

SUMMER INTERNSHIP PROJECT REPORT ON
**“The Study Of The Engineering Industry With Special
Reference To Onboarding Practices At Sarla
Technologies”**

**Submitted in Partial Fulfilment for the Award of the Degree of
Master of Management Studies (MMS)**

(Under University of Mumbai)

BATCH 2022-24

SUBMITTED BY

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ROLL NO: 221134

SPECIALISATION

HUMAN RESOURCE

UNDER THE GUIDANCE OF

Dr. Celina Joy



**PILLAI INSTITUTE OF MANAGEMENT STUDIES AND RESEARCH,
NEW PANVEL - 410206**

Certificate from the Company



July 5th, 2023

TO WHOMSOEVER IT MAY CONCERN

This letter is to certify that Akanksha Ghogare has been working with Sarla Advantech Pvt Ltd. since 02 May 2023 till 05 July 2023.

Her Employment

details are as under –

Duration – 2 Months

(Approx.) Designation

– HR Intern

This letter is issued to her for the purpose of successfully completion of her internship. Yours Faithfully,

FOR SARLA ADVANTECH PVT LTD

Amogh Kulkarni Senior Manager - HR

Sarla Advantech Private Limited

CIN: U74999MH2017PTC291681

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This certificate is Issued for Sarla Technologies Mumbai

DECLARATION

I hereby declare that this Project Report titled “The Study of the Engineering Industry with special reference to onboarding practices at Sarla Technologies”, submitted by me to **PILLAI INSTITUTE OF MANAGEMENT STUDIES AND RESEARCH, NEW PANVEL – 410206** is a bonafide work undertaken by me and it is not submitted to any other University or Institution for the award of any degree diploma or certificate or published any time before.

Name: AKANKSHA KAILAS GHOGARE

Roll No. : 221134

Signature of the Student



**PILLAI INSTITUTE OF MANAGEMENT STUDIES AND RESEARCH,
NEW PANVEL - 410206**

CERTIFICATE

This is to certify that project titled “**The Study of the Engineering Industry with special reference to Onboarding practices at Sarla Technologies**” is successfully completed by Mr. / Ms. **Akanksha Kailas Ghogare** during the I Semester, in partial fulfilment of the Master's Degree in Management Studies recognized by the University of Mumbai for the academic year 2021 – 23 through **PILLAI INSTITUTE OF MANAGEMENT STUDIES AND RESEARCH, NEW PANVEL – 410206**. This project work is original and not submitted earlier for the award of any degree / diploma or associate ship of any other University / Institution.

Name of Guide: Dr. Celina Joy

Date: _____

**(Signature of the
Guide)**

ACKNOWLEDGEMENT

The path to success is never so smooth and simple to achieve. However, our learning's and motivation by our close ones and our mentors helps us to reach beyond our potential. My project remains partial without acknowledging people who encouraged me to achieve a milestone.

I would like to thank my Director, **DR. R. CHANDRAN** for providing the necessary facilities required for completion of this project.

I express my sincere gratitude to our Coordinator **DR. CELINA JOY** for giving me an opportunity to discover more knowledge through practical learning by organizing immensely Knowledgeable project for students of MMS 1st year

I privileged to pay my sincere gratitude towards our Coordinator **DR. CELINA JOY** providing their valuable guidance and encouragement throughout the project for keeping my morale up and making it possible to complete and submit this report in time. I am equally grateful to all my other faculty members for their complete support.

I wish to extend my sincere thanks to **Mrs. Ankita Kulkarni** and **Ms. Vaibhavee Parab**, from Sarla Technologies for guiding me throughout my internship.

EXECUTIVE SUMMARY

Engineering is the largest industrial sector in India and accounts for 3.53% of the country's Gross Domestic Product (GDP). The country's engineering sector comprises manufacturing iron, steel, related products, non-ferrous metals, industrial machinery, automobiles, auto components, and other engineering products.

Sarla Technologies is a platform-independent Engineering services and solutions provider with 20+ years of experience. Our 450+ Engineers have global experience in Industrial Automation, Remote Engineering Services, Design Engineering and Software Development. We are the One-Stop-Shop for our 350+ Global customers & enable our clients to achieve 'Engineering Excellence'.

"Onboarding" refers to the processes in which new hires are integrated into the organization. It includes activities that allow new employees to complete an initial new-hire orientation process, as well as learn about the organization and its structure, culture, vision, mission and values.

This study focuses on the Engineering Industry and Onboarding and Recruitment. The report provides comprehensive insight of the company and also about the company's SWOT analysis, BCG matrix, Mc Kinsey 7s framework, Ansoff matrix, etc

INDEX

CHAPTER	TABLE OF CONTENTS	Page No
1.	Introduction <ul style="list-style-type: none"> ● Objectives of the study ● Scope of Study ● Limitations of the study ● Utility of study ● Research Methodology 	9 – 11 10 10 11 11
2.	<u>PART A -</u> Industry Analysis <ul style="list-style-type: none"> ● PESTEL ● Porter’s Five Forces Analysis ● Summary 	12 – 20 14 – 18 19 – 20 21
3.	<u>PART B -</u> Company Analysis <ul style="list-style-type: none"> ● Vision And Mission Of Organization ● Swot Analysis ● McKinsey 7s Framework ● BCG Matrix ● ANSOFF Matrix ● Summary Of The Company Analysis 	22 – 42 22 - 23 24 25 – 28 29 – 34 35 – 36 37 - 41 42

CHAPTER	TABLE OF CONTENTS	Page No
4.	<p><u>PART C</u> -</p> <p>Management concept</p> <ul style="list-style-type: none"> ● Introduction to Management Concept ● Literature review ● Data Analysis ● Conclusion and Recommendations ● References ● Annexure 1 	<p>43 – 56</p> <p>43 – 44</p> <p>44</p> <p>45 – 49</p> <p>51 – 53</p> <p>54</p> <p>55 - 56</p>

Chapter 1: Introduction To The Project

Onboarding is the process of assimilating new employees into the workplace and providing the knowledge and tools for them to achieve success early on in their new jobs. It is the bridge between selection and productivity, encompassing activities from pre-arrival through the end of the first year.

A comprehensive onboarding process fosters positive working relationships that help new employees gain confidence and become productive quickly. It improves overall engagement, performance and retention through understanding of and connection to the job, your department and UC Davis. Onboarding is your opportunity as a supervisor to set goals and expectations, train and develop, and introduce your new employees to the people and resources that will play a role in performing their jobs effectively and advancing their careers.

Effective Onboarding:

- Communicates the missions and visions of UC, UC Davis and your department.
- Facilitates understanding of job expectations and performance management.
- Helps new employees see how their roles fit into the larger organization and contribute to its success.
- Encourages teamwork and instills pride.
- Improves customer service.
- Ensures consistency in meeting legal requirements and compliance standards.
- Promotes awareness of tools and resources for career management and work life effectiveness.
- Reduces employee turnover.

Onboarding produces the greatest return on investment when it is intentional, collaborative and managed over the span of the first year as your new employee evolves in the job. There are many methods to bring employees on board. Choose the techniques and tools best suited for the situation and create some of your own.

- Objectives Of The Study

- 1) To study Engineering industry using industry analysis tools.
- 2) To study Sarla technologies using company analysis tools.
- 3) Study management concept of onboarding.
- 4) To study onboarding practices at Sarla technologies.

- Scope Of The Study

The goal is to study Engineering industry using industry analysis tools. With the help of company analysis tools to study the company Sarla technologies. Also to go through the management concept of onboarding. To study the onboarding practices taken place at Sarla technologies.

- Limitations

- 1) The study is confined to only a limited area.
- 2) The limited number of respondents.
- 3) The time involved in the study is too short.

- Utility Of The Study

A great onboarding process helps the new hire become acclimated to the organization, and facilitates relationship-building between employees. It also includes goal setting, frequent manager check-ins, and employee development so employees know what's expected of them, where they stand and have a plan to improve.

- Research Methodology

The research is based on primary and secondary data. Primary data was collected through questionnaires which were mainly closed-ended questionnaires and discussion with workers. Whereas secondary data was collected from various websites and articles. Percentage method is used for the analysis of data and pie charts are used to present that data.

CHAPTER 2 – PART A: INDUSTRY ANALYSIS

Introduction About The Industry

The engineering industry is a dynamic and multifaceted sector that encompasses a wide range of fields, each contributing to the advancement of technology and the shaping of modern society. With a global market valuation surpassing \$1.4 trillion in 2019, engineering plays a pivotal role in driving innovation and progress across various domains. Employing millions of professionals worldwide, the industry's influence extends from infrastructure development to cutting-edge research and development. In 2020, the engineering R&D outsourcing market reached an impressive valuation of approximately \$67.03 billion, reflecting the industry's commitment to continuous technological evolution. Notably, engineering's impact goes beyond economic figures, as it fuels advancements in renewable energy, artificial intelligence, and sustainable practices, making strides toward a greener future. While the industry has historically faced gender disparities, efforts to enhance gender diversity and inclusion are underway, aiming to create a more balanced and equitable workforce. From monumental infrastructure projects to pioneering space exploration missions, the engineering industry remains a driving force that shapes the world we live in today and paves the way for a promising tomorrow.

The engineering industry is a crucial and dynamic sector that plays a vital role in shaping and advancing our modern world. It encompasses a wide range of disciplines and professions that involve the application of scientific, mathematical, and technical knowledge to design, develop, and improve various systems, structures, processes, and technologies.

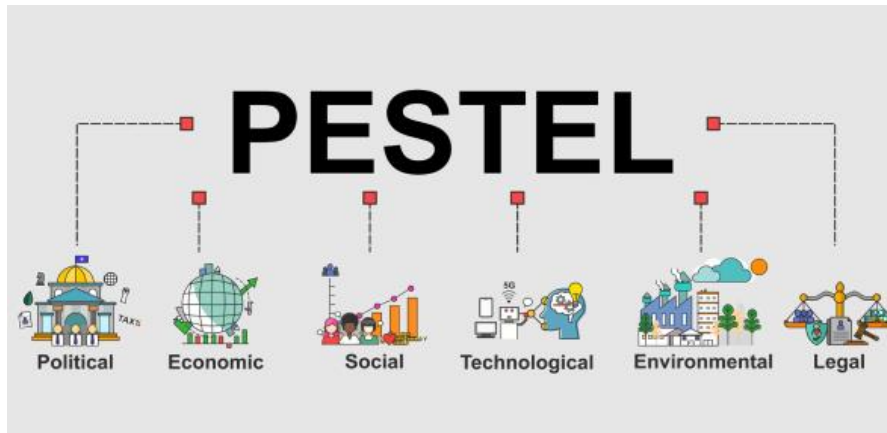
Key branches of engineering include:

1. **Civil Engineering:** Focused on designing and constructing infrastructure such as buildings, roads, bridges, dams, and water supply systems to meet the needs of society.
2. **Mechanical Engineering:** Concerned with the design, analysis, and manufacturing of mechanical systems, machines, and devices that power various industries.
3. **Electrical Engineering:** Deals with the study and application of electricity, electronics, and electromagnetism, playing a crucial role in the development of electrical power generation, transmission, and utilization.
4. **Computer Engineering:** Combines elements of electrical engineering and computer science to develop hardware and software solutions for computing and communication systems.

5. Aerospace Engineering: Concentrated on the design, development, and testing of aircraft, spacecraft, and related systems.
6. Chemical Engineering: Involves the application of chemical and biological processes to produce, transform, and transport materials in various industries, such as manufacturing and pharmaceuticals.
7. Environmental Engineering: Concerned with finding sustainable solutions to environmental challenges, including waste management, pollution control, and resource conservation.

The engineering industry has seen tremendous growth and innovation over the years, driven by technological advancements, globalization, and an ever-increasing demand for more efficient and sustainable solutions.

PESTEL Analysis



Political Factors

Political factors play a significant role in shaping the engineering industry's landscape. Government policies, regulations, and stability can directly influence the demand for engineering services, the types of projects undertaken, and the overall business environment. Here are some key political factors affecting the engineering industry:

1. **Government Infrastructure Spending:**
Government investments in infrastructure projects, such as roads, bridges, railways, airports, and public facilities, have a substantial impact on the engineering sector. Increased spending can lead to more opportunities for engineering firms and stimulate economic growth.
2. **Public Procurement Policies:**
Government procurement policies and procedures can affect how engineering projects are awarded and executed. Transparent and fair procurement practices promote competition and allow engineering companies of all sizes to participate.
3. **Regulatory Environment:**
Political decisions related to environmental regulations, building codes, safety standards, and zoning laws can significantly impact engineering projects. Stringent regulations may increase project costs and complexity, while relaxed regulations might create more opportunities for certain industries.
4. **Government Incentives and Subsidies:**
Governments may offer incentives, grants, or subsidies to encourage specific engineering projects, such as renewable energy initiatives or research and development in certain fields.

5. Intellectual Property Protection:

Political decisions related to intellectual property laws and enforcement impact engineering firms' ability to protect their innovations and proprietary technologies.

Additionally, understanding the political factors in different regions can help engineering firms make informed decisions about potential opportunities and risks when considering international expansion or collaboration.

Economic Factors

The level of demand for engineering services, investments in projects, and the overall health of the sector. Here are some key economic factors

1. Economic Growth:

The overall economic growth of a country or region directly impacts the demand for engineering services. During periods of economic expansion, there is increased investment in infrastructure projects, real estate development, and industrial facilities, leading to more opportunities for engineering firms.

2. Business Cycles:

The engineering industry is sensitive to business cycles, experiencing fluctuations in demand during economic booms and downturns. During economic recessions, there may be a slowdown in construction and engineering projects as companies and governments tighten their budgets.

3. Government Spending and Budgets:

Government expenditures on infrastructure, public works, and other engineering-related projects have a direct impact on the industry's performance. A focus on public investments can boost demand for engineering services.

Understanding and monitoring these economic factors is crucial for engineering firms to make strategic decisions, plan for future investments, and manage risks effectively. Economic forecasts and market analyses help companies navigate through different economic cycles and capitalize on growth opportunities.

Social Factors

Social factors are an essential aspect of the engineering industry,

1) Demographic Trends:

Population growth, migration patterns, and changes in age demographics can impact the demand for various engineering projects. For example, urbanization and an aging population may lead to increased demand for infrastructure development and healthcare facilities.

2) Environmental Awareness:

Growing awareness of environmental issues and the need for sustainability impacts engineering practices. There is an increasing demand for eco-friendly and energy-efficient designs, renewable energy projects, and environmentally conscious infrastructure solutions.

3) Changing Lifestyles:

Shifting social preferences, such as a preference for green spaces, pedestrian-friendly neighbourhoods, and smart cities, influence the design and construction of public spaces and urban environments.

4) Health and Safety Concerns:

Concerns about health and safety standards influence engineering projects, particularly in areas such as healthcare facilities, transportation safety, and industrial safety measures.

5) Public Perception and Engagement:

Public perception and support for engineering projects can influence their success. Projects with strong public backing are more likely to receive funding and approvals.

Understanding and incorporating social factors into engineering projects are crucial for ensuring their success and acceptance by society. Engaging with stakeholders, considering community needs, and being mindful of the social impact of engineering endeavors can lead to more sustainable and mutually beneficial outcomes for all involved parties.

Technological Factors

Advances in technology continually reshape the way engineering projects are designed, developed, and executed. Here are some key technological factors that profoundly impact the engineering industry:

1. Digitalization and BIM (Building Information Modeling):

Digital technologies have revolutionized the engineering industry through BIM, which allows for the creation and management of digital representations of physical assets. BIM enhances collaboration, improves project efficiency, and reduces errors and rework.

2. Automation and Robotics:

Automation and robotics are transforming various engineering processes, such as manufacturing, construction, and assembly. Automated machinery and robotics can increase precision, productivity, and safety.

3. **3D Printing/Additive Manufacturing:**
3D printing technologies are revolutionizing manufacturing processes, enabling rapid prototyping, customization, and cost-effective production of complex components.
4. **Renewable Energy Technologies:**
Advances in renewable energy technologies, such as solar panels and wind turbines, have reshaped the energy landscape and created new opportunities for engineering firms in sustainable projects.
5. **Mobile Technology:**
Mobile devices and applications empower engineers to access project information, collaborate in real-time, and manage projects on-the-go.
Technological factors drive innovation, efficiency, and competitiveness within the engineering industry. Staying up-to-date with emerging technologies and adopting relevant ones can give engineering firms a competitive advantage and ensure successful project execution in an ever-changing technological landscape.

Environmental Factors

The creation of infrastructure, all of which can have significant environmental implications. Here are some key environmental factors that affect the engineering industry:

1. **Environmental Regulations:**
Government regulations and policies related to environmental protection and sustainability influence engineering projects. Compliance with environmental laws is essential to obtain permits and approvals for development.
2. **Climate Change and Resilience:**
Engineering projects need to consider the potential effects of climate change, such as rising sea levels, extreme weather events, and changing precipitation patterns, and design with resilience in mind.
3. **Conservation of Natural Resources:**
Engineering practices should aim to conserve natural resources, such as water, energy, and raw materials, to promote sustainable development and reduce waste.
4. **Waste Management and Recycling:**
Engineering projects generate significant amounts of waste and construction debris. Implementing effective waste management and recycling practices can minimize environmental harm.

Considering environmental factors is not only a legal and ethical responsibility for engineering firms but also essential for building a sustainable future. Embracing environmentally conscious practices not only reduces negative impacts but can also present opportunities for engineering companies to participate in environmentally friendly and socially responsible projects.

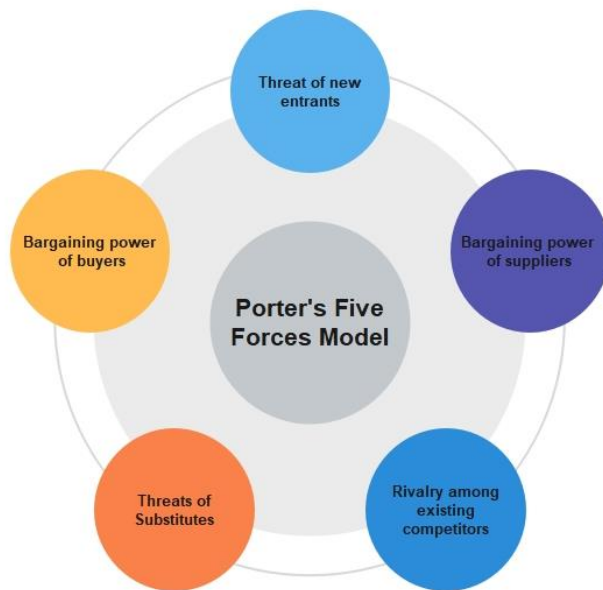
Legal Factors

Legal factors play a crucial role in shaping the engineering industry, as they dictate the rules, regulations, and standards that govern engineering practices, project execution, and business operations. Here are some key legal factors that affect the engineering industry:

1. **Building Codes and Standards:**
Engineering projects must comply with local and national building codes and standards that govern design, construction, and safety requirements. Adherence to these codes is essential for obtaining permits and approvals.
2. **Health and Safety Laws:**
The engineering industry must adhere to strict health and safety laws to protect workers and the public. Implementing safety protocols and providing appropriate protective gear is essential in construction and engineering operations.
3. **Liability and Insurance:**
Engineering firms often carry liability insurance to protect against potential claims arising from errors, omissions, or accidents during project execution.
4. **Labor Laws:**
Engineers must comply with labor laws that govern employment practices, such as working hours, wages, benefits, and employee rights.

Understanding and adhering to these legal factors is essential for engineering firms to operate ethically, avoid legal challenges, and maintain a positive reputation within the industry. Legal compliance ensures that engineering projects are executed within the bounds of the law and contributes to the overall success and sustainability of the industry.

PORTERS FRAMEWORK



- **Bargaining Power of Buyers:**

The bargaining power of buyers in the engineering industry refers to the ability of customers (e.g., governments, corporations, individuals) to influence the prices and terms of engineering services. The engineering industry typically involves long-term contracts and significant project costs, which can give buyers considerable negotiating power. However, the complexity and specialized nature of engineering projects may limit the number of qualified engineering firms available, reducing buyer power to some extent.

- **Bargaining Power of Suppliers:**

The bargaining power of suppliers in the engineering industry relates to the ability of suppliers (e.g., raw material providers, specialized equipment manufacturers) to influence the costs and availability of inputs required for engineering projects. Suppliers of specialized materials or equipment may have more negotiating power, especially if there are limited alternatives or high switching costs. However, the engineering industry often has access to multiple suppliers for common materials, which can mitigate supplier power.

- **Threat of New Entrants:**

The threat of new entrants in the engineering industry depends on barriers to entry, such as high capital requirements, expertise and qualifications needed, and strong brand reputation. Engineering projects typically require significant financial resources and specialized knowledge, which can discourage new entrants. Established engineering firms may also

benefit from economies of scale and strong relationships with clients, making it harder for new players to compete effectively.

- Threat of Substitutes:

The threat of substitutes in the engineering industry refers to alternative solutions that can fulfill similar needs or purposes as engineering services. For example, in certain cases, off-the-shelf products or pre-fabricated solutions may be considered as substitutes for custom engineering projects. However, for complex and large-scale projects, substitutes may not offer comparable benefits, reducing their impact on the industry's overall competitiveness.

- Competitive Rivalry:

The competitive rivalry in the engineering industry is influenced by the number and strength of competing firms. The engineering industry is often fragmented, with numerous firms operating in different sectors and regions. Intense competition for contracts and projects can lead to price wars and margin pressures. However, engineering projects are diverse, and firms may specialize in specific niches, reducing direct head-to-head competition in some cases.

Overall, the engineering industry faces several challenges and opportunities based on the dynamics of Porter's Five Forces. Companies in this industry must focus on differentiation, innovation, and strategic partnerships to maintain a competitive advantage and succeed in a complex and dynamic business environment.

SUMMARY OF INDUSTRY ANALYSIS

The engineering industry analysis provides a comprehensive evaluation of the external factors and competitive landscape that shape the engineering sector. It involves various analytical tools like PESTEL analysis, Porter's Five Forces, and SWOT analysis to gain insights into the industry's current state, opportunities, and challenges. Here is a summary of the engineering industry analysis:

The engineering industry analysis assesses the diverse sectors within engineering, including civil, mechanical, electrical, aerospace, chemical, and more. It examines the industry's significance in driving economic development and innovation.

The PESTEL analysis examines the macro-environmental factors influencing the engineering industry. These factors include political, economic, social, technological, environmental, and legal aspects. It helps understand the industry's vulnerabilities and opportunities.

The Porter's Five Forces analysis delves into the competitive dynamics of the engineering industry. It assesses the bargaining power of buyers and suppliers, the threat of new entrants, the threat of substitutes, and the intensity of competitive rivalry. This analysis provides insights into the industry's overall attractiveness and profitability.

The engineering industry analysis concludes by summarizing the key findings and strategic implications for companies operating in the sector. It emphasizes the importance of adaptability, innovation, and sustainability to thrive in a rapidly evolving industry.

CHAPTER 3 – PART B – COMPANY ANALYSIS

About The Company



Sarla Technologies is an ISO 9001:2015 (Quality Management Systems) and ISO/IEC 27001:2013 (Information Security Management System) Certified Engineering Organization. These certifications endorse our commitment to uphold Quality, Information security and Data access at all levels. With a team of 450+ Engineers, we are the leading Engineering Services and Solutions provider with rich domain knowledge in Industrial Automation, Design Engineering, Software Development, Plant IT, Manufacturing Integration & Intelligence, and Plant Data Reporting & Analytics. Sarla Technologies has a global presence with offices in India, USA, UK, UAE and Netherlands.

Over the past 20+ years, we have served more than 350+ Global Customers across the World. We have successfully executed 3,000+ projects using our robust and matured Quality Management System (QMS), world class infrastructure and excellent Project Management skills.

We offer platform independent Engineering Services and customized Solutions across 10+ industry verticals such as Food & Beverages, Consumer Goods, Pharmaceuticals, Material Handling, Automotive, Infrastructure & Utilities, Energy & Power, Oil & Gas, and Metals & Mining. We are the One-Stop Shop for all automation needs & enable our clients to achieve 'Engineering Excellence'.

With our well proven 'Global Delivery Model', we are amongst the most 'preferred' outsourcing engineering partner for several leading Automation Suppliers, Original Equipment Manufacturers (OEMs), Engineering, Procurement & Construction (EPC) organizations, System Integrators and Solution Providers in Europe, Americas, Africa, Asia Pacific, and Middle East. We support them from our engineering centers at Mumbai, Pune, Bengaluru, and Dubai.

Core Values

At Sarla Technologies, our values act as a moral compass and framework that enable us to work with and in accordance to set guidelines. Our core values serve as a link between Organization philosophy & work culture and guide us towards achieving our Vision. Therefore, we have aptly termed our core values as the Driving FORCE to Engineering Excellence.



Focus on Customer

We exceed customer's expectation at all times by consistently delivering quality service in a timely and efficient manner.

Ownership for Results

We are committed to achieving results in time; we are dependable and go beyond the call of duty when required.

Responsibility towards People

We provide equal opportunities to all employees for growth and development. We endeavor to build a congenial work environment for employees to give their best.

Can Do Attitude

We have the courage to accept challenges and give our best attempt to succeed.

Ethical

We ensure that all our actions reflect honesty, transparency and integrity.

BRIEF DETAILS OF THE TOP MANAGEMENT

- Founder & CEO

Anil Mehta

- Board of Directors

Anil Mehta

Sushama Telang

Deborah Ann Pritchard

Kevin Lawrence Partington

VISION MISSION

1. Vision

- Be a Business Leader by promoting innovation and achieving global standards
- Delight Customers by offering quality products and services
- Instil a “Can Do” attitude, nurture team spirit, learn continuously and achieve a high level of employee satisfaction
- Adopt ethical, safe and environment friendly practices.

2. Mission

- Exceed each of the expectations agreed to external as well as internal customers at all times by improving processes
- Deliver international standard innovative software solutions & services to the manufacturing industry by continuously upgrading our skills and technology.

SWOT ANALYSIS



SWOT analysis is a strategic planning tool that evaluates the internal strengths (S) and weaknesses (W) of a business or industry, along with the external opportunities (O) and threats (T) it faces. Here's a SWOT analysis of the engineering industry:

Strengths (S):

The company's technical proficiency allows it to undertake a wide range of projects across different industries, including construction, manufacturing, infrastructure, energy, and more. Whether it's designing complex structures, developing advanced machinery, or providing specialized engineering services, Sarla Advantech's technical expertise positions it as a reliable and competent partner for its clients.

The strength of technical expertise also contributes to the company's reputation and customer satisfaction. Clients trust Sarla Advantech to handle challenging projects, meet technical specifications, and deliver solutions that meet their specific needs. This positive reputation leads to repeat business and referrals, further enhancing the company's market position.

Moreover, Sarla Advantech's commitment to continuous improvement and research and development ensures that it stays at the forefront of technological advancements in the engineering industry. By embracing innovation and staying up-to-date with the latest tools, methodologies, and industry trends, the company can offer cutting-edge solutions and maintain a competitive edge in the market.

Overall, the technical expertise of Sarla Advantech empowers the company to tackle complex engineering challenges, offer a diverse range of solutions, and provide value-added services to its clients. This strength is instrumental in driving the company's growth, building long-term relationships with clients, and solidifying its position as a leading player in the engineering industry.

Weaknesses (W):

While the company may have established a strong reputation and a significant market share in its local or regional markets, it may face challenges in expanding its operations and market reach on a global scale.

Limited global presence can be a weakness for several reasons:

Missed Opportunities: With a focus primarily on local or regional markets, Sarla Advantech may miss out on potential growth opportunities and lucrative projects in international markets where there is demand for engineering solutions.

Increased Competition: Restricting operations to a specific geographic area may expose the company to intensified competition from both local and international engineering firms. This could impact pricing and profitability.

Dependency on Local Factors: The company's performance and revenue might be significantly influenced by local economic conditions and market dynamics, limiting its ability to balance risks across different markets.

To address this weakness, Sarla Advantech could consider developing an internationalization strategy. This may involve expanding its sales and marketing efforts to target clients and projects in other countries, forming partnerships or alliances with global firms, and establishing a physical presence in key international markets.

Expanding globally can lead to increased revenues, a broader customer base, and access to diverse projects and industries. However, it requires careful planning, understanding of cultural differences, and consideration of legal and regulatory aspects in various regions.

By proactively addressing its limited global presence, Sarla Advantech can diversify its revenue streams, enhance its competitiveness on a global scale, and achieve sustainable growth in the increasingly interconnected and competitive engineering industry.

Opportunities (O):

These are markets where there is a growing demand for engineering solutions due to various factors, such as rapid urbanization, infrastructure development, technological advancements, and industrial expansion.

Emerging markets present several opportunities for Sarla Advantech:

New Customer Base: By expanding its presence in emerging markets, Sarla Advantech can tap into a broader customer base and gain access to new clients and industries seeking engineering services and solutions.

Increased Revenue Potential: With high-growth rates in emerging markets, there is a potential for increased revenue and business growth for Sarla Advantech. As these markets develop, there will be a demand for various engineering projects and services.

Infrastructure Projects: Many emerging markets are investing heavily in infrastructure development, such as transportation systems, energy facilities, and telecommunications networks. Sarla Advantech can participate in these large-scale projects.

Partnerships and Collaborations: Expanding into emerging markets opens opportunities for partnerships and collaborations with local engineering firms, government agencies, and other stakeholders. Such partnerships can provide valuable insights into the local market and regulatory landscape.

Brand Recognition and Reputation: Successfully delivering projects in emerging markets can enhance Sarla Advantech's brand recognition and reputation on an international level, potentially attracting more clients globally.

However, entering emerging markets also comes with challenges, such as cultural differences, regulatory complexities, and understanding the unique needs of local clients. Therefore, a well-thought-out market entry strategy is essential, considering factors like market research, localization, risk assessment, and building strong partnerships.

Threats (T):

Pricing Pressure: Intense competition often leads to price wars, where competitors may offer similar services at lower prices to attract clients. This can impact Sarla Advantech's profit margins and reduce its ability to win projects.

Loss of Market Share: Competitors striving to gain a larger market share may target Sarla Advantech's existing clients, potentially leading to a loss of business and market share.

Innovation and Differentiation: To stand out in a crowded market, Sarla Advantech must continually innovate and differentiate its services from competitors. Failure to do so may result in the company losing its competitive edge.

Talent Retention: In a competitive market, attracting and retaining top engineering talent can be challenging. Rival firms may offer attractive compensation packages and benefits, making it crucial for Sarla Advantech to focus on employee retention strategies.

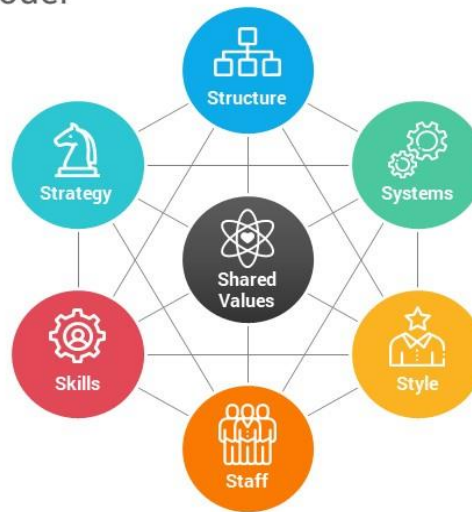
Technological Advancements: Rapid technological advancements can disrupt the engineering industry and create new competitors. Sarla Advantech must keep pace with emerging technologies to avoid being outperformed by more tech-savvy rivals.

To mitigate these threats, Sarla Advantech must adopt a proactive approach to stay ahead of the competition. The company should focus on enhancing its technical expertise, developing innovative solutions, strengthening customer relationships, and exploring new markets and opportunities. Strategic planning and adaptability are crucial in addressing the ever-changing dynamics of the engineering industry and ensuring long-term success despite the existing threats.

7s FRAMEWORK

McKinsey 7S Model

McKinsey 7s' Framework



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Strategy

Sarla Advantech is a technology company that specializes in providing solutions and services related to automation, control systems, and information technology. Their strategy might focus on areas such as:

Market Focus:

Identifying specific industries or market segments where they can excel and meet the unique needs of customers.

Product Development:

Continuously innovating and developing new products and solutions to stay ahead in the rapidly evolving technology landscape.

Customer-Centric Approach:

Prioritizing customer satisfaction and understanding their requirements to provide tailored solutions.

Partnerships and Alliances:

Collaborating with other companies, suppliers, or industry partners to enhance their capabilities and offer comprehensive solutions.

Technology Leadership:

Focusing on research and development to maintain a competitive edge and lead in technology advancements.

It's important to note that these points are speculative and based on general industry trends for technology companies. The actual strategy of Sarla Advantech might differ and can only be accurately determined through official publications, company statements, or direct communication with the organization.

Structure

Changing demographics: India is becoming more urbanized. This is a positive factor for Sarla Advantech, as it will create more demand for electronics products in urban areas. However, the company will need to be aware of the needs of urban consumers, such as their preference for convenience and their willingness to pay higher prices.

Rising disposable income: The disposable income of Indian consumers is rising. This is a positive factor for Sarla Advantech, as it will create more demand for the company's products. However, the company will need to be aware of the changing spending habits of Indian consumers, such as their preference for foreign brands and their willingness to shop online.

Growing middle class: The middle class in India is growing rapidly. This is a positive factor for Sarla Advantech, as it will create more demand for the company's products. However, the company will need to be aware of the needs of the middle class, such as their preference for quality and their willingness to spend money on electronics.

Overall, the social factors in India are generally favorable for Sarla Advantech. However, the company will need to be aware of the potential risks and challenges posed by population growth, changing demographics, rising disposable income, and the growing middle class.

Systems

Information systems: Sarla Advantech has a well-developed information system in place that helps the company to manage its operations efficiently and effectively. The company's information system includes a customer relationship management (CRM) system, a project management system, and an accounting system.

Procedural systems: Sarla Advantech has a set of procedural systems in place that help the company to operate smoothly. These systems include a hiring and onboarding process, a performance management process, and a training and development process.

Reward systems: Sarla Advantech has a reward system in place that rewards employees for their performance. The company's reward system includes bonuses, stock options, and promotions.

Here are some specific examples of how Sarla Advantech's systems have helped the company to succeed:

The company's information system has helped Sarla Advantech to improve its customer service. The CRM system allows the company to track customer interactions and identify opportunities to improve the customer experience.

The company's procedural systems have helped Sarla Advantech to reduce costs. The hiring and onboarding process has helped the company to hire qualified employees more quickly and efficiently. The performance management process has helped the company to identify and reward top performers.

The company's reward system has helped Sarla Advantech to attract and retain top talent. The bonus and stock option program has helped the company to pay its employees competitively. The promotion system has helped the company to give its employees opportunities to grow and develop their careers.

Style

The "Style" element refers to the leadership and management style prevalent within the organization. The leadership style and corporate culture play a significant role in shaping the company's values, decision-making processes, and overall work environment. Here are some aspects of the "Style" element in an engineering company:

Leadership Approach:

The leadership style in an engineering company sets the tone for how projects are managed and how teams are led. Effective leaders in the engineering industry should be visionary, inspiring, and capable of making strategic decisions that align with the company's long-term goals. They should encourage innovation and foster a culture of continuous improvement.

Communication:

Clear and open communication is crucial in engineering companies. Leaders should promote transparent communication channels within the organization to ensure that information flows smoothly between different teams and levels of the hierarchy. This can include regular team meetings, project updates, and opportunities for feedback and suggestions.

Problem-Solving Orientation:

Engineers often face complex problems that require analytical thinking and problem-solving skills. The leadership style should encourage a problem-solving orientation, where employees are empowered to tackle challenges creatively and collaboratively.

Decision-Making Approach:

The decision-making approach in an engineering company should be rational, data-driven, and based on a thorough analysis of the available information. Leaders should foster an environment where decisions are made efficiently and effectively to drive projects forward.

Innovation and Adaptability:

In the fast-paced engineering industry, innovation and adaptability are essential. The leadership style should support a culture that encourages new ideas, experimentation, and the ability to adapt to changing market demands and technological advancements.

Teamwork and Collaboration:

Engineering projects often involve interdisciplinary teams, and effective collaboration is critical for success. The leadership style should emphasize teamwork, foster a collaborative atmosphere, and break down silos between different departments or engineering disciplines.

Employee Empowerment:

Empowering employees to take ownership of their work and contribute their expertise is vital in an engineering company. Leaders should trust their teams and provide the necessary resources and support to help them excel in their roles.

Emphasis on Learning and Development:

The engineering industry is constantly evolving, and employees need to continuously update their skills and knowledge. A supportive leadership style should encourage learning and development opportunities, including training programs, workshops, and certifications.

Customer-Centric Focus:

Customer satisfaction is paramount in the engineering industry, whether the company serves individual clients or other businesses. The leadership style should prioritize a customer-centric approach, where meeting client needs and delivering value is a top priority.

By fostering a positive and effective leadership style, an engineering company can create a work environment that motivates employees, promotes collaboration, and drives innovation, ultimately leading to the successful execution of projects and the achievement of business goals.

Staffs

1) Skillsets and Expertise:

The engineering industry relies heavily on the technical skills and expertise of its staff. The company should hire and develop professionals with the right skillsets required for the specific engineering disciplines or projects they undertake. This could include civil engineers, mechanical engineers, electrical engineers, software engineers, and other specialized roles.

2) Professional Development:

Continuous professional development is essential to keep staff members up-to-date with the latest technologies, methodologies, and industry trends. The company should invest in training programs, workshops, and certifications to enhance the skills and knowledge of its workforce.

3) Work-Life Balance:

Engineering projects can be demanding and time-consuming. Ensuring a healthy work-life balance for staff members is crucial to prevent burnout and maintain employee well-being. This can be achieved through flexible work arrangements and policies that support a healthy work-life integration.

4) Safety and Health:

Safety is paramount in the engineering industry, especially in sectors like construction and manufacturing. The company should prioritize the safety and health of its staff members, providing the necessary training, protective equipment, and protocols to ensure a safe work environment.

5) Talent Recruitment:

Recruiting and attracting top talent is essential for an engineering company's success. The organization should have a well-defined recruitment process to identify and hire the best candidates for the available positions.

6) Succession Planning:

Succession planning involves identifying and developing potential future leaders within the organization. It ensures a smooth transition of key roles and responsibilities when senior staff members retire or move on to other opportunities.

By focusing on the "Staff" element, an engineering company can build a skilled and motivated workforce, fostering a culture of excellence, innovation, and collaboration, which ultimately contributes to the company's growth and success in the competitive engineering industry.

Skills

1. **Technical Expertise:** As a technology-focused company, Sarla Advantech may require employees with strong technical skills in areas such as automation, control systems, information technology, software development, and engineering.
2. **Innovation and Problem-Solving:** The ability to innovate and solve complex problems is vital for developing new products, improving processes, and providing innovative solutions to customers.
3. **Communication Skills:** Effective communication is essential for both internal collaboration among teams and external interactions with customers and partners.
4. **Project Management:** As Sarla Advantech may work on various projects, employees with strong project management skills can ensure that projects are delivered on time and within budget.
5. **Adaptability and Learning Agility:** Technology companies like Sarla Advantech operate in a fast-paced and ever-changing environment. Employees who can adapt quickly to new technologies and learn continuously are highly valuable.
6. **Customer Focus:** Understanding and meeting customer needs is critical for success in the technology industry. Employees who possess strong customer-centric skills can contribute to building long-lasting relationships with clients.
7. **Leadership and Management:** In addition to top-level management, Sarla Advantech may require employees with leadership skills who can inspire and guide teams to success.

It's important to note that the specific skills needed at Sarla Advantech would depend on the company's unique business focus, products, and services. The skills required may also evolve as the company grows and adapts to changing market demands.

BCG Matrix



The BCG (Boston Consulting Group) Matrix, also known as the Growth-Share Matrix, is a strategic management tool used to analyse an organization's business portfolio. It was developed by Bruce D. Henderson in the 1970s and is widely used by businesses to make decisions about resource allocation, investment, and strategic planning. The matrix classifies a company's products or business units into four categories based on two key dimensions: market growth rate and relative market share.

Question Mark:

In the BCG Matrix, a "Question Mark" (also known as a "Problem Child") refers to a business or product that operates in a high-growth market but has a low market share. In the context of Sarla Advantech, an engineering company, a "Question Mark" represents a division, business unit, or specific engineering product or service that is relatively new or operates in an emerging sector with growth opportunities.

Stars:

In the BCG Matrix, "Stars" refer to products or business units that operate in high-growth markets and have a high relative market share. For Sarla Advantech, an engineering company, the "Stars" are divisions or specific engineering products or services that are leaders in rapidly growing engineering sectors and have a significant market share compared to competitors.

Cash Cows:

In the BCG Matrix, "Cash Cows" refer to products or business units that operate in low-growth markets but have a high relative market share. For Sarla Advantech, an engineering company, the "Cash Cows" are divisions or specific engineering products or services that are well-established in mature or stable engineering sectors and maintain a significant market share compared to competitors.

Dogs:

In the BCG Matrix, "Dogs" refer to products or business units that operate in low-growth markets and have a low relative market share. For Sarla Advantech, an engineering company, the "Dogs" are divisions or specific engineering products or services that are struggling to gain a significant market share in slow-growing or declining engineering sectors.

Sarla Technologies is an engineering services and solutions company that specializes in providing automation, control systems, and digital transformation solutions to various industries such as manufacturing, automotive, pharmaceuticals, etc. To apply BCG Analysis to Sarla Technologies, you would need to assess their various services or solutions and categorize them into these quadrants based on their market growth rate and relative market share. This analysis can help Sarla Technologies make informed decisions about where to allocate resources, how to prioritize their offerings, and whether any adjustments are needed in their portfolio.

ANSOFF MATRIX



Market Penetration:

Market penetration is a growth strategy that focuses on increasing the market share of existing products or services in the company's current markets. In the case of Sarla Advantech, this strategy would involve efforts to attract more customers, gain a larger portion of the market, and increase sales of their current automation, control systems, and information technology solutions.

Marketing and Advertising:

Sarla Advantech may invest in aggressive marketing and advertising campaigns to create brand awareness and promote their existing products and services. This could include digital marketing, print media, trade shows, and industry events.

Customer Retention and Loyalty Programs:

The company might focus on retaining its current customer base by providing excellent customer service, support, and after-sales service. Additionally, loyalty programs, discounts, or rewards for repeat customers could incentivize customer retention.

Price Optimization:

Sarla Advantech may employ pricing strategies to make their products more attractive and competitive in the market. Special discounts, seasonal offers, or volume-based pricing might be utilized to encourage increased sales.

Expansion of Distribution Channels:

The company might explore expanding its distribution channels to reach more potential customers. Partnering with new distributors or exploring online sales platforms could help broaden their market reach.

Product Differentiation:

Sarla Advantech may emphasize unique selling points and value-added features of their products and services compared to competitors. This can help distinguish them in the market and attract more customers.

Market Development:

Market development is a growth strategy that involves introducing existing products or services to new markets or customer segments. In the case of Sarla Advantech, this strategy would focus on expanding their presence into new geographic regions or targeting different customer segments with their existing automation, control systems, and information technology solutions.

Market Research:

Sarla Advantech would conduct thorough market research to identify potential new markets with demand for their products and services. This research might include analyzing industry trends, customer needs, regulatory requirements, and competition in the target markets.

Industry Diversification:

Sarla Advantech could explore opportunities to apply their existing products and solutions in industries or sectors beyond their current focus. For example, if they primarily serve the manufacturing sector, they might consider entering industries like healthcare, transportation, or energy.

Customer Segmentation:

The company might identify new customer segments with distinct needs that could benefit from their existing products. By tailoring their marketing and messaging, Sarla Advantech can attract these specific customer groups.

Product Development:

Product development is a growth strategy that involves creating and introducing new products or enhancing existing ones to meet evolving customer needs or to capitalize on market opportunities. In the case of Sarla Advantech, this strategy would focus on innovation and the introduction of new solutions related to automation, control systems, and information technology.

Research and Development (R&D):

Sarla Advantech would invest in R&D activities to identify emerging technologies and industry trends. This could include conducting market research, customer feedback, and competitive analysis to understand the gaps and opportunities in the market.

Innovative Solutions:

The company would focus on developing innovative solutions that address specific pain points and challenges faced by customers in their target industries. This could involve advancements in automation, software, data analytics, or integration capabilities.

Product Portfolio Expansion:

The company may introduce product variations, upgrades, or complementary offerings to enhance their existing product portfolio. This approach can cater to diverse customer needs and extend the product's lifecycle.

Customer Training and Support:

Sarla Advantech would provide necessary training and support to customers to ensure they can effectively adopt and utilize the new products.

Continuous Improvement:

After product launch, Sarla Advantech would gather feedback from customers and use it to continuously improve and update their products based on real-world usage and changing requirements.

The success of the product development strategy relies on the company's ability to identify innovation opportunities, efficiently manage the R&D process, and deliver solutions that offer clear value to their target customers.

Diversification:

Diversification is a growth strategy that involves both entering new markets and developing new products or services that are unrelated to the company's current offerings. In the case of Sarla Advantech, this strategy would focus on expanding their business into entirely different industries or sectors with new and unrelated products or solutions.

Market Research:

Sarla Advantech would conduct extensive market research to identify potential industries or markets where their existing capabilities or technologies can be applied in new and innovative ways.

New Product Development:

The company would invest in R&D to create new products or services tailored to the specific needs of the target industries. These products may require different technology or expertise from what Sarla Advantech currently offers.

Risk Assessment:

Diversification is inherently more risky than other growth strategies, as it involves venturing into unfamiliar territories. Sarla Advantech would need to carefully assess and manage the risks associated with entering new markets and developing new products.

Cultural and Organizational Adaptation:

Diversification might require adjustments to the company's culture, processes, and organizational structure to accommodate the unique demands of the new markets.

Gradual Expansion:

Sarla Advantech might choose to diversify gradually, starting with markets or products that have some overlap with their existing capabilities and gradually expanding into completely new territories or offerings.

Summary on Company Analysis

SWOT stands for Strengths, Weaknesses, Opportunities, and Threats. It is a strategic tool used to assess a company's internal strengths and weaknesses along with external opportunities and threats. By identifying these factors, companies can leverage strengths, address weaknesses, capitalize on opportunities, and mitigate potential threats to improve overall performance.

The BCG matrix, also known as the Growth-Share Matrix, is used to analyze a company's product portfolio based on market growth and relative market share. It categorizes products into four quadrants: Stars (high growth, high market share), Cash Cows (low growth, high market share), Question Marks (high growth, low market share), and Dogs (low growth, low market share). Companies can use this matrix to allocate resources effectively, manage their product portfolio, and make strategic decisions about each product's future.

The 7S model is a management tool that assesses the internal elements critical for organizational effectiveness. It consists of seven interconnected elements: Strategy, Structure, Systems, Shared Values, Skills, Style, and Staff. Analyzing these components allows companies to align their strategy with their organizational structure, systems, and values, ensuring harmony and effectiveness within the company.

The Ansoff Matrix helps companies explore growth strategies based on their current products and markets. It presents four strategic options: Market Penetration (selling more existing products in existing markets), Market Development (expanding into new markets with existing products), Product Development (offering new products to existing markets), and Diversification (entering new markets with new products). The matrix assists companies in making decisions about their growth trajectory.

CHAPTER 4 - PART C: INTRODUCTION TO

MANAGEMENT CONCEPT - ONBOARDING

Introduction to Onboarding

Onboarding is the process of integrating a new employee into a company. It includes introducing the employee to the company's culture, values, and processes. It also includes providing the employee with the tools and resources they need to be successful in their role. Onboarding is important for a number of reasons, including increasing employee productivity, reducing turnover rates, improving employee morale, and saving time and money.

Definition of Onboarding

Onboarding is the process of introducing a new employee to a company and its culture. It includes providing the employee with the information and resources they need to be successful in their role. Onboarding can be formal or informal, but it is an important part of ensuring that new employees are productive and engaged from day one.

Here are some of the key elements of onboarding:

- **Orientation:** This is the first step in the onboarding process. It introduces the new employee to the company, its culture, and its values. It also covers the company's policies and procedures.
- **Training:** This is where the new employee learns about their role and responsibilities. It can be formal training, such as classroom training, or it can be informal training, such as shadowing a more experienced employee.
- **Mentorship:** Mentorship is where a more experienced employee is paired with a new employee to provide guidance and support. This can be a valuable resource for new employees as they learn the ropes.
- **Socialization:** This is where the new employee gets to know their colleagues and builds relationships. This can help them to feel welcome and supported in their new role.
- **Evaluation:** This is where the new employee's progress is assessed. This can help to identify any areas where they need additional support.

Onboarding is an important process that can help new employees to be successful in their new role. By carefully planning and implementing an onboarding program, companies can improve employee productivity, reduce turnover rates, and improve employee morale.

Characteristics of Onboarding:

- Tailored to the individual
- Comprehensive
- Engaging
- Supportive
- Start early

Literature Review

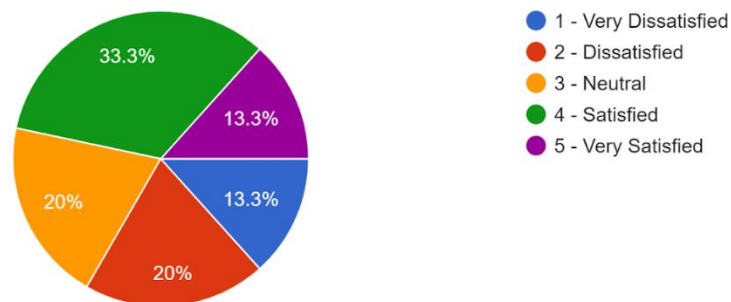
- According to Elin Frogeli, New professionals may experience high levels of stress and uncertainty. Formal onboarding programs and practices aim to facilitate the socialization of new professionals by structuring early experiences. However, there is a lack of evidence-based recommendations of how to on board new professionals.
- According to the Society for Human Resource Management, “Onboarding is the process by which new hires get acclimatized to all aspects of their jobs rapidly and easily, and learn the KSA and behaviours required to function effectively within an organization.”
- According to Michael Kirchner Insufficient onboarding, poor communication and a perceived lack of support were reported as satisfaction concerns by manufacturing employees. In addition, management had vastly differing perspectives regarding the work environment when responses were contrasted with those from new or tenured employees.
- According to Rosmelisa Binti Yusof Drawing on this paper proposed the role of employee onboarding program in mitigating deviant workplace behaviour. In addition, the paper also proposes the role of job satisfaction as a mediator
- According to Charles P.R. Scott, Tessly A. Dieguez, Pratibha Deepak, Siqi Gu, a Alex searched for, applied for, and excitedly started a new job during the COVID-19 pandemic. The organizational onboarding available to Alex included recordings of old onboardingclasses, Zoom calls with their new supervisor, and virtual introductions to co-workers and sponsors.

Presentation of Data Analysis

Data analysis is the process of examining, cleaning, transforming, and interpreting data to discover meaningful patterns, trends, correlations, and insights. It empowers businesses, researchers, and individuals to unlock the potential within data and turn it into actionable knowledge. We have done the data analysis and taken 15 responses and they are as follows:

How would you rate your overall satisfaction with the onboarding process or with HR department?

15 responses

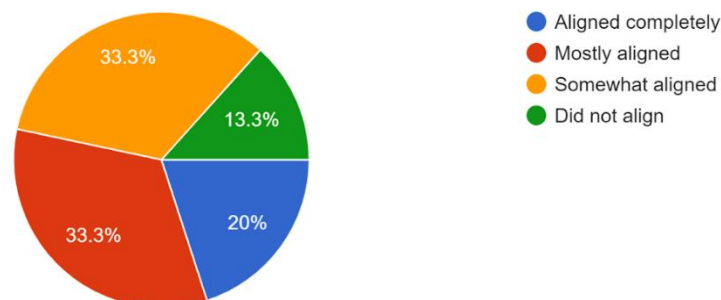


Interpretation:

It can be seen that about 13.3% employee were very dissatisfied and very satisfied as 20% were neutral and dissatisfied and 33.3% were just satisfied.

What were your initial expectations of the onboarding process? Did they align with your experience?

15 responses

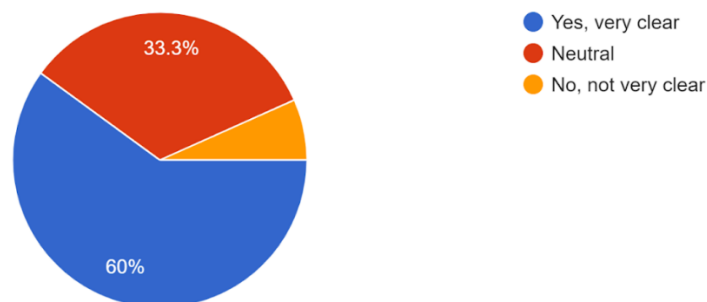


Interpretation

We can interpret that about 33.3% employee were somewhat aligned completely and mostly aligned with the onboarding experience and about 13.3% were did not aligned with the experience and 20% were aligned completely.

Were you provided with a clear understanding of your role in the organization and the expectations from your position?

15 responses

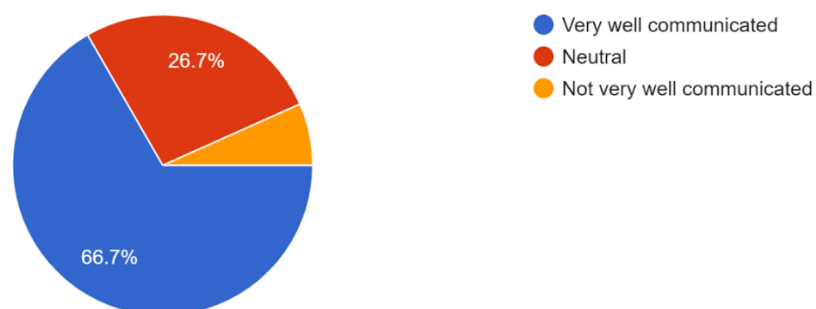


Interpretation:

We can see that about 33.3% employee says that they have clear understanding about their position in the organization and 60% says they are very clear and some of them says they are not clear.

How well were the company's data privacy and security policies communicated during the onboarding process?

15 responses

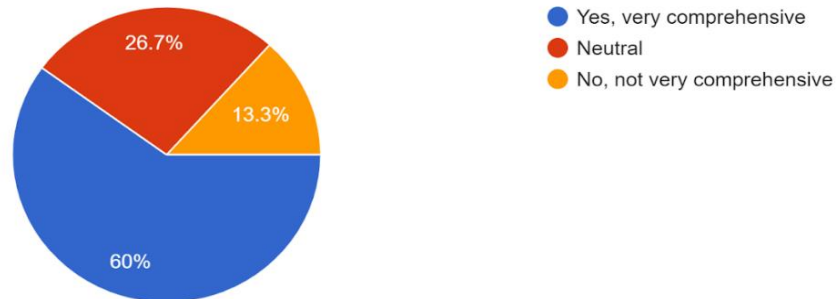


Interpretation:

According to the survey 66.7% of the employee says that in onboarding process very well communicated about the company's data privacy and security policy whereas 26.7% were neutral and some of them says that the policies are not very well communicated.

Did the onboarding include training sessions?

15 responses

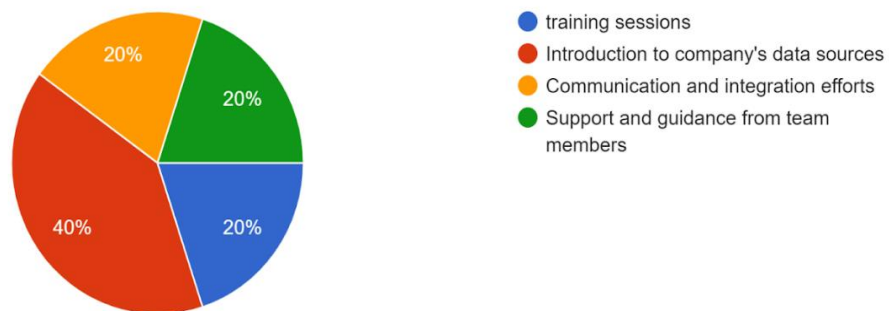


Interpretation:

About 60% says training session was very comprehensive and 13.3% says it is not very comprehensive and 26.7% marked it as neutral.

What aspects of the onboarding process did you find most valuable and beneficial for your role?

15 responses

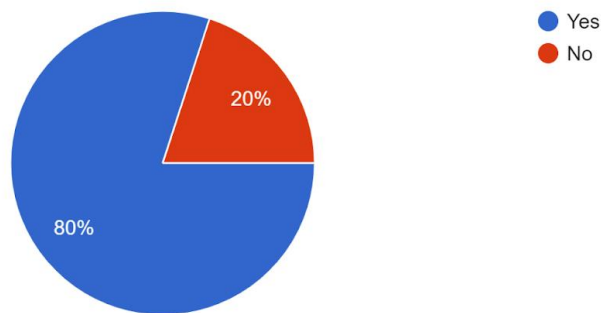


Interpretation:

According to the survey about 20% says training session, support and guidance from team members, communication and integration efforts were beneficial for the onboarding process and about 40% says introduction to company's data sources is beneficial.

Were you satisfied with Remote joining? Did you received all the assets on time?

15 responses

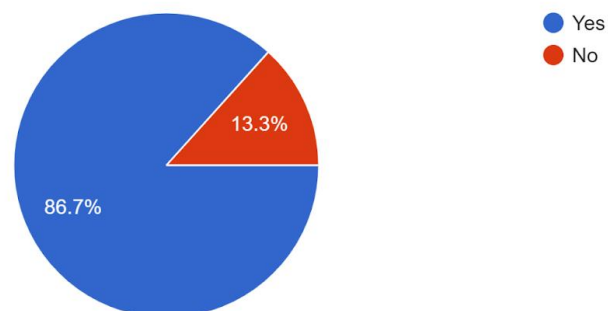


Interpretation:

About 80% of the employee in the company says that they are satisfied with the Remote joining and also received assets on time. About 20% of the employee says that they are not satisfied.

Did HR department explained you about company software and culture

15 responses

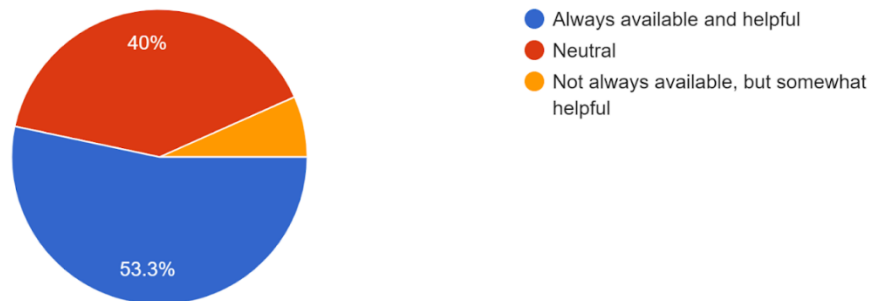


Interpretation:

We can see that 86.7% were explained with the company's culture and software and 13.3% says no.

Were HR representatives readily available to address your questions and concerns during the onboarding?

15 responses



Interpretation:

We can see that 53.3% says that HR representative were always available and 40% says it was neutral and some employee says it was not helpful.

Summary of Data Analysis

The data analysis explains about the overall satisfaction of the employees with the onboarding process it also explains about the training and development and other requirements of the new joiner with the onboarding process. It also shows the output of the remote joiner and about his experience about the overall onboarding process.

Onboarding data analysis is a critical process during the integration of new employees into an organization. It involves the systematic collection, examination, and interpretation of data related to the onboarding experience. The goal is to optimize the onboarding process, enhance employee satisfaction, and improve overall organizational performance.

Learnings And Takings From Internship

The aim of this internship was to be familiar with the practical aspect and use of theoretical knowledge and clarify the career goals, so I have successfully completed the internship and compiled this report as the summary and the conclusion that I have drawn from the internship experience.

The objective of this project report was to study about the onboarding and the other activities taken over by the interns in the company.

A mentor was allotted to me by the company who used to guide me daily and used to assign the work that was to be done. That work basically was divided as under:

1. Onboarding of new employees.
2. Birthday and anniversary mails of the employees
3. Filling out mandatory documents in excel sheet
4. Checked Affidavit of the employees
5. Sending reminder mails to the new employees about their documents
6. Find out best practices for onboarding
7. Find out best HR practices
8. Taught Birthday and Anniversary mails to my colleague in the company
9. Given hand over of Onboarding to my new colleague in the company
10. Marked the site location upto 1 km in the company's software called Zoho.

Conclusion

The intricate web of factors that shape an industry, companies can anticipate trends, identify opportunities, and navigate challenges with strategic clarity. This process unveils insights into customer behaviours, competitor dynamics, technological shifts, and regulatory influences. Armed with this knowledge, organizations can align their strategies, allocate resources judiciously, and position themselves for success. Industry analysis not only enhances a company's competitive advantage but also fosters adaptability, enabling businesses to proactively evolve in response to evolving market conditions. In a world where change is constant, industry analysis stands as an indispensable tool, empowering businesses to thrive amidst uncertainty and shape their destinies within the broader economic landscape.

Sarla Technologies emerges as a prominent player in the field of engineering services and solutions, showcasing a commitment to innovation, quality, and customer-centricity. With a diverse portfolio spanning automation, control systems, and digital transformation, Sarla Technologies has positioned itself as a key enabler for industries seeking to optimize operations and embrace the digital age. The company's steadfast dedication to delivering cutting-edge solutions is evident in its track record of successful implementations across various sectors. As Sarla Technologies continues to evolve, its ability to navigate the complexities of technological advancements and industry demands will likely be a determining factor in its sustained growth and impact. With a strong foundation and a forward-looking approach, Sarla Technologies appears poised to remain a significant contributor to the transformation of industries and the realization of a more connected and efficient future.

The onboarding process plays a crucial role in setting the foundation for a successful and fulfilling journey within our organization. Through the comprehensive insights provided by our employees in this survey, we have gained valuable perspectives that will guide us in refining and enhancing our onboarding initiatives. It is evident that a well-structured and informative onboarding experience contributes significantly to aligning new hires with our company's values, goals, and expectations. The feedback received underscores the importance of clear communication, personalized support, and a seamless integration into the team and company culture. As we move forward, we are committed to leveraging this feedback to continually improve our onboarding process, ensuring that every employee's introduction to our organization is both enriching and empowering. We extend our gratitude to all who participated in this survey, as your input is pivotal in shaping a robust and effective onboarding journey for our valued team members.

Recommendations

- **Prioritize tasks:** Not all tasks are created equal. Some tasks are more important than others. Prioritize the tasks that are most important for the employee to complete in their first few weeks or months.
- **Delegate tasks:** Don't expect the new employee to do everything themselves. Delegate tasks to other employees or to the employee's mentor or buddy.
- **Set deadlines:** Set deadlines for tasks so that the employee knows what is expected of them. This will help them to stay on track and avoid feeling overwhelmed.
- **Provide feedback:** Provide regular feedback to the employee on their progress. This will help them to identify areas where they need to improve and to stay motivated.
- **Be patient:** It takes time for new employees to adjust to a new role and to learn the ropes. Be patient with them and give them the time they need to succeed.
- **Celebrate successes:** Make sure to celebrate the successes of the new employee. This will help to boost their morale and motivation.

By following these recommendations, companies can create onboarding programs that are effective even when there are many tasks to be done.

Here are some additional tips for onboarding new employees when there are many tasks to be done:

- **Use technology:** There are a number of technology solutions that can help to streamline the onboarding process. These solutions can help to automate tasks, track progress, and provide feedback.
- **Partner with other departments:** Onboarding is not just the responsibility of HR. Partner with other departments, such as IT, training, and marketing, to ensure that the onboarding process is as smooth as possible.
- **Get feedback from employees:** Ask new employees for feedback on the onboarding process. This will help you to identify areas where the program can

be improved.

- Continuously evaluate the process: Don't just set up the onboarding program and forget about it. Continuously evaluate the process and make changes as needed. This will ensure that the program is meeting the needs of the company and the employees.

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Annexures

Were you satisfied with Remote joining? *

Did you received all the assets on time?

☐ Yes

☐ No

Are you satisfied with the company policies which were introduced to you on your onboarding *

☐ yes

☐ no

How well were the company's data privacy and security policies communicated during the onboarding process? *

- ☐ Very well communicated
- ☐ Neutral
- ☐ Not very well communicated

Were you provided with a clear understanding of your role in the organization and the expectations from your position? *

- ☐ Yes, very clear
- ☐ Neutral
- ☐ No, not very clear

