

# Executive Summary & Learning Summary Of Summer Internship Program

Submitted in requirement of IBSAF Award for Excellence in S.I.P  
2018

Submitted to,



Maj. Dr.V.N. Saxena.

(Faculty Guide)

IBS – Dehradun.

Submitted by,

Francis Lazar.

Enroll.No- 17BSPDD01C034

IBS – Dehradun.

## **Executive Summary**

### **Of**

## **“Changes in Human Resource by 2025”**

Disruptive changes to business models will have a profound impact on the employment landscape over the coming years. Many of the major drivers of transformation currently affecting global industries are expected to have a significant impact on jobs, ranging from significant job creation to job displacement, and from heightened labor productivity to widening skills gaps

Past waves of technological advancement and demographic change have led to increased prosperity, productivity and job creation. However, it does not mean that these transitions were free of risk or difficulty. Anticipating and preparing for the current transition is therefore critical.

In the current era of global value chains, many companies are allocating different job functions in different geographic locations to take advantage of the specific strengths of regional local labor markets.

According to IMF annual report of Human Developmental Index 2017, India is said to lead the world with highest average number of young human resource by 2025 leaving China behind, whereas Japan has the highest number of aging human resource and the average age of Europeans and Americans. will be 50 & 45 respectively.

Hence, the employment opportunities are more for Indian human resource outside India even though it may be less in India itself. Hence, companies around the world including Indian companies will have to strive hard to retain talented employees as they may not be loyal towards their organization if they are offered better opportunities from companies outside India.

However, the competence of human resource also matters for employment opportunities or else the scarcity of competent human resource will give rise to use of automated production lines in manufacturing sector and artificial intelligence in service sector which will have a drastic impact on overall employment opportunities.

## Learning Summary Of S.I.P

As an HR Intern in an M.N.C. of an E.P.C.M (Engineering Procurement Construction Management Company) like Jacobs Engineering Pvt. Ltd; gave me an insight into the different way an HR needs to adopt while training employees who work on project site and the employees who work in office environment.

During my S.I.P at Jacobs Engineering, assisting an H.R.B.P. (Human Resource Business Partner) in a research survey, the most important aspect I have learnt was the importance of change management process and importance of H.R. department's engagement level with other employees in the organization. This was mainly because, many employees of C.E.S (Consultancy Engineering Service) company, an firm acquired by Jacobs in 2013 were expressing their dissatisfaction with Jacobs work culture. This was a curial aspect I found in my report as well as in my personal interaction with the C.E.S employees. And in this era of globalized and digital environment all it takes is a negative review of the company either on online social media site or a through word of mouth, which will result in a bad image and difficulty in attracting talented employees to the organization which are important inorder to achieve its strategic goals.

Working under an H.R. Generalist in charge of document administration, gave me an opportunity to learn the SAP system for maintaining HRIS for the company. It also gave me an insight of how SAP system is more time saving and more efficient than maintaining HRIS through M.S. Excel.

The other learning outcomes as an HR intern include, understating the attendance & leave management system of the company and the procedures of on boarding a new employee to the organization.

Finally from the overall SIP learning outcome I would say that an employee intending or working in an M.N.C needs to inculcate certain behavioral aspect such as patience, tolerance and avoid being self demotivated from certain situations. For example- based upon my own experience, an employee needs to limit himself from doing things which are not been asked by his reporting superiors even though he might think that you our capable of doing much more challenging work and your contribution would benefit the organization. This is because big companies already have an existing work culture in which one need to fit-in and showcase his talent within limited scope of the position held.



IBSAF Best Teacher Award - 2018

Awarded to

*Prof. Raghendra Sharma*

being adjudged

**“The Best Teacher”**

at IBS-Dehradun

for academic year 2017-18.

Date: 5<sup>th</sup> September, 2018

Secretary

Chairman

# WORLD EDUCATION CONVENTION 2017

5-6 September 2017 - New Delhi, India

Organised by

Confederation of Indian Universities

National Institute of Cleanliness Education and Research

Dr. Sarvepalli Radhakrishnan National Academy of  
Educational Planning and Administration

International Association of Educators for World Peace  
(Affiliated to United Nations, ECOSOC, DPI)

## INTERNATIONAL FELICITATION

The Search Committee constituted for locating talented  
and dedicated individuals and organisations  
does hereby confer upon

**Major V. N. Saxena (Retd.)**

Associate Professor of Information Technology

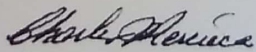
ICFAI University

Dehradun

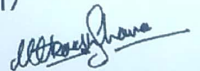
## NATIONAL EDUCATIONAL EXCELLENCE AWARD 2017

with all the rights and privileges appertaining thereto

Awarded at New Delhi on 5-6 September 2017



Dr. Charles Mercieca  
President, IAEWP



Dr. Utkarsh Sharma  
Director, NICER



# WORLD EDUCATION CONVENTION 2017

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**ICFAI UNIVERSITY**

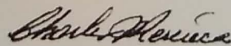
Dehradun

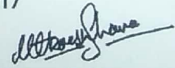
Dr. Pawan Kumar Aggarwal  
Vice Chancellor

**NATIONAL EDUCATIONAL  
EXCELLENCE AWARD 2017**

with all the rights and privileges appertaining thereto

Awarded at New Delhi on 5-6 September 2017

  
Dr. Charles Mercieca  
President, IAEWP

  
Dr. Utkarsh Sharma  
Director, NICER





Annexure-I: Format for Campus Summary of SIP Awards

IBSAF Award for Excellence in SIP - 2018  
IBS DEHRADUN

Date: 19 July 2018

Sl.#	Enrolment #	Winner's Name	Award Winning Project Title	Company	Location	Faculty Guide	Executive Summary Enclosed (Yes/No)	NOC Enclosed (Yes/No)
1	17BSPDD01C034	FRANCIS LAZAR	CHANGES IN HUMAN RESOURCE BY 2025	JACOBS ENGINEERING INDIA PRIVATE LIMITED	MUMBAI	Maj.Dr.V.N.Saxena	YES	YES
2	17BSPDD01C132	UMA SHAHI	FINANCIAL STATEMENT ANALYSIS OF IDBI FEDERAL LIFE INSURANCE CO LTD	IDBI FEDERAL	NOIDA	Dr.NEERAJ JAIN	YES	NO
3	17BSPDD01C055	KAWALJEET KAUR	HRM PRACTICES AT INDIA GLYCOLS LIMITED, DEHRADUN	INDIA GLYCOLS LIMITED	DEHRADUN	Mr. RAGHVENDRA SHARMA	YES	YES

Signed by Campus Head

30/7/18

Signed by IBSAF Coordinator

Summary Sheet

Date: 19 July 2018

Committee Member #			Committee Member					Total	Rank #
Student Enrolment #	Name of the Student	Faculty Guide Name & IBS - Campus	CM 1	CM 2	CM 3	CM 4	CM 5		
			Total (Max. 100)	Total (Max. 100)	Total (Max. 100)	Total (Max. 100)	Total (Max. 100)		
17BSPDD01C034	FRANCIS LAZAR	Dr.V.N.Saxena IBS,Dehradun	76	74	78	75	77	380	1
17BSPDD01C050	JYOTIKA BEHL	Ms Sonia Gambhir IBS,Dehradun	55	51	57	52	49	264	8
17BSPDD01C008	AISHWARYA GUPTA	Mr.Tapas Das IBS,Mumbai	64	60	58	65	59	306	4
17BSPDD01C047	VISHAL VERMA	Mr. Puneet Km.Garg IBS,Dehradun	55	57	50	58	58	278	7
17BSPDD01C042	GOWTHAM SM	Dr.Amit Joshi IBS,Dehradun	57	60	61	59	60	297	6
17BSPDD01C055	KAWALJEET KAUR	Mr. Raghavendra Sharma IBS,Dehradun	68	63	70	60	64	325	3
17BSPDD01C132	UMA SHAHI	Dr.Neeraj Jain IBS,Dehradun	70	70	75	72	74	364	2
17BSPDD01C128	TAPAN ROACH	Mr.Sanjeev Malaviya IBS,Dehradun	61	58	57	64	57	297	6
17BSPDD01C083	PRINCE	Dr.V.N.Saxena IBS,Dehradun	55	60	57	64	65	301	5

# Assign numerical ranks (1,2,3,....) as per score secured.

Name & Signature of Committee Members:

I. Prof. Dr. Muddu Vinay

II. Dr. V.N. Saxena

III. Mr. Sanjeev Malaviya

IV. Mr. Raghavendra Sharma

V. Dr. Amit Joshi

Signed by IBSAF Coordinator



Name of the Committee Member: Prof. Dr. Muddu Vinay ( 01)

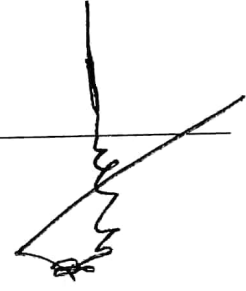
Date: 19.07.2018

Time: 2-4 PM

Sl No.	Enrolment No.	Name of the Student	Executive Summary	Learning Summary	Applicability of SIP Findings and Recommendations	Innovative Approach Shown	Communication and Presentation skills	Total Marks
			(Max. 20)	(Max. 20)	(Max. 20)	(Max. 20)	(Max. 20)	(Max. 100)
1	17BSPDD01C034	FRANCIS LAZAR	15	15	16	14	16	76
2	17BSPDD01C050	JYOTIKA BEHL	10	11	11	12	11	55
3	17BSPDD01C008	AISHWARYA GUPTA	12	13	14	12	13	64
4	17BSPDD01C047	VISHAL VERMA	10	12	10	12	11	55
5	17BSPDD01C042	GOWTHAM SM	11	13	11	11	11	57
6	17BSPDD01C055	KAWALJEET KAUR	13	12	16	14	13	68
7	17BSPDD01C132	UMA SHAHI	14	13	16	13	14	70
8	17BSPDD01C128	TAPAN ROACH	11	12	14	12	12	61
9	17BSPDD01C083	PRINCE	11	11	10	12	11	55

Name: Prof. Dr. Muddu Vinay

Signature: \_\_\_\_\_





IBSAF Award for Excellence in SIP - 2018

IBS Dehradun

Evaluation Sheet

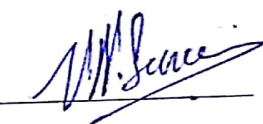
Name of the Committee Member: Dr. V.N.Saxena ( 02)

Date: 19.07.2018

Time: 2-4 PM

Sl No.	Enrolment No.	Name of the Student	Executive Summary	Learning Summary	Applicability of SIP Findings and Recommendations	Innovative Approach Shown	Communication and Presentation skills	Total Marks
			(Max. 20)	(Max. 20)	(Max. 20)	(Max. 20)	(Max. 20)	(Max. 100)
1	17BSPDD01C034	FRANCIS LAZAR	13	15	14	16	16	74
2	17BSPDD01C050	JYOTIKA BEHL	09	09	10	11	12	51
3	17BSPDD01C008	AISHWARYA GUPTA	12	12	11	13	12	60
4	17BSPDD01C047	VISHAL VERMA	10	12	11	13	11	57
5	17BSPDD01C042	GOWTHAM SM	11	13	11	13	12	60
6	17BSPDD01C055	KAWALJEET KAUR	12	12	13	14	12	63
7	17BSPDD01C132	UMA SHAHI	13	15	15	14	13	70
8	17BSPDD01C128	TAPAN ROACH	10	12	14	11	11	58
9	17BSPDD01C083	PRINCE	12	12	11	14	11	60

Name: Dr. V.N. Saxena

Signature: 

**IBS Dehradun**

**Evaluation Sheet**

Name of the Committee Member: Mr. Sanjeev Malaviya ( 03)

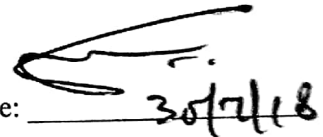
Date: 19.07.2018

Time: 2-4 PM

Sl No.	Enrolment No.	Name of the Student	Executive Summary	Learning Summary	Applicability of SIP Findings and Recommendations	Innovative Approach Shown	Communication and Presentation skills	Total Marks
			(Max. 20)	(Max. 20)	(Max. 20)	(Max. 20)	(Max. 20)	(Max. 100)
1	17BSPDD01C034	FRANCIS LAZAR	14	17	15	16	16	78
2	17BSPDD01C050	JYOTIKA BEHL	11	12	10	12	12	57
3	17BSPDD01C008	AISHWARYA GUPTA	11	12	11	12	12	58
4	17BSPDD01C047	VISHAL VERMA	10	10	09	09	12	50
5	17BSPDD01C042	GOWTHAM SM	14	13	12	11	11	61
6	17BSPDD01C055	KAWALJEET KAUR	15	13	15	13	14	70
7	17BSPDD01C132	UMA SHAHI	16	15	14	15	15	75
8	17BSPDD01C128	TAPAN ROACH	12	10	13	11	11	57
9	17BSPDD01C083	PRINCE	12	12	11	10	12	57

Name: Mr. Sanjeev Malaviya

Signature: \_\_\_\_\_





IBSAF Award for Excellence in SIP - 2018

IBS Dehradun

Evaluation Sheet

Name of the Committee Member: Mr. Raghavendra Sharma ( 04)

Date: 19.07.2018

Time: 2-4 PM

Sl No.	Enrollment No.	Name of the Student	Executive Summary	Learning Summary	Applicability of SIP Findings and Recommendations	Innovative Approach Shown	Communication and Presentation skills	Total Marks
			(Max. 20)	(Max. 20)	(Max. 20)	(Max. 20)	(Max. 20)	(Max. 100)
1	17BSPDDU1C034	FRANCIS LAZAR	14	14	15	16	16	75
2	17BSPDDU1C050	JYOTIKA BEHL	11	12	10	09	10	52
3	17BSPDDU1C008	AISHWARYA GUPTA	11	14	13	13	14	65
4	17BSPDDU1C047	VISHAL VERMA	11	13	10	13	11	58
5	17BSPDDU1C042	GOWTHAM SM	11	12	12	12	12	59
6	17BSPDDU1C055	KAWALJEET KAUR	12	11	13	12	12	60
7	17BSPDDU1C132	UMA SHAHI	15	13	15	15	14	72
8	17BSPDDU1C128	TAPAN ROACH	12	14	13	13	12	64
9	17BSPDDU1C083	PRINCE	13	15	11	13	12	64

Name: Mr. Raghavendra Sharma

Signature:



IBSAF Award for Excellence in SIP - 2018

IBS Dehradun

Evaluation Sheet

Name of the Committee Member: Dr. Amit Joshi ( 05)

Date: 19.07.2018

Time: 2-4 PM

Sl No.	Enrolment No.	Name of the Student	Executive Summary	Learning Summary	Applicability of SIP Findings and Recommendations	Innovative Approach Shown	Communication and Presentation skills	Total Marks
			(Max. 20)	(Max. 20)	(Max. 20)	(Max. 20)	(Max. 20)	(Max. 100)
1	17BSPDD01C034	FRANCIS LAZAR	14	16	16	16	15	77
2	17BSPDD01C050	JYOTIKA BEHL	11	12	09	08	09	49
3	17BSPDD01C008	AISHWARYA GUPTA	13	12	12	11	11	59
4	17BSPDD01C047	VISHAL VERMA	11	13	11	12	11	58
5	17BSPDD01C042	GOWTHAM SM	13	11	11	13	12	60
6	17BSPDD01C055	KAWALJEET KAUR	12	12	14	13	13	64
7	17BSPDD01C132	UMA SHAHI	15	16	15	14	14	74
8	17BSPDD01C128	TAPAN ROACH	12	13	10	11	11	57
9	17BSPDD01C083	PRINCE	14	14	13	12	12	65

Name: Dr.Amit Joshi

Signature: 

**IBSAF Award for Excellence in SIP-2018**

Awarded to

**Mr. Francis Lazar** Enroll No. **17BSPDD01C034**. of IBS, Dehradun

for Project titled

**Changes in Human Resource by 2025**

undertaken at

**Jacobs Engineering India Private Limited**

during

Summer Internship Program (SIP) of the Class of 2019

on

"<<Date>>".

No. 17BSPDD01C034

Chairman

**Certificate of Appreciation**

Presented to

**Dr.Maj..V.N.Saxena**

of IBS-Dehradun

in recognition of SIP supervision of

award winning project

**Changes in Human Resource by 2025**

undertaken at

**Jacobs Engineering India Private Limited**

during Summer Internship Program-2018.

**Chairman**

**Employee Number: 6L14456**

**IBSAF Award for Excellence in SIP-2018**

Awarded to

**Ms. Uma Shahi** Enroll No. 17BSPDD01C132 of IBS, Dehradun

for project titled

**Financial Statement Analysis of IDBI Federal Life Insurance Co Ltd**

undertaken at

**IDBI FEDERAL**

during

Summer Internship Program (SIP) of the Class of 2019

on

“<<Date>>”.

**No. 17BSPDD01C132**

**Chairman**



**Certificate of Appreciation**

Presented to

**Dr. Neeraj Jain**

of IBS-Dehradun

in recognition of SIP supervision of  
award winning project

**Financial Statement Analysis of IDBI Federal Life Insurance Co Ltd**

undertaken at

**IDBI Federal**

during Summer Internship Program-2018.

**Employee Number: 6L35750**

**Chairman**

**IBSAF Award for Excellence in SIP-2018**

*Awarded to*

**Ms. Kawaljeet Kaur** Enroll No. **17BSPDD01C055** of **BBA, Dehradun**

*for project titled*

**HRM Practices At India Glycols Limited, Dehradun**

*undertaken at*

**India Glycols Limited**

*during*

Summer Internship Program (SIP) of the Class of 2019

*on*

"<<Date>>"

No. 17BSPDD01C055

**Chairman**

**Certificate of Appreciation**

Presented to

**Mr. Raghendra Sharma**

of IBS-Dehradun

in recognition of SIP supervision of

award winning project

**HRM Practices At India Glycols Limited, Dehradun**

undertaken at

**India Glycols Limited**

during Summer Internship Program-2018.

**Employee Number: 6L26922**

**Chairman**



# **International Benevolent Research Foundation**

KOLKATA

## **INTERNATIONAL FELICITATION**

The Board of Governors of the International Benevolent Research Foundation, Kolkata, based upon the strong recommendation of Indo Global Chamber of Commerce, Industries and Agriculture (IGCCIA) does hereby confer upon

**Maj. (Retd.) V. N Saxena**

**ICFAI University**

Dehradun

## **INDO GLOBAL EDUCATION EXCELLENCE AWARD 2017**

with all the rights and privileges appertaining thereto.

**Given in Mumbai at Hotel Kohinoor Continental on  
25th June 2017 in the presence of National and  
International dignitaries.**

**Dr. Anjan Sinha**  
*President*



# **International Benevolent Research Foundation**

KOLKATA

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**Dr. Anjan Sinha**  
*President*

# विश्व स्वच्छता दिवस समारोह २०१६ WORLD CLEANLINESS DAY CELEBRATIONS 2016 WORLD CLEANLINESS CONVENTION 2016



Conceived, Designed and Organised By  
**NATIONAL INSTITUTE OF CLEANLINESS  
EDUCATION AND RESEARCH (NICER)**

A 14-15-16, Paryavaran Complex, South of Saket, New Delhi - 110030  
Mobile : 9560952005 / 9560956005 ● Email : afro.asian.american@gmail.com  
Website: afroasianamerican.com/wcc2016 ● Website : nicer.ind.in/wcc2016  
Landline : 011-40543739, 011-41096948



**URGENT**

Ref. : WCDC/WCC/UNI/AWARD/2016

30 November 2016

Maj. V.N. Saxena (Retd.)  
Professor at ICFAI Business School  
ICFAI University  
Dehradun

Subject : National Cleanliness, Hygiene and Sanitation Education Award to be presented on  
12 / 13 December 2016 at 10 am at India International Centre, New Delhi.

Dear Maj. V.N. Saxena,

You will be pleased to know that under our policy of recognising the contribution of individuals and organisations and after perusing your achievements besides the strong recommendations from the Confederation of Indian Universities (CIU), you have been selected out of the existing inventory of academicians in the country for being felicitated with the "National Cleanliness, Hygiene Award" in addition to the "Clean and Green Campus Award" for the ICFAI University, Dehradun.

You are accordingly invited to receive the Award based on your convenience either on 12 or on 13 December 2016 by informing us the exact date of your availability at New Delhi for attending the World Cleanliness Convention 2016 which is coinciding with the World Cleanliness Day Celebrations being organised by the National Institute of Cleanliness Education and Research (NICER) in association with more than 51 Universities (G-51) of our country. Many Vice Chancellors will be announcing their cooperation with NICER for implementing the Swachchh Bharat Abhiyan as envisaged by the Prime Minister Shri Narendra Modi.

Kindly call us or send your programme on our email address mentioned above.

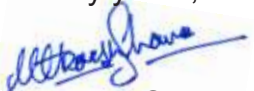
It may be mentioned that more than 25 publications related to cleanliness, hygiene and sanitation education will be released on this auspicious occasion.

The National Institute of Cleanliness Education and Research (NICER) has decided to implement Districtwise Action Programmes for making all the 6,49,481 (Six Lakhs Forty Nine Thousand Four Hundred Eighty One) villages of our country cleaner, greener and sustainable.

Thanking you and looking forward to hearing from you at the earliest.

With warm personal regards,

Sincerely yours,

  
Dr. Utkarsh Sharma

Director, NICER and Convenor, 2016 World Cleanliness Convention

The Hon'ble Vice Chancellor of ICFAI University Dehradun is also being felicitated with the Lifetime Achievement Award. He has already been informed to come with his Team Members.



**International Benevolent Research Foundation**

do hereby confer upon

**Maj. (Retd.) V. N Saxena**

**INDO GLOBAL EDUCATION EXCELLENCE AWARD 2017**

*with all the rights and privileges*

*appertaining thereto.*

Given at Hotel Kohinoor Continental, Mumbai, India

on 25th June 2017

in the presence of

National and International dignitaries.







IBSAF Best Teacher Award - 2018

Awarded to

*Prof. Sanjeev Malaviya*

for

"Institution Building"

at IBS-Dehradun

for academic year 2017-18.

Date: 5<sup>th</sup> September, 2018

  
Secretary

  
Chairman



*International Institute of Organized Research*  
*I2OR Awards 2018*

**I2OR – Bright Educator Award 2018**

*presented to*

**Dr. Mohd Imran**

*from*

*ICFAI Business School, ICFAI University, Dehradun*

*for remarkable contribution in the field of*

*Marketing*

A handwritten signature in black ink, appearing to read "Smy".

**Chief Editor**

A handwritten signature in black ink, appearing to read "S. Singh".

**Managing Editor**

[i2or.com](http://i2or.com)

[editor.i2or@gmail.com](mailto:editor.i2or@gmail.com)



# प्रमाणपत्र

## Certificate

This is to certify that

Shri / Smt / Kum. **Dr ANKITA SRIVASTAVA**

has successfully participated in  
GST Training for certification as

**"Accredited GST Trainer"**

for and on behalf of **ICFAI Business School.**

held from 31.05.2017 to 02.06.2017

at **NACEN, Mumbai**

**SAMIR BAJAJ**  
अपर महानिदेशक  
Addl. Director General

**DEEPAK MATA**  
पाठ्यक्रम निदेशक  
Course Director



राष्ट्रीय सीमाशुल्क, उत्पाद शुल्क एवं नार्कोटिक्स अकादमी, मुंबई  
National Academy of Customs, Excise & Narcotics, Mumbai

केन्द्रीय उत्पाद एवं सीमा शुल्क बोर्ड  
Central Board of Excise & Customs

भारत सरकार, वित्त मंत्रालय, राजस्व विभाग  
Government of India, Ministry of Finance, Department of Revenue



# **DK International Research Foundation**

## **DKIRF AWARDS - 2018**

This is to certify that

**Dr. Mohd Imran**

Assistant Professor,

ICFAI Business School, ICFAI University,

Dehradun, Uttarakhand

is conferred a special recognition under

**BEST YOUNG FACULTY**

for the year 2018.

This Award recognizes the futuristic and outstanding  
best practices in the field of education



**C. Ashok Kumar**  
Founder & Chairman

Date : 30<sup>th</sup> December 2018

Venue: DS Hotel, Perambalur

[www.dkirf.org](http://www.dkirf.org)