients spread across the globe by meeting their expectation in terms of exact formulation, quality, packing and timely delivery of consignments. Our wide range of veterinary medicines is formulated under hygienic and controlled environmental conditions for our clients spread across south-east Asia countries by working on the grounds pf integrity and ethical business policies.
* The strive to understand and meet the unique needs of their clients, ensuring that they are happy with the products and services provided.
* Through effective communication, proactive problem-solving, and a customer-centric approach, varsha multi-tech aims to build long-lasting relationships with clients.
* Varsha multi-tech place a strong emphasis on client satisfaction.

We are further trying to extend our wings to following countries:

* Africa
* Latin American countries.

**CHAPTER-3**

**FUNCTIONS /OPERATIONS OF THE CONCLUSION**

Workflow chart

# 

* PRODUCT SERVICE
* Varsha multi-tech offers a wild range of products and services.
* They specialize in manufacturing and supplying industrial equipment and machinery, such as pump, values, control system.
* Additionally, they provide engineering solutions, including design, installation, and maintenance services.
* Varsha multi-tech is committed to delivering high-quality products and reliable services to meet the needs of their customers.
* PRODUCT PORTFOLIO

We offer veterinary medicines in our wide range like, Hepato care, lipocare, immunocare, oxymycin, biogat, anazyme, gropet, varishta cal-c-care, VC-100

BV250 and Haemocare. These are then further subjected to various quality tests before being delivered to our clients.

These formulations are widely recommended by veterinary doctors for treatment against various infections in animals due to their following features:

* Relief
* Hygienic
* Long shelf life
* Palatable
* Less dosage and high effect.
* EXPLORING PRODUCTS

|  |  |
| --- | --- |
| Animal vitamin supplement | 12 products available |
| Cattle digestive tonic | 2 products available |
| Veterinary medicines | 1 product available |
| Oral suspension | 1 product available |
| Nutritional supplement | 1. product available |



* Abroad spectrum of premium quality feed additives.
* Field technical expertise and personalized solutions.
* Customized product formulations and commitment to our customers.
* Value addition with Healthify to wealthity concept.

1. POULTRY DIVISION
2. DAIRY DIVISION
3. PET DIVISION
4. AQUA DIVISION

Below mentioned is the list of other poultry products that we offer:

|  |  |
| --- | --- |
| Digevet forte | Digestive stimulant |
| Or-tho- care liquid | P& Vit D3 |
| Medisal | Aerosol disinfecant |
| RECHLOR | Water purifer |
| Phase 2500/5000 | phase |
| Haemocare liquid | Hematinic |
| Nephrosol | Diaretic for gout |
| CAL-C-CARE liquid | Liquid calcium  Supplement |

|  |  |
| --- | --- |
| CAL-C-CARE premix | Ca,P,VitD3 supplement |
| Strees care | Electrolytes |
| BECON-DS | Double strength B group |
| BIOPLEX liquid | Liquid B Complex supplement |
| BV-250 | Vitamin AB2D3K, B complex with year & sorbitol |
| VITACON liquid | AD3EC liquid |
| P Min | Trace minerals |
| V -Floxacin | enrofloxacin suspension 10% |



The SWOT ANALYSIS is conducted to identify the organization Strengths, Weaknesses, Opportunities and Threats. And here Strengths and Weaknesses are kind a related to firm’s Internal Business, whereas Opportunities and Threats are related to company’s External Business.

# 1.Strengths

Varsha Multi-Tech may have strengths such as a,

* Strong product portfolio
* Skilled workforce
* Established customer base

# 2.Weaknesses

Varsha Multi-Tech may face weaknesses like,

* Limited resources
* Lack of brand recognition
* Dependency on a single customer or supplier

# 3.opportunities

Varsha Multi-Tech can explore opportunities such as,

* Expanding into new markets
* Developing innovative products
* Leveraging emerging technologies

# 4.Threat

Varsha Multi-tech should be aware of threats like,

* Intense competition
* Changing market trends
* Economic fluctuations
* Regulatory challenges

**CHAPTER - 4**

**LEARNING OUTCOMES, SUGGESTIONS AND CONCLUSION**

TEAM MANAGER:

A team manager plays a crucial rale in ensuring the smooth functioning and success of a team.

ROLES OF A TEAM MANAGER:

* Leadership and direction
* Planning and organization
* Communication
* Monitoring and evaluation
* Development and support
* Team building
* Task assignment and delegation
* Monitoring and evaluation
* Problem solving
* Decision making
* Team building
* Representation

SUGGESTIONS:

* I suggest to improve employee skills & work load.
* Salary hike.
* Cab facility for employees.
* Allow employees to work from home
* Workplace environment

CONCLUSION:

As a team manager, I have learned the invaluable importance of effective communication, empathetic leadership, and a collaborative environment. Also I’ve learned the significance of recognizing achievements, and cultivating a culture of trust.

**ANNEXURES**

**INTERNSHIP LOG SHEET**