

1. INTRODUCTION

1.1 ABOUT THE COMPANY

Data centres is a green field data centre organization that is focused on the development of technology, infrastructure, and security solutions. Pi Data centres offers cloud products and managed services, remote services, and self-service provisioning platforms. Pi Data centres was founded by **Kalyan Muppaneni** in **September 2014**.

Operating Status: Active

Legal Name: Pi Private Ltd.

Pi Data Centers Pvt Ltd (Pi) is a digital transformation technology leader in India with Data Center and Cloud Services in its core. Pi has moved up its IT stack into cloud and managed services within two years of building a large high-grade data center. Pi is India's First Uptime Institute TIER IV certified data center, and it takes humble credit for introducing mega data centers to the Indian industry, with intelligent and fully automated DCIM. Pi is a 100% automated SCADA enabled data center facility. Being India's leading data center and cloud company, Pi is trusted highly for its world-class service quality delivered out of an SDDC environment.

Pi's data center strategy is to focus on tier-II cities where the cost of land, power and IT skills are lower than the metros like Mumbai and Chennai, where most data centers are concentrated today. The objective is to differentiate on high-quality hosting at a significantly lower cost than other providers in order to support both local enterprises and MNCs.

1.2 NATURE OF THE STUDY

Data centers provide that, particularly through advanced IT services and solutions. All manner of companies now relies on data center services and cloud computing to support and optimize their e-commerce and online applications. In retail specifically, they are generally for one purpose - to handle the flow of data. Also, In Pi Managerial Services is the one of the services provided which gives huge insights about Human Resource various operations.

Data center transformation takes a step-by-step approach through integrated projects carried out over time. This differs from a traditional method of data center upgrades that takes a serial and siloed approach. The typical projects within a data center transformation initiative include standardization/consolidation, virtualization, automation and security.

1.3 NEED OF THE STUDY

As Learning is a human activity and is a natural, as breathing. Despite the fact that learning is all pervasive in our lives, psychologists do not agree on how learning takes place. How individual Learn is a matter of interest. This study Imputes to learn about Pi Data Centers Pvt Ltd (Pi) that include their Products, Services brought into picture that satisfies the customer's needs.

The main motive is to get an exposure of how a company develops leaders rather than just learning about it in the abstract. Observation of excellent time management skills and to make a note of those HR can emulate. learn about valuable collaboration and cooperation skills. This study has acted as an extension of education, where it's likely to have a whole range of confidence-building attributes to apply to your future employment.

To get the deep exposure of how HR works in a real world this study has played a vital role. In terms of company's HR policies, employee benefits, and other HR-related stuff to be able to respond to any internal staff inquiries. Work in co-op with human resources generalists and other HR staff if needed to complete annual HR duties. Provide administrative support to HR business partners and managers.

Managing people and client relations is an important skill to acquire in business, and this is just one aspect of HR that you can apply to manage the organization.

Provide guidance and help employees identify their strengths and weaknesses. Design and evaluate strategies to increase the retention of personnel. Create a positive and enjoyable work environment. Build and maintain the company's culture.

1.4 OBJECTIVES OS THE STUDY

The most important objective of this study is that obligatory on the part of the student M.B.A Programme to undergo the fulfillment of M.B.A degree besides, it helps students to understand the Human Resource related to the organization.

This study was conduct with an objective of getting an insight on functioning of Human Resource Department of the organization. (Pi Data Centers Pvt Ltd (Pi)

- To attract people with multi-dimensional skills and experiences those suit the present and future organisational strategies.
- To induct outsiders with a new perspective to lead the company.
- To infuse fresh blood at all levels of the organisation.
- To develop an organisational culture that attracts competent people to the company.
- To search or head hunt/head pouch people whose skills fit the company's values.
- To devise methodologies for assessing psychological traits.
- To seek out non-conventional development grounds of talent.
- To search for talent globally and not just within the company.
- To design entry, pay that competes on quality but not on quantum.
- To anticipate and find people for positions that does not exist yet.

1.5 METHODOLOGY

COLLECTION OF DATA

The data was collected from two different sources:

a. PRIMARY DATA:

- The Primary data was collected with the help of person who has worked in the Pi Data Centers Pvt Ltd (Pi) as HR General Manager.

b. SECONDARY DATA:

- Secondary data is the data that is collected from different sources. It also helps to get elaborate information that is adequate to the study.
- Secondary data has been collected from various sources as mentioned below:

- Company website.
- Internet.
- Blog's of the company.
- Research papers.
- Government publications.

1.6 LIMITATIONS

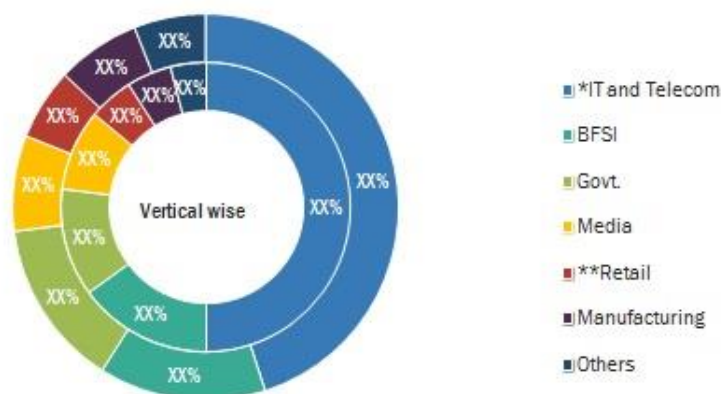
Nothing in the universe is free from limitations and this study is not an exception to it. In spite of honest and sincere efforts there are bounded to be certain discrepancies and inconsistencies where the process has undergone few limitations that has bounded the study to some extent in which the main reasons are time constraint and the pandemic situation. The rest are as follows

- The whole study was carried out through different sources.
- Due to Covid the maximum employees are obtaining Work from Home.
- It was very difficult to generalize the content to an extent.

2. INDUSTRY PROFILE

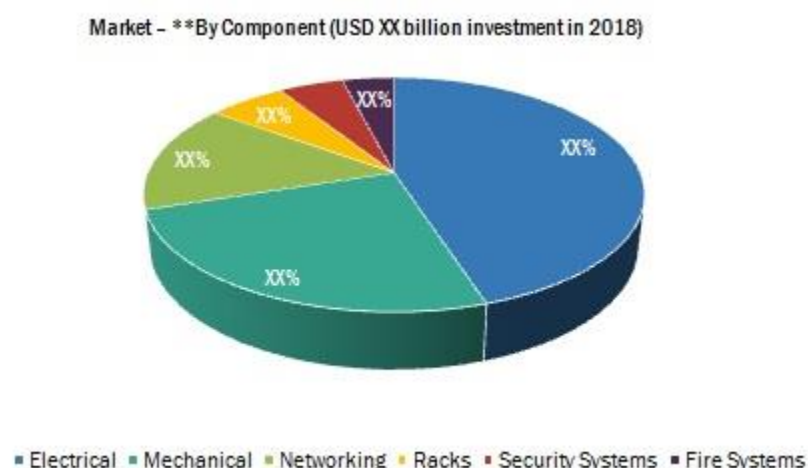
The IT & telecom segment is expected to lead the data center market in India. Media & entertainment, retail (eCommerce), and manufacturing sectors are the next significant verticals that require the greatest number of data centers. The government is increasingly reliant on IT-intensive services to improve its performance and has developed many Government-to-Citizen (G2C) delivery platforms, such as the National governance Plan (NeGP), e-visa, and National CSR Data portal.

Core components - equipment and software for IT operations and storage of data and applications. These may include storage systems; servers; network infrastructure, such as switches and routers; and various information security elements, such as firewalls.



The electrical segment is set to lead the data center market in India during the forecast period. The majority of the capital investment goes into electrical and power systems, including substations, distribution transformers, diesel.

In this age of data, there are currently about seven billion Internet-connected devices, and that number continues to grow. The Data Center Services Market is segmented by Service (Infrastructure, Cloud and Hosting, Networks, Consulting, and Virtualization), Data-centre (Tier - 4), End-user Industry (BFSI, Healthcare, Retail, Manufacturing, and IT and Telecom), Deployment Mode (On-premise and Cloud), and Geography. With the rise of the Internet of Things (IoT) and Industry 4.0, manufacturers are relying on big data and data analytics to enhance the efficiency, productivity, security, and cost-effectiveness of their operations.



The Data Center Services Market was valued at USD 48.90 billion in 2020 and is expected to reach USD 105.6 billion by 2026, at a CAGR of 13.69% over the forecast period 2021 - 2026. Business leaders are facing an influx of data, and thus, they are under pressure to manage all business-critical data, along with the constant need to outpace their competitors.

- The emerging cloud technology in data centers is one of the key factors driving the demand for data Center systems and technology, thereby, fueling the market growth.
- Cloud technology is more flexible, because it can be accessed with different devices and it is easy to recover the lost data.
- The increase in demand for online retail or e-commerce has acted as a catalyst for the data Center industry.
- On the flip side, concerns relating to data privacy is a major concern nowadays, which is acting as a limitation for this market to grow.

Data Center service is an environment that provides processing, networking, and storage of data. With the move to treat data as an asset, the data services market is expected to see healthy growth. Industry automation and digital businesses are expanding and these businesses may need a huge amount of data for their business. North America being the most advanced region, data Center services are in demand.

Standardization/consolidation: Reducing the number of data centers and avoiding server sprawl (both physical and virtual) often includes replacing aging data center equipment, and is aided by standardization.

Virtualization: Lowers capital and operational expenses, reduces energy consumption. Virtualized desktops can be hosted in data centers and rented out on a subscription basis. Investment bank Lazard Capital Markets estimated in 2008 that 48 percent of enterprise operations will be virtualized by 2012. Gartner views virtualization as a catalyst for modernization.

Automating: Automating tasks such as provisioning, configuration, Patching, release management, and compliance is needed, not just when facing fewer skilled IT workers.

Securing: Protection of virtual systems is integrated with existing security of physical infrastructures.

Data centers are often referred to as a singular thing, but in actuality they are composed of a number of technical elements. These can be broken down into three categories:

Compute: The memory and processing power to run the applications, generally provided by high-end servers.

Storage: Important enterprise data is generally housed in a data center, on media ranging from tape to solid-state drives, with multiple backups.

Networking: Interconnections between data center components and to the outside world, including routers, switches, application-delivery controllers, and more.

3. COMPANY PROFILE

Year of Incorporation: 4th September, 2014.

Head Quarters: Amaravati, Andhra Pradesh.

Marketing Office: Hyderabad.

Website: <https://pIDatacenters.com/>

Industry: Service Based Industry.

State: Telangana.

Other Regional Offices: Mumbai, Bengaluru, Chennai, Delhi, Kochi.



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Operating Status: Active

Legal Name: Pi Private Ltd.

VISION: To be Leader in data centre hosting by re-defining customer experience and fuelling customer's business growth.

MISSION: Develop intelligent and innovative data centres, providing affordable yet reliable infrastructure, with world-class service-level and security.

VALUE: Pi's commitment to uncompromised ethical standards, delivering quality through exemplary integrity, respect for stakeholders, while being environment friendly in delivering its services, charts the path for being the leader by virtue in the Indian data centre marketspace.

The inspired team members are dedicated to

- Co-operation.
- Honesty.
- Discipline & Time.
- Hard Working.
- Transparency.
- Trust & Belief on organization.
- Mutual Respect.
- Skill Development.
- Education.

3.1 LIST OF PRODUCTS AND SERVICES

PRODUCTS	CLOUD SERVICES	COLOCATION SERVICES	MANAGED SERVICES
SAP	Data Localization	Private Suites	AWS Practice

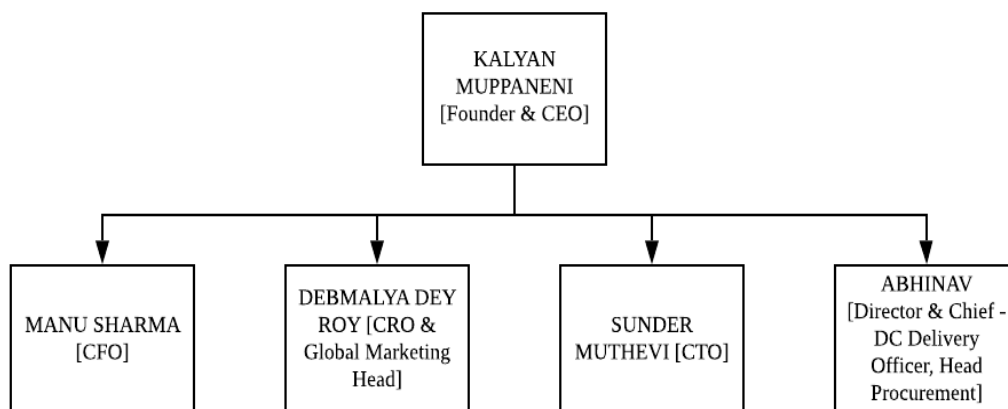
SaaS	Flexibility @core	Whitespace	AZURE Practice
Harbor Front (CDN)	Hypervisor of choice	Rack Colocation	VMware Practice
Internet Exchange (Ipx)	Scale @will	Sub-Cabinet Services	NOC as a Service
Pi Work Spaces	Multi – Tiered Security	Hands and Feet Support	Network as a Service
	99.9995% Up-Time Availability		

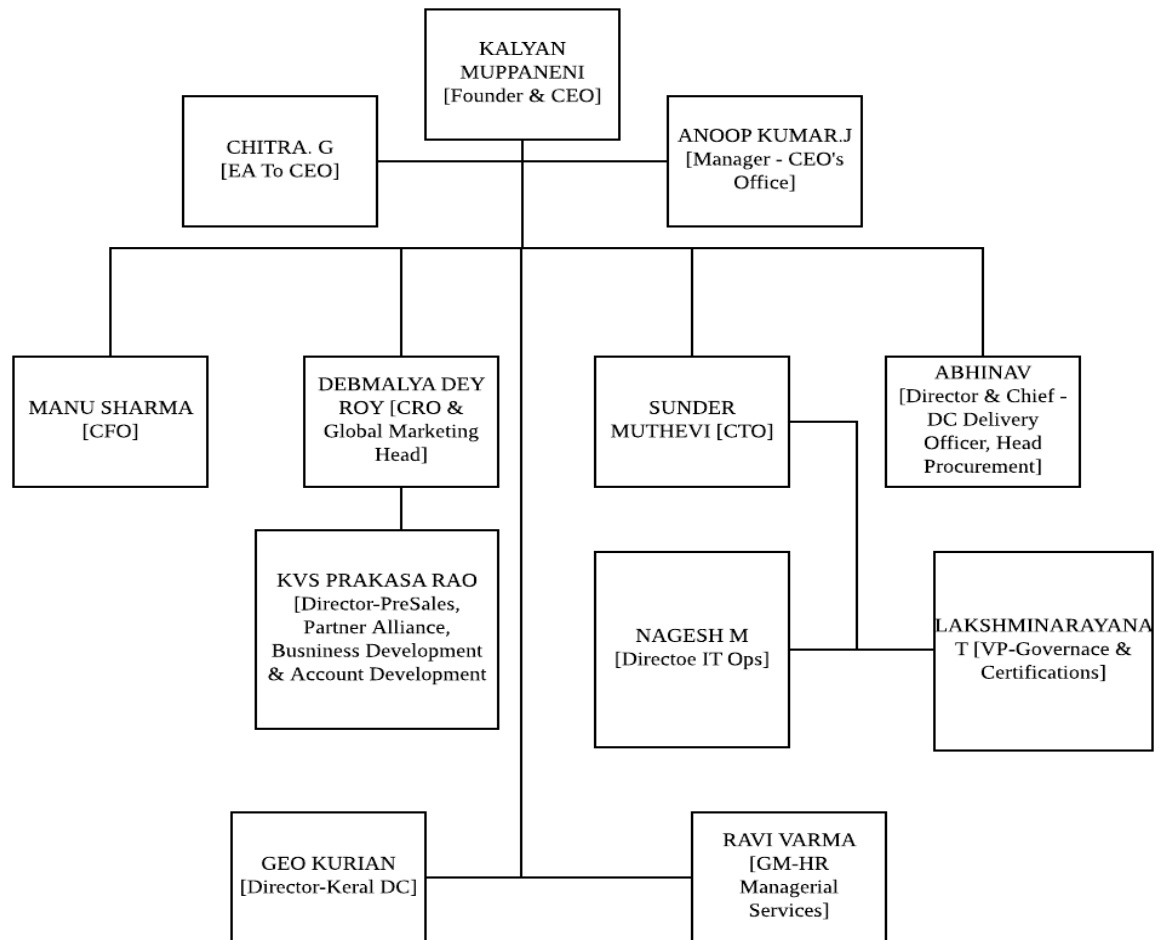
3.2 TOP MANAGEMENT

Organizational structure provides guidance to all employees by laying out the official reporting relationships that govern the workflow of the company. A formal outline of a company's structure makes it easier to add new positions in the company, as well, providing a flexible and ready means for growth.

Strategic Core Council

Strategic Management Committee





3.3 CONTENDER INDUSTRIES

Global Competitors are AWS, AZURE, GCP.

Parallel Industries are NextGen, Ctrl S data centres, Net magic, Din Cloud, TMGcore, Net magic Solutions.

AWS Mission Statement: “Our vision is to be earth's most customer-centric company; to build a place where people can come to find and discover anything they might want to buy online.”

AZURE Mission Statement: Our mission is to empower every person and every organization on the planet to achieve more.

GCP Mission Statement: The mission of Gwinnet County Public Schools is to pursue excellence in academic knowledge, skills, and behavior for each student, resulting in measured improvement against local, national, and world-class standards.

3.4 DATA CENTER CONTRIBUTION TOWARDS ECONOMY

Developments in AI, IoT and smart devices, and other data-heavy applications have led to a major increase in data traffic. It is estimated that global data centre traffic will triple by 2020. The increase in volume of data has increased the scale of development of data centres worldwide.

In the past few years, ‘data is the new oil’ has become a catchphrase used to highlight the immense value acquired by this twenty-first-century commodity. Although there are several important differences between the two resources (for instance, unlike oil, data generates more data), the analogy remains useful to describe the way information is used to power many modern technological applications.

Modern-day factories for data

Data centres, used by almost all tech companies – from small startups to Silicon Valley giants - are modern-day factories for data. Due to the increase in data volume, they have become economic assets important to local, national, and regional economies.

A report by the US Department of Commerce shows that large data centres bring in millions of dollars in initial investment directly to local communities, which in turn contribute to the surrounding areas. The initial investment directly creates construction jobs for the building of the data centres themselves, as well as public infrastructure, including roads, water services, and electrical and network infrastructures. Once built, data centres operating around the clock need to be manned by IT personnel, and security and operations staff.

Similar reports on the economic impact of data centres which includes many countries like Norway, Finland, Netherlands, and the United Kingdom all confirm the same trend. According to Gartner, global investment in data centres reached \$181 million in 2017, and is expected to surpass the \$188 million mark this year. In the USA alone, investment in data centres was more than \$20 billion. Data centres have also caught the eye of real-estate investors, who consider them important alternatives to traditional real estate.

Data localization rules and the economic factor

New data localisation requirements emerge regularly in different countries around the world. Although privacy protection, security, and law enforcement are among the main reasons behind data localisation regulations, the potential for economic growth and development is also why some governments are obliging companies to store their data within the borders of national jurisdictions, as well as to limit their ability to transfer locally collected data to other countries.

The question is whether data localisation measures and incentives are an efficient way of achieving economic growth or, reversely, a regime of data liberalism would be the better option. Where defenders of data liberalism might argue huge discrepancies in efficiency and costs, in a similar way to David Ricardo's theory of Comparative Advantage (countries still engage in international trade even when the local labour force is more efficient at producing goods than workers in other countries), data protectionists might argue through Hamiltonian and List infant industry lines (an emerging industry needs extra protection from international competition). Both arguments have strong supporters.

Economic factors cannot be ignored, especially in regions which benefit from direct investment. Knowing the impact of data localisation rules, or that of other legal measures, on the deployment of data centres, can allow governments and the private sector to better prepare for the surge in global data centre traffic in the years to come.

3.5 ACHIEVEMENTS OF PI

Data center Dynamics (DCD) Recognized Pi as India's Best Multi-Tenant Data Center Service Provider.

Bengaluru, 18th July 2019: Pi hits another milestone in its ongoing journey towards perpetuating positive disruption in technology and innovation.

"I am delighted to announce another proud moment Pi as we just got recognized by Data center Dynamics (DCD) for being the Best Multi-Tenant Data Center in India. We will continue to innovate in order to make digital transformation for enterprises easier, faster and TCO optimal", said Kalyan Muppaneni, Founder & CEO, Pi DATACENTERS.

Great Place to Work Institute Recognized Pi as One of The Top 50 Great Mid-Size Workplaces in India.

Mumbai, 19th July 2019: The glittering event hosted by Great Place to Work Institute at Four Seasons, Mumbai was filled with cheering buzz and applause. The Great Place to Work® Institute (GPTW) recognized India's best mid-sized companies for building High-Trust, High-Performance Culture workplaces.

Kalyan Muppaneni, Founder & CEO, Pi explains how the captive model of data center in India is being overtaken by colocation model at a significant rate

“Most of the demand coming currently is geared towards cloud, as clients are clearly looking for speed of delivery and an OPEX model. Given this market scenario, we have several products around cloud offerings. This includes As a Service solution, namely Security as a Service, back up as a Service, Disaster Recovery as a Service, Containers as well as several other customized IaaS and PaaS solutions,” says Kalyan Muppaneni, Founder & CEO – Pi Datacenters.

Economic Times featured a recent interview of Kalyan Muppaneni about India achieving the goal of \$5 trillion economy

In October last year, Mrs. Nirmala Sitharaman, the Finance Minister of India acknowledged the Prime Minister's vision of transforming India into a \$5 trillion economy and a global economic powerhouse by 2024-25, as “challenging” but “realizable.”

Kalyan being conferred, CEO Of the Year, Information Technology Industry, by World Leadership Congress

Kalyan Muppaneni, Chairman & CEO, Pi DATACENTERS, gets awarded the coveted CEO Of the Year Award for Information Technology Industry by World Leadership Congress.

Deservingly so, Kalyan is a visionary, technology leader and an industry veteran of more than 2 decades, including 15+years in leadership roles with Intel Corporation in the Silicon Valley, US.

He is the mind and man behind Pi DATACENTERS, Asia's Largest Uptime Institute Certified TIER IV Data Center and Harbour1®, India's first Enterprise Cloud Platform

India's Best Workplaces for Women 2021

Hyderabad, 25-09-2021 – Pi Data centers has been recognized by Great Place to Work® India among the Top 50 – India's Best Workplaces™ for Women 2021 (Mid-size Companies Category)!

As a global authority on workplace culture, Great Place to Work® has been studying employee experience and people practices across organizations for over three decades. Every year, more than 10,000 organizations from over 60 countries partner with Great Place to Work® Institute for assessment, benchmarking and planning of actions to strengthen their workplace culture.

In India, the research conducted by Great Place to Work® has focused on the state of trust in workplaces, what drives employee experience, and its impact on the business outcomes. The research reveals that there is a clear and direct relationship between employee engagement and financial performance, and that best workplaces consistently outperform major stock indices in India.

3.6 CORPORATE SOCIAL RESPONSIBILITY

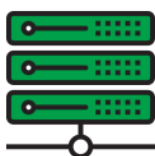
Some of the major PI Industries' CSR initiatives are as follows:

- **PI Foundation's Participation in Swachh Bharat Abhiyan Programme:** PI Industries Ltd is actively participating in the Swachh Bharat Abhiyan Programme of Government of India and giving priority to the provision of household toilets and school toilets, particularly for girls, as part of our Corporate Social Responsibility (CSR).
- **Certified Vocational Training Course on Chemical Plant Operators:** PI Industries Ltd. has signed a MOU with "The Centre for Entrepreneurship Development", Government of Gujarat for skill generation in chemical sector in the presence of Chief Minister of Gujarat, Mr. Narendra Modi, on 20th September, 2012 as part of Vibrant Gujarat 2013 event.
- **Promotion of Direct Seeded Rice (DSR) Technology:** With the ardent intent that all farmers should get the advantage of science led innovations and with the intention of economic, social and environment sustainability, PI is creating awareness amongst Policy makers, Chambers, Universities, NGOs and farmers about the Direct Seeded Rice (DSR) Technology.

- **Farm Engagement Programme:** In the challenging times of early seventies when the country was struggling for food security and was striving hard for ushering in Green Revolution, PI was amongst the first few Indian companies to enter into the business of crop protection chemicals.
- **Water Conservation through Improved Farm Technology:** Driven by its corporate philosophy of Bringing Innovations to the Farmers, PI keeps on introducing new technologies and crop solution products to the Indian famers.
- **Community Development Programme at Plant locations:** Envisaging the increasing pressure on natural resources like groundwater, PI is helping the farmers to produce more rice by saving the quantity and costs of irrigation water. With its collaboration with various Japanese companies, PI has introduced the new technology of post emergent herbicides for rice crop in India.
- **Protection of National Heritage, Art and Culture:** PI Foundation is protecting our national heritage, art and culture, through a unique project named “Pichhwai”.
- **Academic Recognition:** For past several years, the Company recognizes original research work of scientists in the areas of Weed Science Plant Pathology and Plant Protection as an on-going project.
- **Affirmative Action – Educational Scholarships:** PI provides financial assistance by way of scholarship to the students belonging to the SC/ST community to enable them to complete their graduation.

3.7 CORE CAPABILITIES OF PI

The Core Capabilities of Pi Data Centres - Storage, Servers, Network Infrastructure, Computing Resources, Cloud Services, Colocation, Managerial Services.



**Datacenter
Colocation**



**Cloud
Hosting**



**Cloud Enablement
Services**

IV-Tier certification has been to Pi on the basis of the following reasons [few are listed]

- Cloud Hosting: Service Portfolio.
- Cyber Security.
- Disaster Recovery and Business continuity Planning.
- End User Computing.



**Asia's Largest Uptime Institute TIER IV
Certified Datacenter**



Flagship Enterprise Cloud

4. FUNCTIONAL AREA ANALYSIS

Just as different functions in the human body are performed and regulated by different organs, different functions within a business are performed and controlled by different parts of the business.

One of the reasons for separating business operations into functional areas is to allow each to operate within its area of expertise, thus building efficiency and effectiveness across the business as a whole. Functional areas in a business vary according to the nature of the market and the size of the business.

HUMAN RESOURCE MANAGEMENT

Human resource management (HRM or HR) is the strategic approach to the effective and efficient management of people in a company or organization such that they help their business gain a competitive advantage.

It is designed to maximize employee performance in service of an employer's strategic objective. Human resource management is primarily concerned with the management of people within organizations, focusing on policies and systems.

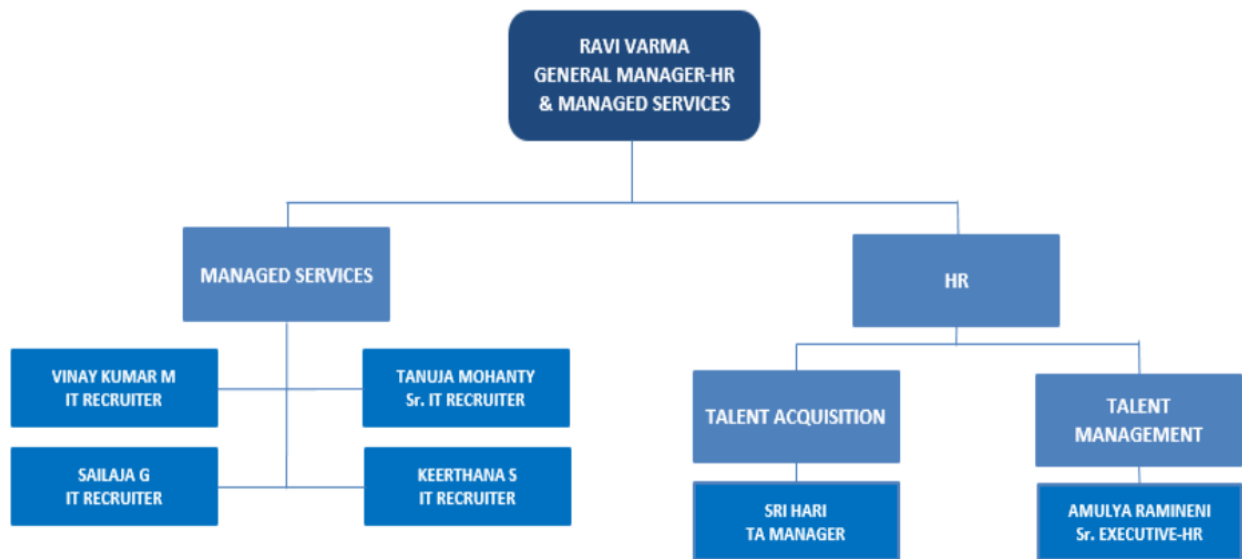
HR departments in any organization are responsible for overseeing employee-benefits design, employee recruitment, training along with development, performance appraisal, and reward management, such as managing pay and employee-benefits systems. HR also concerns itself with organizational change and industrial relations, or the balancing of organizational practices with requirements arising from collective bargaining and governmental laws.

4.1 HUMAN RESOURCE STRUCTURE

The internal structure of an HR department is hierarchical with different specialization units. Explore the functions of an HR department including recruiting, training and development, compensation and benefits administration, health and safety, and employee and labor relations.

HR structure vary company to company based on the employee count. If the number of employees within an organization is 100 in number HR structure may be designed in one way. Whereas if number of employees are 1000 or more than that HR structure is designed in another way.

The below attached is the HR structure of PI Data Centers



4.2 WORKPLACE COMMITMENTS

Equal Opportunity Employment

Pi is an equal opportunity employer and does not unlawfully discriminate against employees or applicants for employment on the basis of an individual's race, color, religion, creed, sex, national origin, age, disability, marital status, veteran status or any other status protected by applicable law. This policy applies to all terms, conditions and privileges of employment, including recruitment, hiring, placement, compensation, promotion, discipline and termination.

Non-Harassment Policy / Non-Discrimination Policy

Selection of the Employees at any position within Pi is always on the basis of the sincerity and integrity shown by them during the interview. The Company selects applicants and gives them opportunities irrespective of race, color, religion, creed, sex, national origin, age, disability, marital status, veteran status or any other status, hence the Company expects that as there is no

discrimination in selection process there should be no harassment on any such ground amongst the Employees and, Employees should comply to the rules and regulations and follow them persistently in the interest of the Company and not making it a personal issue between person to person and/or Company and the Employee.

The Employee is therefore required to act within the rules with proper behavior and there should be no act which is detrimental or of threatening nature or below dignity thus would lead to healthy atmosphere amongst the Employees to devote and dedicate their dynamisms towards proper working. The Company thus under this Handbook drawn rules which are binding on the Employees and at any time if such rules are encroached on the Company has also provided the mode and manner to be dealt with.

Drug-Free / Alcohol-Free Environment

Employees are prohibited from unlawfully consuming, distributing, possessing, selling, or using controlled substances while on duty. In addition, Employees should not be under the influence of any controlled substance, such as drugs or alcohol, while at work, on company premises or while engaged in company business. Prescription drugs or over-the counter medications, taken as prescribed, are an exception to this policy when supported with referral documents.

Anyone violating this policy will be subjected to disciplinary action, up to and including termination.

Open Door Policy

The Company considers the problems of Employee and the Company Management values each Employee and strives to provide maximum co-operation for positive work experience and the Employees are at the right to bring any workplace concerns or problems they might have or are in knowledge of them and can report the same to their immediate head or to the Management enabling them to consider such problem

Whistle Blowing Policy

Ethical business practice is one of our guiding principles and the highest standards of conduct and business integrity are expected from every Employee. The Employees are at liberty to bring to the notice of the Management and Human Resources of any such conduct which leads to or generates unethical atmosphere and/or such conduct which disturbs the quality and required work from

the Employees then such Employees should not hesitate to draw the attention of the Company for doing the needful as per the mode and directions provided in this Handbook.

Definition of ‘wrong-doing’: The term ‘wrong-doing’ can cover a wide variety of different activities, but from our perspective any behavior that breaks the law, is unethical, or contravenes our vision, mission and values.

4.3 EMPLOYEMENT RULES & PRACTICES

Employment Application

The Company relies upon the accuracy of information contained in the employment application and the accuracy of other data / supporting documents presented throughout the hiring process and employment.

Any misrepresentations, falsifications, or material omissions in any of this information or data may result in exclusion of the individual from further consideration for employment or, if the person has been hired, resulted in termination of employment.

Selection and Recruitment

All appointments shall be made by the HR Department. When an applicant is successfully appointed, he/she shall be given a letter of appointment signed by the HR Head.

All Employees have to submit all their original certificates as determined by the company before commencement of their service and the same will be returned to them immediately after verification.

It is deliberated that the appointment of Employees whether during Probation period or for a permanent status is always considered as per the Companies rules and regulations which such intended Employee is made aware from the inception and at the time of joining the Company.

The Employee either on probation period or on permanent employment or on being retired or removed or leaving the employment for any reason whatsoever is bound to follow the binding rules and regulations and terms as stipulated in this Handbook.

Reference Check

The Human Resource Team of the company has the responsibility to validate the information provided by the New Entrant or the prospective candidate(s) in the process of recruitment.

Rules:

- Reference check must be done through appropriate authority like last employers(at least two).
- Professional Reference(s) shall be networked via telephone/email.
- No one shall disclose or share the information and feedback extracted from the previous employer and professional references to the New Entrant.
- Reference check shall be processed only on the prescribed format.
- Negative remarks upon reference check will lead to rejection of the applicant / cancellation of the offer.

Reference checking is just one of many factors to consider in making a final selection decision.

Employee Induction and Orientation

New Employee Orientation is a formal welcoming process that is aimed to make the new Employee feel comfortable, informed about the Company, and prepared for the role in his/her new position. New Employee orientation shall be conducted and shall include an overview of the Company's history, an explanation of its core values, vision, and mission; and its goals and objectives. In addition, the new Employee will be given an overview of benefits, tax, and related issues, and to complete any necessary paperwork. The orientation shall be conducted by the Human Resource Department.

Probation for New Employees

The probationary period for New Employees is up to six (6) months, during which, his/her performance will be reviewed for confirmation. During this probationary period, Company has the right to terminate the employment by giving 30 days' notice. When an Employee satisfactorily completes the probationary period, a review will be sent by the immediate head to the HR department the Employee will be notified of his/her new status with Pi in writing.

Probationary Employees are expected to meet and maintain the Company standards for job performance and behavior.

During the period of Probation all Employees will be eligible ---Casual Leaves and sick leaves. Leaves will not be given/granted in advance i.e. leaves will be paid out of the available leave balance. On confirmation employees will get proportionate earned leave balance in their account.

Transfer and Re-Assignment

An Employee may be transferred, assigned or seconded from one department, location, branch to another or from one company, subsidiary or associate company to another, existing now or in the future, in India or abroad. He / She may also be required to undertake additional duties apart from the normal duties of the post to which he/she is appointed.

An Employee may be reassigned, subject to performance of his/her duties and on the recommendation by his/her Team Lead and/or Functional Manager. All recommendations for reassignment shall be determined by the Company as and when required.

Training & development

The purpose of training and Management development programs is to improve Employee capabilities and organizational capabilities, as the organization invests in improving the knowledge and skills of its Employees.

The creation and implementation of training and Management development programs will be based on training and Management development needs identified by a training needs analysis so that the time and money invested in training and Management development is linked to the mission or core business of the organization.

Employees must attend all such trainings organized at different time and level of employment to take maximum benefit out of it towards overall improvement.

New Joiners will go through a recursive training of 2 weeks followed by Induction. Please find mentioned below detailed information on the training modules:

Culture Training

Pi has a set of values that defines its organizational culture. The culture training is focused towards inducting the new hires and imbibing Pi values in each and every participant. Some skills like communication and values like professionalism and team work are built in during this training.

Product & Services Training

It is a training program specific to product range. It gives a brief overview on the below mentioned parameters:

- Overview – understanding features and benefits
- Functionality
- Understanding our clients

On the job Training

On the Job Training is a training related to specific module which is given to the employees by the senior members/Mentor of that department.

After the training is completed, there is an assessment which every employee has to go through. There is a minimum passing criterion applicable to all employees during the assessment. Any employee who fails to secure the minimum score would be referred to the Human Resource Department.

The employee will graduate to the next schedule of employment only in the event of clearing the training successfully as per the maintained standards.

There would be a Performance Improvement Plan; subject to his/her overall conduct and development during the training program, if still found not reaching the set parameters the Employee would be relieved of his/her employment with immediate effect. The final decision will rest in the hands of the Management.

4.4 COMPANY POLICIES & PROCEDURES

Code of Professional Conduct

This company expects its Employees to adhere to a standard of professional conduct and integrity. This ensures that the work environment is safe, comfortable and productive. Employees should be respectful, courteous, and mindful of others' feelings and needs. General cooperation between coworkers and Team Leads/immediate managers is expected. Individuals who act in an unprofessional manner may be subjected to disciplinary action.

Dress Code

An employee's personal appearance and hygiene is a reflection on the company's character. Employees are expected to dress appropriately for their individual work responsibilities and position.

Dress, grooming, and personal cleanliness standards contribute to the morale of all employees and affect the business image that Pi presents to the community.

During business hours or when representing Company, you are expected to present a clean, neat, and decent appearance. You should dress and groom yourself according to the requirements of your position and accepted social standards.

For male staff, the dress code would be formal shirt and formal trousers.

For female staff, the dress code would be saree/salwar/formal shirt/formal trousers.

Jeans, T-Shirts and other casuals are only allowed on weekends, when a less formal dress code is applied.

Pay Day

Salary will be credited every first working day of the subsequent month. If the pay date lands on a holiday, salary will be credited on the closest business day after the holiday and for reason beyond control.

The Company pays Employees by way of a direct credit into the Employees bank accounts. Employees shall be notified, in the event of a change in the Company's bankers.

Company Property

Company property, such as equipment, vehicles, telephones, computers, laptop, software, and etc. is not for private use.

These devices are to be used strictly for company business and are not permitted off grounds unless authorized.

Company property must be used in the manner for which it was intended. Upon termination, Employees are required to surrender any company property they possess.

Company computers, internet and emails are a privileged resource, and must be used only to complete essential job-related functions. Files or programs stored on company computers may not be copied for personal use.

The company requests the Employees not to receive personal calls while on duty. If urgent, please keep personal calls to a minimum and conversations brief. Personal long-distance calls are not permitted.

Employees are reminded that they should have no expectation of privacy in their use of company computers or other electronic equipment. Violations of these policies could result in disciplinary action.

Privacy

Employees and employers share a relationship based on trust and mutual respect. However, the company retains the right to access all company property including computers, desks, file cabinets, storage facilities, and files and folders, electronic or otherwise, at any time. Employees should not entertain any expectations of privacy when on company grounds or while using company property.

All documents, files, voice-mails and electronic information, including e-mails and other communications, created, received or maintained on or through company property are the property of the company only. Therefore, employees should have no expectation of privacy over those files or documents and shall not act in the manner which is detrimental to the company.

Lunch/Dinner Periods

Employees are allowed a half an hour lunch/dinner break. Breaks might be on a staggered schedule so that the company remains operational during the lunch hours.

Health Related Issues

Employees, who become aware of any health-related issue, including maternity, should notify their Manager, and HR Department of health status. This policy has been instituted strictly to protect the Employee.

A written “Permission to work” from the Employee’s doctor may be required at the time or shortly after notice has been given. The doctor’s note should specify whether the Employee is able to perform regular duties as outlined in his/her job description.

A leave of absence may be granted on a case-by-case basis. If the need arises for a leave of absence, Employees should notify their Team Lead and/or Manager and/or HR Department. An Employee suffering from serious infectious and contagious diseases shall immediately report such infection to Management.

Employee requiring Medical attention

In the event an employee requires medical attention which can be (Physical / Psychological), whether seriously injured or becoming suddenly ill while at work, the employee’s personal physician or family member shall be notified immediately. If it is necessary for the employee to be seen by the doctor or go to the hospital, a family member shall be called to transport the employee to the appropriate facility. In the event of emergency, medical services to evaluate the injuries medically unfit of an employee on site, the employer will make efforts to arrange transport, however, in the event the employee arranges a transport the employer will bear no such actual charges for such transportation. Furthermore, employees shall not be responsible for transportation of another employee due to liabilities that may occur. A physician’s “return to work” notice may be required.

Also, the first aid box with a few emergency drugs is made available for all employees.

Re-imbursement of Expenses

Any expenses done by the employees for the office like stationary purchased, conveyance expenses, book and other materials purchased etc., will be reimbursed by company after the approval

from their departmental head. Amount will be reimbursed within 2 weeks by finance team after approval and wherever necessary supporting bill/receipt should be produced.

Office Cleanliness

Employees are expected to be responsible enough to keep their surroundings in best possible state and see that at the end of the working day, their workstations are left clean and tidy.

Power & Water Saving

It is the responsibility of each employee to save power and water. All PCs, lights and electrical installations will be switched off when not in use. Prior to leaving their work place, each individual should ensure their respective workstations are turned off.

Though adequate water will be provided to the employees, it is expected that employees do not waste the water and whenever any leakage of water is found the same will be reported to admin department immediately.

Reimbursement of Course & Certification Undertaken

Pi will be having regular knowledge sharing sessions among its employees to increase the productivity. Apart from that, the organization will guide and encourage the employees to enhance their skill sets by doing certified online and regular courses.

Applicability: This scheme is applicable to all employees of Pi

Eligibility Criterion: All employees on the rolls of Pi become eligible under the policy. The Policy: Whenever an employee wants to take up some certification, he/ she must intimate the same to their respective Department Head/HR Dept.

The HR department would validate the same and acknowledge. The organization reserves the right to allow or deny any such certification which it may deem relevant / irrelevant.

The organization will reimburse the certification amount only if the employee clears the certification. Any certificate course incurs more than 20k, employee needs to give a minimum of one-year employment commitment.

Bills / score card and other relevant documents pertaining to the certification should be produced to the HR department by the resource.

Reimbursement: For all the pre-approved certification courses by the Department Head/HR, the cost of exam fee will be reimbursed on successful completion of the exam. This amount will be disbursed within 2 months of making the claim.

Visitors in the work place

Pi seek to focus on providing an environment open to work and family issues, it also believes that the activities of the workplace should be aimed at accomplishing the work.

To provide for the safety and security of Employees and the facilities at company, only authorized visitors are allowed in the workplace. Restricting unauthorized visitors helps maintain safety standards, protects against theft, ensures security of equipment, protects confidential information, safeguards Employee welfare, and avoids potential distractions and disturbances. All visitors should enter Company from the main entrance. Frequent or extended presence of visitors in the workplace during work hours generally is inappropriate for several reasons: decreased Employee productivity, risk of harm to the visitor and the potential increased liability to the company.

Guidelines:

- All Visitors to report to the main reception area.
- Visitors should remain there until directed to proceed further into the workplace.
- As far as it is practicable visitors should be escorted to the person or place, they have come to visit. All visitors are expected to wear Visitors/Guest ID card which is to be collected/deposited at the main Reception on arrival/departure. (SB1/SB2 for Amaravati)

Language Policy

The official language is English at Pi. English is the only language to be used for verbal and written communication.

Prevention of Sexual Harassment at Workplace

Our Company is committed to providing work environment that ensures every employee is treated with dignity and respect and afforded equitable treatment.

The Company is also committed to promoting a work environment that is conducive to the professional growth of its employees and encourages equality of opportunity.

The Company will not tolerate any form of sexual harassment and is committed to take all necessary steps to ensure that its employees are not subjected to any form of harassment.

Applicability: This policy applies to all categories of employees of the Company.

The workplace includes:

- All offices or other premises where the Company's business is conducted.
- All company-related activities performed at any other site away from the Company's premises.
- Any social, business or other functions where the conduct or comments may have an adverse impact on the workplace or workplace relations
- Sexual harassment may be one or a series of incidents involving unsolicited and unwelcome sexual advances, requests for sexual favors, or any other verbal or physical conduct of sexual nature.

Sexual Harassment at the workplace includes:

- unwelcome sexual advances (verbal, written or physical),
- demand or request for sexual favors,
- any other type of sexually-oriented conduct,
- verbal abuse or 'joking' that is sex-oriented,
- any conduct that has the purpose or the effect of interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment and/or submission to such conduct is either an explicit or implicit term or condition of employment and /or submission or rejection of the conduct is used as a basis for making employment decisions.

Responsibilities Regarding Sexual Harassment:

All employees of the Company have a personal responsibility to ensure that their behavior is not contrary to this policy. All employees are encouraged to reinforce the maintenance of a work environment free from sexual harassment.

Complaint Mechanism:

An appropriate complaint mechanism in the form of "Complaints Committee" has been created in the Company for time-bound redressal of the complaint made by the victim.

The Complaints Committee is responsible for:

Investigating every formal written complaint of sexual harassment

Taking appropriate remedial measures to respond to any substantiated allegations of sexual harassment

Discouraging and preventing employment-related sexual harassment

Procedures for Resolution, Settlement or Prosecution Of Acts Of Sexual Harassment:

The Company is committed to providing a supportive environment to resolve concerns of sexual harassment as under:

Informal Resolution Options

When an incident of sexual harassment occurs, the victim of such conduct can communicate their disapproval and objections immediately to the harasser and request the harasser to behave decently. If the harassment does not stop or if victim is not comfortable with addressing the harasser directly, the victim can bring their concern to the attention of the Complaints Committee for redressal of their grievances. The Complaints Committee will thereafter provide advice or extend support as requested and will undertake prompt investigation to resolve the matter.

Complaints:

An employee with a harassment concern, who is not comfortable with the informal resolution options or has exhausted such options, may make a formal complaint to the Presiding Officer of the Complaints Committee constituted by the Management. The complaint shall have to be in writing and can be in form of a letter, preferably within 15 days from the date of occurrence of the alleged incident, sent in a sealed envelope. Alternately, the employee can send complaint through an email. The employee is required to disclose their name, department, division and location they are working in, to enable the Presiding Officer to contact them and take the matter forward.

The Presiding Officer of the Complaints Committee will proceed to determine whether the allegations (assuming them to be true only for the purpose of this determination) made in the complaint fall under the purview of Sexual Harassment, preferably within 30 days from receipt of the complaint.

In the event, the allegation does not fall under the purview of Sexual Harassment or the allegation does not constitute an offence of Sexual Harassment, the Presiding Officer will record this finding with reasons and communicate the same to the complainant.

If the Presiding Officer of the Complaints Committee determines that the allegations constitute an act of sexual harassment, he/ she will proceed to investigate the allegation with the assistance of the Complaints Committee.

Where such conduct, on the part of the accused, amounts to a specific offence under the law, the Company shall initiate appropriate action in accordance with law by making a complaint with the appropriate authority.

The Complaints Committee shall conduct such investigations in a timely manner and shall submit a written report containing the findings and recommendations to the Executive Director as soon as practically possible and in any case, not later than 90 days from the date of receipt of the complaint. The Executive Director & Head- HR will ensure corrective action on the recommendations of the Complaints Committee and keep the complainant informed of the same.

Corrective action may include any of the following:

- Formal apology
- Counselling
- Written warning to the perpetrator and a copy of it maintained in the employee's file.
- Change of work assignment / transfer for either the perpetrator or the victim.
- Suspension or termination of services of the employee found guilty of the offence.
- In case the complaint is found to be false, the Complainant shall, if deemed fit, be liable for appropriate disciplinary action by the Management.

Confidentiality:

The Company understands that it is difficult for the victim to come forward with a complaint of sexual harassment and recognizes the victim's interest in keeping the matter confidential.

To protect the interests of the victim, the accused person and others who may report incidents of sexual harassment, confidentiality will be maintained throughout the investigatory process to the extent practicable and appropriate under the circumstances.

Access to Reports and Documents:

All records of complaints, including contents of meetings, results of investigations and other relevant material will be kept confidential by the Company except where disclosure is required under disciplinary or other remedial processes.

Protection to Complainant / Victim:

The Company is committed to ensuring that no employee who brings forward a harassment concern is subject to any form of reprisal. Any reprisal will be subject to disciplinary action.

The Company will ensure that the victim or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment.

However, anyone who abuses the procedure (for example, by maliciously putting an allegation knowing it to be untrue) will be subject to disciplinary action.

4.5 ATTENDANCE

Overview:

Employees at Pi are expected to be present for work, on time, every day. Regular attendance and punctuality are important to keep your team and Pi operating 24/7. Arriving late, being tardy, or absence causes disruptions.

Calculation of attendance infraction:

Absent with calls: 1 point.

Absent no call: 2 points.

Tardy: ½ point

Disciplinary action for attendance infractions:

Attendance issues will result in progressive disciplinary action up to and including termination based on the following point system:

3 Points: Verbal Warning.

4 points: Written warning.

5 points: Meeting with manager/supervisor, possible suspension.

6 points: Employee is subject to termination.

If an employee is absent for three or more consecutive days, evidence for excusing the absence, such as a doctor's note, must be provided.

If an employee is a no call-no show for three or more consecutive days it will be considered a job abandonment, or termination without notice.

Employees may request exceptions for work absences from human resources and management. These must be approved on a case-by-case basis.

Failure to Clock in or Clock out

Employees must clock-in and clock-out for each shift. If there is any problem recording a clock-in or clock-out, employees should inform a manager immediately. Employees who consistently fail to clock-in or clock-out may receive disciplinary action, up to and including termination.

4.6 LEAVE POLICIES

Pi believes that employee should have opportunities to enjoy time away from work to help balance their professional and personal lives. The company encourages all employees to spend time with family for leisure, taking care of personal work, or rest due to medical reasons. The policy outlines the, the applicability, rules and procedures with regard to consumption and approval of leave.

Scope:

This policy is applicable for all employees of Pi.

General Guidelines:

The leave year will commence on 1st January and end on 31st December

Every employee is credited with 5 casual leaves, 5 sick leaves and 5 earned leaves on every 1st of January.

Employees who are appointed during the course of the year shall be entitled to above leaves on pro-rata basis.

Employees who are in probation period are not entitled to avail earned and casual leaves.

Balanced earned leaves will be carried forward and will be en-cashed after completion of 3 years' employment and calculated on basic salary.

Employees leaves cannot be adjusted against the notice period.

All leaves should be taken with prior approval. In case, a sick leave has to be taken in emergency situation, the employee must make best efforts to communicate his/her reporting manager.

All leave requests should be applied through Pi GreytHR Tool.

Only working days to be taken as leave days. Thus, even if a weekly off or holiday is prefixed and suffixed with leave, the weekly off shall not be counted as leave day.

While you are leaving, leaves will be pro-rated from Jan 1st to your last working day. And if you are found to have availed any extra leaves, then, the appropriate amount will be deducted from your salary.

Leaves Type and its limitations to avail Casual Leave (CL):

Days of casual leaves in a year.

A minimum of half CL can be availed and maximum of 2 days in a row can be taken.

If CL extends beyond 2 days, then the excess days taken will be treated under LOP.

Balanced CL remaining unutilized as on 31st December will lapse.

Sick Leave (SL):

Days of sick leave in a calendar year.

A minimum of half SL can be availed & a maximum of whatever is required or whatever is available, whichever is lesser.

If SL extends beyond 3 days, it has to be accompanied with a Doctor's certificate.

In case adequate number of SL is not available with an employee, he can club CL and EL with it. If CL & EL is also not available, then it will be treated as LOP.

Employees who are in probation are also eligible to avail sick leave.

Balanced SL remaining unutilized as on 31st December will lapse.

Inability to attend office because of any sickness should be notified to the respective reporting manager on the same day through phone.

Note:

Employees who are tested positive and suffering with mild to severe symptoms have the eligibility to avail 6 – 14 days of paid sick leaves. All necessary documents should be submitted to HR along with the RTPCR or Rapid Test Report. Any employee who undergoes treatment beyond 14 days are needed to take a special permission from the management to avail paid leaves and are required to provide all documents.

Earned Leave (EL):

days of EL in a calendar year

Employees who are in probation are not eligible to avail EL.

Balanced EL remaining unutilized as on 31st December can be carried forward.

EL can be accumulated for a maximum of 30 days; EL above 30 days will not be availed or en-cashed.

EL can be en-cashed for every 3 years completion of employment.

Leave Encashment:

Leave encashment will be calculated @ Basic Salary and on the calendar year basis which is Jan to Dec.

Leave encashment can be availed by employees, provided they have completed three years with the company.

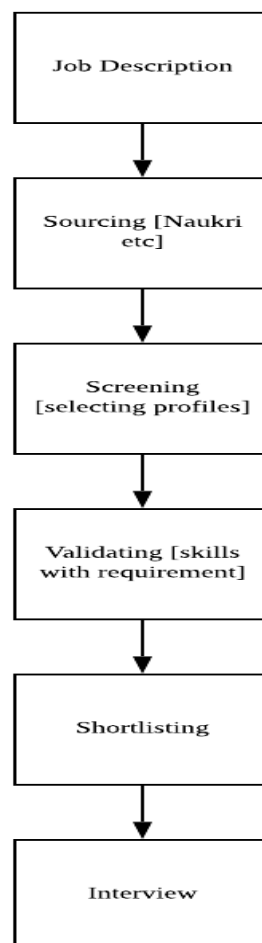
No components of the employee's salary and/or benefits are paid during this period, and the associate is not granted any benefit linked to attendance during the duration of the unpaid leave.

If a weekly off or holiday is prefixed and suffixed with leave without pay, then weekly off and holiday shall not be counted to payroll.

4.7 RECRUITMENT PROCESS

Recruitment and selection process in an organization is important in order to attract an effective and talented workforce. This is important because it would ultimately determine the success of the business and would affect the whole organization operation.

Good recruitment is vital for every organization, especially when labor markets are tight - finding the right people for the right roles at the right time. It ensures that the workforce has the relevant skills and abilities for the organization's current and future needs.



4.8 SWOT ANALYSIS OF HR AT PI

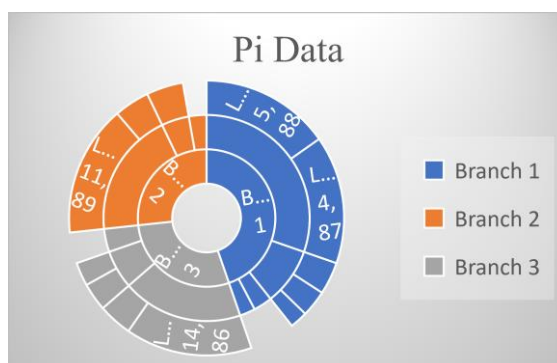
SWOT Analysis is nothing but analysis of a company or organization on the basis of its Strength, Weakness, Opportunity and Threat (SWOT).

SWOT analysis is used to identify and categories significant internal factors (i.e., strengths and weaknesses) and external factors (i.e. opportunities and threats) faced by the organization. It provides information that is helpful in matching the firms' resources and capabilities to the competitive environment in which it operates and is therefore an important contribution to the strategic planning process. It should not be viewed as a static method with emphasis solely on its output, but should be used as a dynamic part of the management and business development process.

SWOT analysis involves the collection and portrayal of information about internal and external factors that have, or may have, an impact on the evolution of an organization or business. It generally provides a list of an organization's Strengths and Weaknesses as indicated by an analysis of its resources and capabilities, plus a list of the Threats and Opportunities identified by an analysis of its environment. Strategic logic requires that the future pattern of actions to be taken should match strengths with opportunities ward off threats and seek to overcome weaknesses.

Strengths:

- PI falls more into Operational Excellence - Designing and Planning operations in way that they imply on reduction of cost [50-60%].



Branch 1: Operational Excellence. Branch 2: Product Leadership. Branch 3: Customer Intimacy.

- Customer Intimacy is preferred next to Operational Excellence. Where, Customer Intimacy mean Services provided according to customer requirement [30-40%: flow of cost - pricing strategy]. Unique services are provided to meet the need of customer's and too stand in the competitive market.
- Digital Marketing is one of the key aspects of PI to promote its products and make them reach to end customers. Through, different ways like social media - posts, news, blogs etc.
- A top priority is given to learning and development. HR values learning and development of themselves and their employees in PI.

Weakness:

- Less Customer-Focused. When compared to other factors like Operational Excellence.
- Lack of Adaptability - approach that works for one individual may be ineffective for someone else.
- Hours spent on training some candidates can fall in vain in some cases which consumes more time, energy as well as resources.
- Cost invested on few systems may or may not yield short-term returns.

Opportunities:

- PI can implement analytics in Human Resource System for better probability of decision making with the help of interpreting the data.
- Training Manger can be add-on advantage to PI in terms of polishing the current talent in the basket as well to attract new talent to the PI to stand in the competitive market.
- To manage Employee relations with more efficiency PI can be use some platforms like Everyone's Social (which has been started in HR department of PI) as well as google workspace etc.
- To make employees adapt to the change in the organization maintaining the change manager within PI organization will be one of the crucial decisions that result in more productivity.

Threats:

- Ctrl S data centers is the one of the competitors of PI which always require market analysis of market in terms of Compliances, Salaries, Benefits, Services etc.

- Competitor gains an edge in the market share, it effects profitability and may result in layoffs, business slow down.
- Pandemic has brought drastic fluctuations in the employee attrition rate of PI which is to controlled.

5. LEARNINGS FROM INTERNSHIP

- Out of all Services provided by Pi. The, service that reaches more to the customers as well will benefit the firm - Colocation in terms of Revenue and Cloud in terms of profit.
- The Pricing Strategies used by Pi to retain customers and Too maintain profit margin - Discounts are provided to customers on basis of commitment.
- Cost of Pi Services will be depending on Monthly, Annually, ON-time recurring cost [MRC, ARC, ORC].
- Pi will only allow customer to enjoy the discount based on their commitment. To, avail discounts as ongoing deal the customer should have exceeded at least 5 years of relationship with Pi. At, worst cases [customer requirement, less investment etc.] Pi will let customer avail discounts on basis on commitment is 3 years.
- General pricing flow goes in alignment with state board norms for charges [post-paid]. Whereas, in pre-paid pricing strategies goes with 5-10% of discounts.
- In Pi data firm there is a system called RATE CARD SYSTEM which is excluded from Inflation & Deflation.
- Initially prices will be high. Once, the stage where profits earning is started. Then, the rate card system will come into picture. This, Strategy is known as Milking Strategy.
- When the customer and Pi holds long duration of relationship in terms of business. Then, the Add-On will be provided to the customer form Pi like by providing L1, L2 services free. Whereas, L3 services are charged.
- P. Sri Hari – Handles entire recruitment process internally. [internal recruitment]
- Tanuja Mohanty - Identify/ Collect the client requirements. [external recruitment]
- Praneetha, Harshini – carry out the recruitment part. Likewise, Validating step. [external recruitment]

- Hari Kishore – IT recruiter [Find talent as per client requirement]
- Entire HR team REPORTS to Ravi Varma [HR Manager].
- **OPERATIONAL EXCELLENCE:** Designing and Planning operations in way that they imply on reduction of cost [50-60%].
- **CUSTOMER INTIMACY:** Services provided according to customer requirement [30-40%: flow of cost - pricing strategy].
- Unique services are provided to meet the need of customer's and too stand in the competitive market.
- **PRODUCT LEADERSHIP:** Try to drive into market with innovative and creative idea (Challenge Taker) - For Example, Pi has launched Pi passport with the motive to provide E-Mail Solutions. Approx, the success rate of Pi passport is quite less.
- Usually, the combination of Operational Excellence and Customer Intimacy flow parallelly whose range lies between 70-80% in most cases. Whereas, Product Leadership lies in between the range 30-20%.
- In terms of HR PI handles both Internal and External recruitment. The core HR operations like compensation, benefits, payroll, leave management etc. were managed efficiently.
- Gained insights on how different departments like HR, Sales, Marketing, Finance, Pre-Sales, Negotiation flow in the PI organization.
- Interacted with different employees through conversation to know how PI approaches customers.
- Observed how platform like Everyone's Social helps to organization to emphasis employee engagement.
- Learned how to reduce attrition through HR analytics with the help of Data Points as an initiation page.
- Researched about how LMS [Learning Management System] tools can help organization to easily track utilization, ROI, Goal Progress etc. like class plus, I spring learn lms.
- Gained Hands-on experience on sourcing, screening, validating – candidate profiles and on-boarding, performing induction for the new candidates.

6. CONCLUSION

For the duration of seven weeks I worked as an intern in different HR activities of PI data Centers. This is my development area to research on. PI believes their success depends on customers. HR department at PI works to attain company goals in align to its mission and values through various functions like recruitment, compliances, supplying talent to client by providing managerial services as one of their services. At first, the department concerned with the various causes by stating how the vacancy has arisen and how it has to be filled up. The new technologies can and should be deployed to improve nationwide access to accurate, germane, and timely education and employment information. Online Marketing, Public Relations, Human Resources, Social Media, Community Support and Business Solutions. From some major hazards in industries now the companies are trying to train up their employees and labor the core safety rules. The senior assistant director head office to deliver competitive rate and make plans in align to PI goals. PI derive its objectives of different departments to drive the company as one of the competitor in the market.