

INFOSYS

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Flow of Presentation

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About INFOSYS

○ HISTORY

Infosys was founded by seven engineers in Pune, Maharashtra, India with an initial capital of \$250 in 1981. It was registered as Infosys Consultants Private Limited on 2 July 1981. In 1983, it relocated its office to Bangalore, Karnataka, India & today the Company is spread across 191 locations in 46 countries. The company opened its first international office in the USA in 1987. The company changed its name to Infosys Technologies Limited when it became a public limited company in June 1992. It was later renamed to Infosys Limited in June 2011. An initial public offering (IPO) was floated in February 1993 with an offer price of ₹95 & today it worths Rs1595.70. By 1995 the firm was worth \$200 million, had 900 employees and annual revenue of \$20

○ MISSION

"To achieve our objectives in an environment of fairness, honesty and courtesy towards our clients, employees, vendors and society at large."

○ VISION

"We will be a globally respected corporation."

○ FOUNDERS

N. R. Narayana

Murthy

Nandan Nilekani

S. Gopalakrishnan

S. D. Shibulal

K. Dinesh

N. S. Raghavan

INFOSYS

○ Logo and slogan

The logotype for Infosys uses the colour blue (Pantone 285 C). The characters of the customised identity indicate a visual alteration of Lucid Sans typeface. The tagline of Infosys is “Navigate your next” which means the company helps its clients to navigate from where they are to where they aspire to be. They do this by reimagining business processes and by leveraging next generation digital services that helps their clients to create and execute strategies for their business transformations. The slogan “Driven by Values, powered by intellect” being Infosys vision and identity.

○ Area of Working

It provides software development, Maintenance and Independent validation services to companies in banking, finance, insurance, manufacturing and other domains. One of its known products is Finacle, which is a universal banking solution with various modules for retail and corporate banking.

Custom Application Development
Maintenance and Production Support Software
Re-engineering Package Evaluation and
Implementation Information Technology
Consulting

Planning and Decision Making

Infosys (NYSE: INFY), a global leader in nextgeneration digital services and consulting, and Rolls-Royce, one of the world's leading aerospace and defence technology companies, signed a strategic partnership for sourcing engineering and R&D Services for Rolls-Royce's Civil Aerospace business. As part of the overall partnership, Rolls-Royce will transition a significant part of its engineering centre capabilities for Civil Aerospace in Bengaluru to Infosys. Leveraging its expertise in core engineering services, digital transformation capabilities, and Rolls-Royce product knowledge acquired through the partnership, Infosys will provide a full range of high-end engineering and R&D services integrated with advanced digital service to Rolls-Royce.

Infosys to cut multiple senior roles, ensure faster decision-making. Infosys is planning to reduce senior roles in the workforce in a staggered manner. Delivery managers, AVPs, VPs and SVPs would be some of the roles that would be impacted. Infosys is restructuring the company's higher rungs in order to ensure faster decision making and flatten the organisation. The company is looking to reduce the senior roles in a staggered manner. As per the report, Infosys plans to break the five-tiered structure into two. CEO Salil Parekh has reportedly reviewed each of the levels. Reducing the levels would ensure that there is greater responsibility and accountability on senior executives who are people managers. This restructuring would impact sales, delivery, BPO, and support services said the company

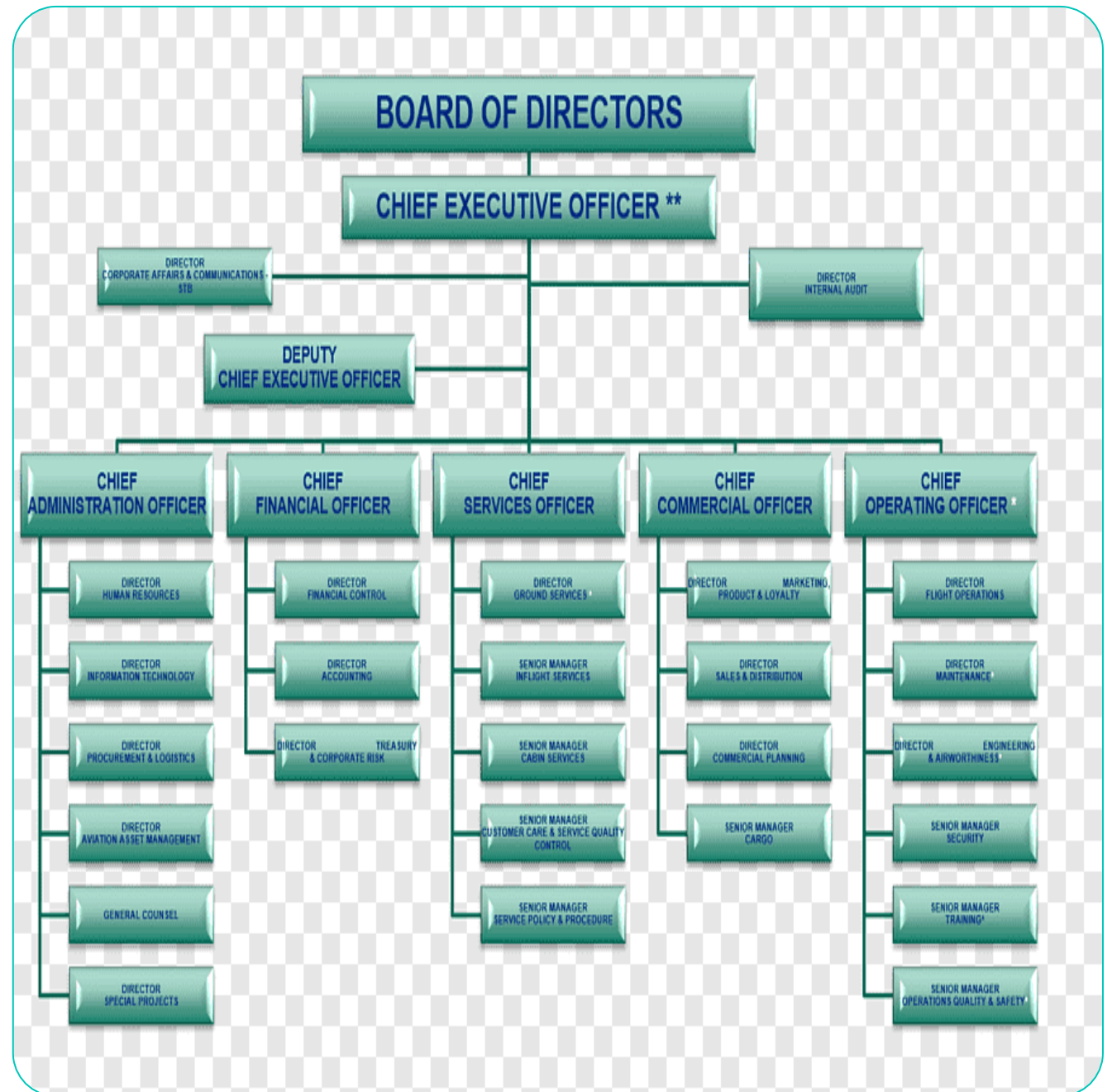
Infosys announced that it has been selected by Finland-based Orion Corporation to holistically transform its ERP and Planning platforms, enhance employee experience, and drive business value realization.

Through this engagement, Infosys will adopt standardized best SAP practices to enable end-to-end visibility across Orion's operations, informed decision making, and reduce business operations cost through AI, ML, and robotic process automation (RPA).

Infosys was chosen to assist Orion on this transformation journey for its collaborative and transparent approach, demonstrated SAP capabilities, proven track record in the Life Sciences industry, and ability to deliver tangible business value.

Infosys will follow an innovative hybrid agile approach leveraging Infosys CaPSule to maximize Orion's business engagement and deliver early business buy-in. Infosys will additionally leverage its Value Realization Method (VRM) to achieve Orion's key value objectives while utilizing the data anonymizing suite to enable availability of real-time information and high data integrity

Organizational Structure Design



Centralized Organization

Advantages

- Centralized organizations are more efficient in terms of resource utilization. Higher coherence in terms of meeting organizational objectives.
- Employees are better aligned to the mission and vision.
- Efficient structure of direction and authority.
- The decision making is centralized and it helps in staying focused due to a centralized chain of command. Execution time is lower.
- Reduced inefficiency in work, data and personnel.

Disadvantages

- It reduces innovation in individuals. Reduces the speed of response to external changes.
- Higher tendency to please seniors rather than meet organizational objectives.
- Inputs from lower level employees may never reach the top management. May reduce the learning of low and mid-level managers.
- A major component of learning is through decision making and feedback.
- The autonomy for making decisions is lower in a centralized organization.

Human Resources

Roles of HR

- Talent Management
- Compensation and Benefits
- Training and Development
- HR Compliance
- Workplace Safety

Qualification and Expertise required

- A track record with sourcing, recruiting and choosing extraordinary talent
- Strong program management skills
- With graduation in any field, 1 year post graduation diploma in human resource is required
- Experience in designing ,assesing and optimizing talent campaigns and initiatives

Learning

New policy implementation in company

- Talent Anywhere model: Provides flexibility of work location for company employees.
- Digital transformation: The digital transformation journey through various mobile-first apps and could connect and collaborate in the remote-working “new normal”. Example Launchpad, InfyMe, iEngage

Why Talent Management is important?

- Talent management works to keep current employees and advance them to higher positions in the organizations
- This saves time and money that could otherwise be lost to high employee turnover.
- It makes much more sense to develop and retain key talent than source, hire and train new ones.

Leadership - N.R.Narayana Murthy

- Mr. Murthy founded Infosys in 1981. Infosys is, today, a highly innovative software services global company listed on NYSE in the US and on the Bombay Stock Exchange in Mumbai.
- Leadership Qualities of Narayana Murthy
 1. He is visionary
 2. He is a risk taker
 3. He bounce back from failure
 4. He follows Transparency
 5. He builds Trust and confidence for people in organization
 6. Influence:He says - the leader has to create hope
 7. Integrity and Corporate Governance



Leader's Description

Important Characteristics of a Leader:

- Integrity
- Ability to delegate Communication
- Self-awareness
- Gratitude
- Learning agility
- Influence
- Courage
- Respect
- Empathy

His style and type of Leadership

- Mr. Murthy has tremendous respect for people and sound philosophy of “under-promising & over delivering”.
- This helped him build a healthy long-term relationship with his colleagues, employees, family, friends, business associates and network of shareholders.
- He has demonstrated that businesses can be run legally and ethically that it is possible for an Indian company to benchmark with the global best and that any set of youngsters with values hard work, team work and a little bit of smartness can indeed be successful entrepreneurs. This makes Narayan Murthy an inspiring role model for the professionals. In fact, Mr. Murthy is a transformational leader par excellence.



THANK YOU