

COMMSCOPE INDIA PRIVATE LIMITED

SUMMER INTERNSHIP REPORT-2022



Submitted By:

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Roll No: 2142

Under the Supervision of

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2021-2022

DECLARATION

I, the student of M.B.A. Part I of Goa Business School, Goa University, hereby declare that the internship project entitled “CommScope India Private Limited” has been prepared by me towards partial fulfillment of the degree of Master of Business Administration under the guidance of my faculty guide Ms. Priyanka U. Naik.

This project is neither in full nor in part has previously formed the basis for the award of any other degree of either this University or any other University.

Date: 8th July 2022

Place: Goa University

Name: Akshada D. Metri

Roll No.: 2142

July 8, 2022

To Whomsoever It May Concern

This is to certify that **Ms. Metri Akshada Dayanand** has completed an Internship from 16-May-22 to the 08-Jul-22, at CommScope India Private Ltd., Goa as part of her **Master In Business Administration** course curriculum.

During her internship, she worked with the Administration department.

During her tenure with us, she was found to be diligent in carrying out the duties assigned to her by her guide.

We wish her success in all her future endeavors.

For CommScope India Pvt. Ltd



**Aaron Lobo,
Manager, HR**

ACKNOWLEDGEMENT

I sincerely like to thank Mr. Rohit Chodankar (HR Generalist) at CommScope India Private Ltd for giving me the opportunity to do my internship at their organization.

My special thanks to Mr. Gregory Fernandes (Admin manager) for providing me with the valuable inputs and for his valuable guidance throughout my internship. I would not be able to complete my report without his kind and valuable cooperation.

Also, my hearty thank to Mr. Vishal Pokle (Admin Assistant) for introducing me with all the working department managers and helping me to get detail study from those department.

I am also thankful to all the department manager and supervisors at CommScope India Private Ltd who gave me their valuable time and assisted me during my internship.

I would like to thank to Ms. Priyanka Naik my respected mentor at Goa Business School for her valuable guidance. This report is possible to complete with her expert advice. Also, thankful to all the faculty members.

Name: Akshada Dayanand Metri

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Executive summary

This report is about my summer internship project which is study conducted at “CommScope India Private Ltd” in the period from the 16th may 2022 to 8th July 2022.

Summer internship is most important part of our study in the course of the first year of MBA. In this two month of period, we get to experience and understand the functioning of the various department of the organization. In this student get the chance to understand the departments and relate all concepts to the subject which we learn in our first part of MBA. We get to learn that how all the department works in real organization.

The main objective of this two-month internship at CommScope India Private Limited is to study how the real life cooperate world works.

Introduction

CommScope India Private Ltd is telecommunications service provider at verna with it headquarter in Hickory, North Carolina, United States. CommScope designs and manufacture network infrastructure products.

Company Profile

Name: CommScope India Pvt Ltd

Address: Plot No N-2, Phase IV, Verna Industrial Estate, Goa 403722

Website: www.commscope.com

CommScope-vision

- Building a culture of quality excellence.
- Customers will engage CommScope first.
- Trusting CommScope to solve their communication challenges.
- Optimize their business and achieve success.

CommScope-mission

- To be the leading global developer, producer and seller of high-performance communication solutions for deployment by communication providers and enterprise users.
- Doing it right when no one is looking.
- Drive innovation and technologies with high-performance, high-quality products.
- Help their customers to solve business challenges and adapt to change quickly.
- Operate with integrity to deliver strategic growth opportunities for customers, value to the owners, and a thriving, collaborative culture for their diverse employees.

CommScope-goal

- Improve Workmanship Quality through shop floor experience.

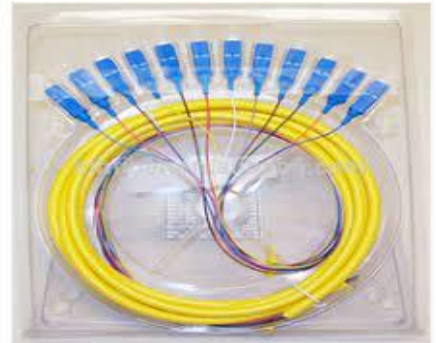
PRODUCT



Microwave Antenna



Base Station Antenna



Fibre Cable

CUSTOMERS



PORTERS 5 FORCES

1. Threat of new entrants: Low

- Entry into telecommunication industry for the new firm is difficult as this industry is very capital-intensive industry.
- Entry into this industry meant that the firm need huge amount of capital mainly to cover the fixed cost.
- Need to get the regulatory approval or the license from the governmental authorities which will be costly for the new entrants.
- Major existing players with the high brand identity and brand loyalty.

2. Bargaining Power of Suppliers: Low

- This industry is an important customer due to the growing market and technological advancement.
- There are many suppliers available in the market selling same type and quality raw materials.
- Experimenting with product designs and customization helps the companies in this industry to work with different raw materials so they can switch the supplier offering raw material at lower price.

3. Bargaining Power of Buyers: Moderate

- Rapidly innovation and customization in their products helped various company in this industry to keep their loyal customers and also to create a huge base of customers. Innovation of new products has reduced the defection of the existing product.
- Customers rarely switch to other companies. The switching cost is low for the customers and they can compare and switch to any of the existing brand which offers them the quality products than their original company. But this force is moderate in telecommunication industry because customers also rely on their loyalty for a particular brand and the relationship they have built with the company over the years.

4. Threats of Substitute: Low

- There are many companies produces same kind of product but price differentiation in this industry is low. Price of the particular products don't vary much from company to company.
- Low technology variation.

5. Rivalry among the Existing firms: High

- Continuous innovations for the good quality of product in this industry making it an intense competitive industry.
- Large numbers of existing competing brands operating in as diversified industry.

PESTEL ANALYSIS

Economic Factors

The macro-economic factors such as- inflation rate, savings, investment rate, foreign exchange rate determines the aggregate demand and supply in an economy.

Telecommunication and electronics industry is situated in many countries and this leads to import and export of the products all over the world. This operation can be affected by the foreign exchange rate. Change in exchange rate might affect the payment to the its international suppliers which can affect the profit margin of the company.

Covid 19 affected the industries badly due to the disruption of their supply chain but at some of the point it also benefited the company as demand for fiber optics and cables increased as many educational institutes and companies switched to the work from home and they required the faster internet connections.

Economic recession is one of the major factors that can affect industry. As they operate in many countries and also sources their raw material from different places. In this process they are at the risk of vendors making late payment and this may lead to increase in the rate of the interest. So, this might affect the companies at any point of time.

The high interest rate will encourage towards investment and increase growth opportunities for the company. The exchange rate fluctuation can also influence the profitability and international trade. High unemployment signals the availability of surplus labor at comparatively lower wages. The demand and supply of labor determine the wage rates and supply of skilled workforce. Understand the labor market is important as it will help to attract talented workers and leverage their skills to improve business performance.

Political Factors

As telecommunication industry operates in different countries all over the world. So, those industries can face different type of political environmental and political system risk. Political factors play an important role in determining the factors that can impact the industries long term profitability in different market. Currently telecommunication and electronics industry are present in different countries, each having own political tensions. Growing tensions and instabilities in the global political environment can affect the industry growth and limit the growth opportunities.

Also, Frequent changes in government policies can harm business performance by increasing environmental uncertainty. It is important for the company to know the current trends in the country's political scenario as changes in government may alter the government's priorities towards the development of different industries.

Also, high trade restrictions can make the business environment more complex by affecting the exports and harming relationships with foreign trade partners.

Social Factor

Organizational culture derives strong influence from the social norms, values and their trends. Society culture and their way of response to things can impact the culture in an environment. Understanding the demographic trends, power structures, consumers' spending patterns and shared beliefs is important for the company.

The influence of culture on the operation of the telecommunication builds its corporate culture when they operate in various countries. Industry needs to adapt their production, marketing, sales activities based on the culture of that particular country where company is located.

Changes in demographic patterns like aging population, migration trends and socio-economic variables have paramount importance for international business organizations like organization. Understanding the demographic characteristics can help company in choosing the right market segment/segments with high growth potential.

Industry should also aware about the various religious culture and the functions of the particular country where they operate. Many countries have lower productivity during the time of their religious festivals. Also, there are different working days and hours in different countries so it is most important to adapt this.

The power distance within any society shows the acceptance of hierarchy and income inequality. So, company must adjust its business management practices while entering in markets with high or low power distance. The growing inequality in many countries is altering the power structure, which has serious implications for international business organizations.

The business and marketing strategies are also influenced by migration. It is important to understand the people's general attitude towards migration as it can influence firms' ability to bring international managers to host country.

Culture is considered an important variable by international marketing managers. Each society has distinctive norms and values that play an important role in shaping consumer behavior. Industry should develop local teams and develop local partnerships for understanding the social attitudes and norms to tailor marketing strategies according to unique cultural context.

Technological Factor

Technology is fast disrupting various industries across the board. Industry should not only do technological analyses but also adapt different technology which can benefit their organization in different ways. Technological environment helps the organization to capture the technological trends to achieve certain business advantages, such as- increasing profitability, boosting innovation process and enhancing the operational efficiency.

The development of information and communication technologies has led towards the adoption of innovative marketing techniques to enhance collaboration with customers.

The demand for the telecommunication and better connectivity is rapidly rising and this helps the industry to increase their productivity and take this towards the profitability margin.

Nowadays many Organization and educational institutes are going towards advanced technologies and for this better internet is required due to which the demand for the better-quality fiber optic cables, is constantly increasing in many developing countries. Example India is moving towards the development and India is given their initiative of making India more technologically advanced.

Environmental factor

Environmental factor plays a significant role in organization. Every country has different environmental laws and liabilities. Before entering in new market or starting new business in the existing market the firm should carefully understand and evaluate the environmental standards are required to operate or sustain in that market.

In every telecommunication and connectivity industry different environmental factor affects their operation. They need to make sure that they follow all the rules and regulations related to their business and also all the required process in term of the waste treatment and need to reduce the energy required for the both manufacturing process and the finished goods.

Nowadays most of the countries switch to the fiber internet. fiber internet helps in reducing the carbon footprint. It's not only the faster mode of the internet but also a best solution for the greener

internet. This type of internet has less ecological impact and consume very less energy and also helps in greenhouse gas emission. This the reason why most of the countries switching to the fiber optic on large number. These industries produce the microwaves antennas and trying to reduces this emission through this microwave antennas. This is how telecommunication industries have switched to the environmentally friendly.

There is a growing trend towards the use of green eco-friendly products and these industries take it as an opportunity and adopt green business practices to win the trust of stakeholders.

Legal factor

Any organization cannot enter a new market without understanding about the legal environment and regulatory structure of the new consumer market. A careful evaluation of legal aspects is required to avoid getting into some serious trouble. Ignorance in this regard can cause undesired circumstances for an organization. such as- hurting competitive advantage as a result of intellectual property rights violation and harmed organizational image due to violation of consumer, employee, environment protection standards.

Employee/labor health and safety laws: Providing a secure work environment for the workforce is the ethical and moral obligation of organization.

Anti-discrimination laws (like equal employment opportunity): Need to be carefully studied when developing human resource practices as discriminatory suits against employer harm the organizational image and affect organizations' ability to attract and retain the talent.

Organizational law: Company always need to make sure that they follow all the required rules and regulations.

Securities law: if in case company obtains any financial different investors, it may be subject to legal issues such as security law.

Environment laws: industry manufactures products which puts them under the risk of environmental issues, industry need to make sure that they go towards the more environment friendly in term of the production.

SWOT ANALYSIS

Strengths:

- Successful track record of developing new products – product innovation.
- Strong Brand Portfolio over the years CommScope has invested in building a strong brand portfolio. This brand portfolio can be extremely useful if the organization wants to expand into new product categories.
- High level of customer satisfaction. Company with its dedicated customer relationship management department has able to achieve a high level of customer satisfaction among present customers and good brand equity among the potential customers.
- Large manufacturing and distribution network.
- Strong dealer community – It has built a culture among distributor & dealers where the dealers not only promote company's products but also invest in training the sales team to explain to the customer how he/she can extract the maximum benefits out of the products.
- Highly successful at Go to Market strategies for its products.

Weakness:

- Even though CommScope is one of the leading organizations in its industry it has faced challenges in moving to other product segments with its present culture.
- CommScope have only two manufacturing plant in India. And the rest are all the marketing center.
- There are gaps in the product range sold by the company. This lack of choice can give a new competitor a foothold in the market.

Opportunities:

- Decreasing cost of transportation because of lower shipping prices also bring down the cost of CommScope products thus providing an opportunity to the company to boost its profitability and pass on the benefits to the customers to gain market share.
- Innovation of new products.
- The adoption of new technology standard can provide CommScope an opportunity to enter a new emerging market.

- Increasing government regulation are making it difficult for un-organized players to operate in the telecommunication industry. This provide CommScope an opportunity to increase their customer base.

Threats:

- New Entrants.
- Rise in raw material prices.
- New environment regulations like proper disposal of wastage, sewerage, plastics could be a threat to certain existing product categories.
- Changing consumer buying behavior from online channel could be a threat to the existing physical infrastructure driven supply chain model.
- Intense competition – Stable profitability has increased the number of players in the industry over last two years which has put downward pressure on not only profitability but also on overall sales.

VRIN ANALYSIS

Valuable:

- CommScope is a multinational telecommunication company and well known for their products. They created their brand image all over the world through their best quality of the product and services. CommScope helps design, build and managed wire and wireless network around world.
- CommScope offers the products like microwave antennas, fiber cables, filters etc. CommScope produces the product which are valuable as this product are highly differentiated compared to the others. CommScope also manufactures the base station antennas which no other company produced and this is the specialty of the CommScope. As a communications infrastructure leader, CommScope shape the always on-networks of tomorrow. Also, employees are highly trained and this result as the more productive output.
- CommScope highly contributes in the innovation of the products and also, they invested in their research and development to innovate new and also which will be environmentally friendly.

Rare:

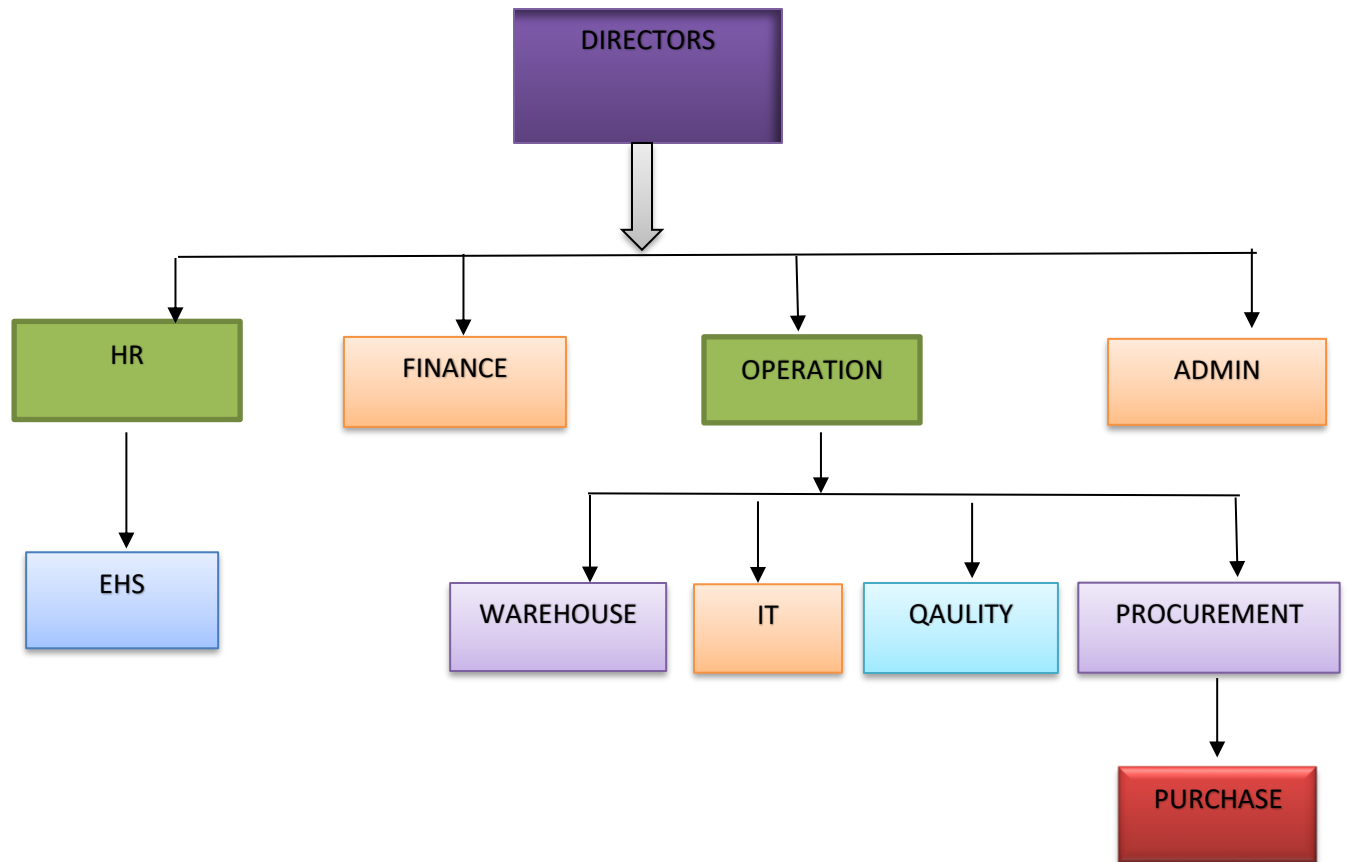
- CommScope covered 34 countries and 6 continents and their presence is seen all over the world. This leads to the expand in their customer and also help the organization to earn the revenue from different regions. CommScope is financially stable organization and also gain the customers from all over the world. This can be rare factor and it will be also difficult for the other firm specially for the newly organized firm to achieve or reach at this level.
- Products manufactured by the CommScope is not rare because there are other industries also produces same type of the product but there highly differentiation compared to the others. Also, distribution network of CommScope is very high.

Inimitable:

- CommScope offers high quality and branded products to their customers. The resources of CommScope are very costly to imitate because this company being in operation over a longer period of time. Their trend and innovation have been reached to the certain point from where it will be difficult for their competitors or other new entrants to imitate.
- CommScope became a brand and they create their customer base through their continues supply of quality products. To create the customer base, it takes them longer period. Competitors can copy their product but quality of the product will be different and it will take time to reach themselves at the level of the CommScope. Also, it is difficult for the others to imitate the patents of CommScope because it is legally not allowed.
- As CommScope located all over the world, their distribution network is very high and this will be very costly for the competitors to imitate it. CommScope invested lot in this to gain their customers from all over the world and if others need to get those than they need to invest the significant amount to get such big distribution network for their organization.

Non-substitutable

- CommScope push the boundaries of communications technology to create the world's most advanced network. They design, manufacture, install and support the hardware infrastructure and software intelligence that enable digital society to interact and thrive.
- CommScope known for their brand and the good quality of the product they offering for their customers. They made their brand image stronger. CommScope focuses on the needs of their customers and based on that they innovate their product.
- CommScope became technological advanced organization and this technological advancement allows the company to maintain their continuous flow in the production process and operation. Technology advancement and continues flow of the production help the company to keep long term competitive advantage over the competition.



- ❖ The below section presents the detailed study of all the working departments of CommScope India Private Ltd. This information is collected through the communicating with the manager or the employee of each department.

1. Warehouse Department



Purpose

The main purpose of the warehouse is checking the incoming raw materials. If there will be any issue with the materials than it will be send for quality check and if material is in proper conditions than those raw materials put in skip lot and then take for further process.

Process



Security: Once the goods are received at the security, then those material are Scan by the security and all the details of the material will display in warehouse. Through those details warehouse decides which raw material should give first priority.

Verify materials physically & store: There are two categories. This quality is measured through the software that is SAP System.

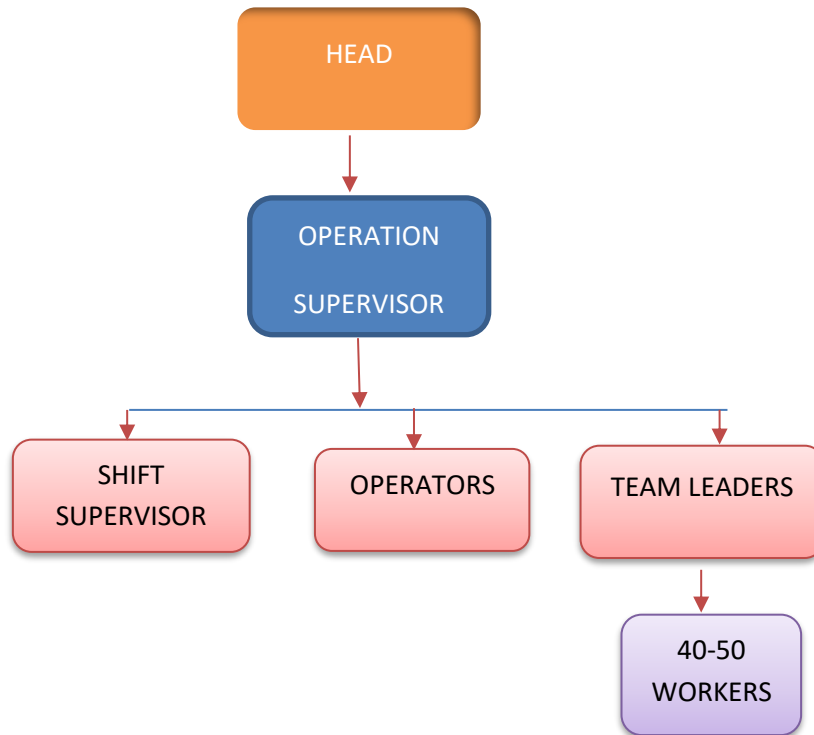
- quality check: if raw material comes in the quality check than blue stickers apply on that material and it goes for the quality check.
- Skip lot: if vendors continuously maintain the quality throughout the years, then raw materials automatically come in the skip lot. Once it comes in skip lot than green sticker applies on those materials. Once this process is done than those raw material will be kept in the racks.

Production: planner will realize the order for the production of goods and according to those orders raw material will be given to the operators on the shop floor for the production of the finished goods.

Finished Goods: Once the production is done than they assemble those products, do all the checking and if the product is okay than rap the final good with plastics and then send it to the finished goods warehouse.

Dispatch: Shipping team will see the orders, check the stock and pick the product as per the requirement. Scan the products, generates the labels and then dispatch the finished goods.

2. Operations Department



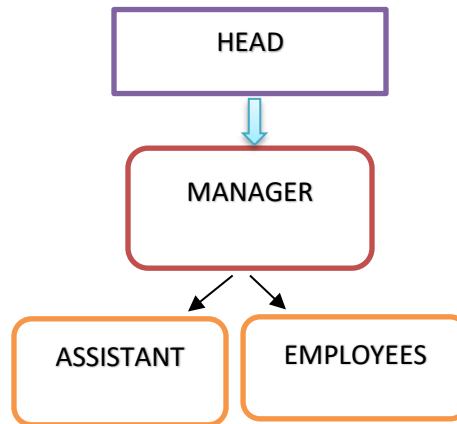
CommScope industry is a 24 hours operational plant and it works in 3 shifts. There are three shift managers in all three shifts and under them there are operators. There are around 8 lines which continuously running for 24 hours and for that there are different operators. Under operators there are team leaders who handles around 40-50 workers on different line. There are around 1000 workers who works in one shift.

Operation Process:

Customer requirement: sales team put down the orders based on the customers' needs and this list is submitted to the heads involved in the operations line. This process is done 2-3 month in advanced.

Planning: CommScope company do weekly plans and fixed 3 days for the production of one product. In which particular modules will run consciously for 3 days in 8 lines in all the 3 shifts. They fixed their plan for 3 days, if in case any problems occur due to supply of raw materials than it changes.

3. Administration Department



Role of department:

Time office & Access Control: - Time office is all about the amount of the time particular employees spend in the organization. Access control means there are department which is limited to only few people. That is also handle by the administration department

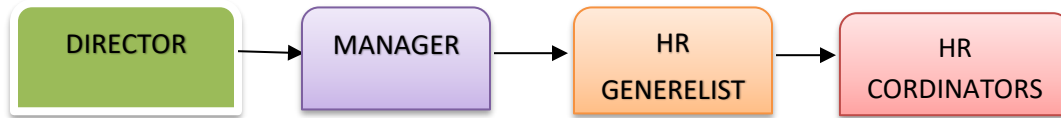
Reception & curriers: - Reception is an essential part of any organization. They are a part of the support team in a company and ensure that office operations run smoothly. Works handle by receptionist at CommScope are handle the client calls and vendors, petty cash, food services and the most important part is giving right couriers to the right person at right time.

Events- Conducting any event is a huge task. Every event, no matter how simple or complex, requires detailed planning and organization. Administration department takes charge of the decorations, backup plans, and other requirements including finance.

Travel- As CommScope is multinational company, when foreign visitors come to goa plant than their travel, hotel stay, transportation all look out by the administration department.

PRO- it's like company need to maintain good relations with govt, public, police etc. It's important for the company to have good relations so that there won't be any problems in future. So, this all is handle by the admin department.

4. HR Department



HR Department is one of the important departments in an organization. At CommScope HR team are divided into 5 categories and the main head office is located at US.

HR Operations- HR operations team is partnering to the business and their roles are: -

- Managing the performance of the employees and based on their performance HR takes the Increment decision.
- Handle all the joining facilities.
- If any employee has any issues than HR try to solve the issues.
- Counselling the employees.
- Helping Management to take right decision in the manpower budget for the next year.

Talent Acquisition: - This team specially for the recruitment process and their roles are: -

- Sourcing the candidates.
- Line up the correct talent.
- Schedule the interview & take interviews

HR shed services: This team manages the ‘success factor’. Success factor is Basically a software and it has the recruitment module in it. CommScope do their recruitment process through this software. Goa CommScope HR team manages this software for all the Asia/ Pacific region.

- Issue appointment/ confirmation letter.
- Deals with the transaction

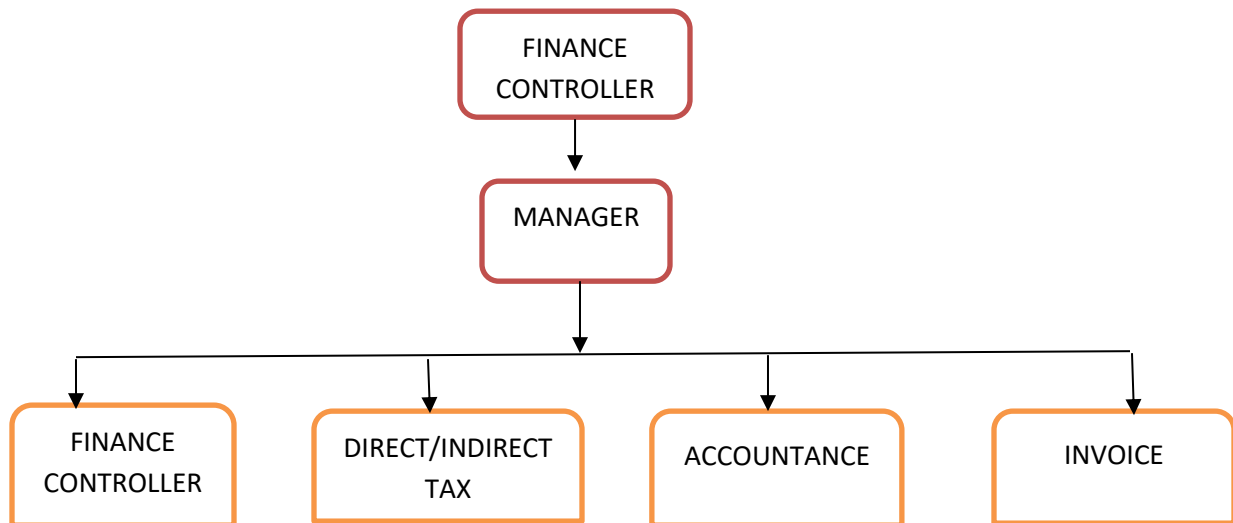
HR IS (Information System): - In HR Is there are the employee who are experts in IT and this team is responsible for the backhand of the success factor. There are three employees working in this category.

- Handling the software that is ‘Success Factor’.
- If any modifications required in success factor than HR IS team handles it.

LND (Learning and Development): - Trainers

- Training employees about the soft skills.

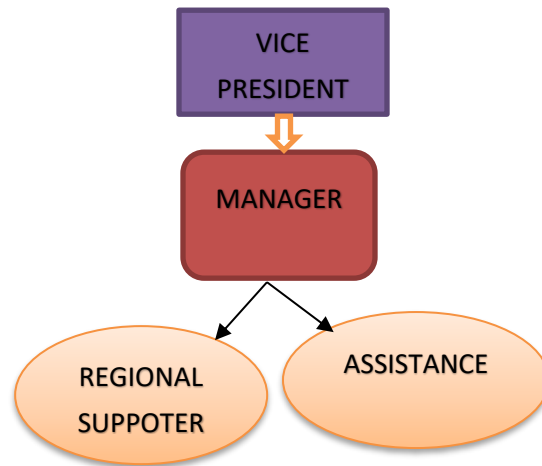
5. Finance Department



Role

- 1) Handle shed services- At CommScope Finance department handle shed services. In shed services there are more than 65-70 people working at CommScope and this team work for all the globally. In this they handle vendor invoicing, Accounts payable and receivable, fixed assets.
- 2) Costing- finance team also handle standard cost for every year. It builds up every year and change for the coming year.
- 3) Cost center & Profit center- Each department has the cost center and the profit center and this is directly or indirectly connected to the product. Finance department calculate all the cost and profit center at the end and analyses that how much it made profit to the company.
- 4) Bill of materials- Through Bill of payment allocate that how much quantity of raw material is required to build one particular product. It also defines at each station how much time is taken.
- 5) Budget- finance team make the budget to different department at the beginning of the year and that time they find out what is the rate for each department and at the end this these rates enter into the SAP.
- 6) Invoice- invoice team do all the financial part of the invoicing. Also do all the financial transactions and also reporting of numbers and margins.

6. IT Department



- CommScope is a manufacturing industry so in this company 'IT' department gives more important to the shop floor and the production line.
- The main role of IT department is to keep all the electronic equipment run smoothly. All the equipment's include network access and assigning access rights to concern employees.
- IT department use the tool call 'service now' on which they get complaint ticket. Whenever any employee faces any issue regarding IT than those employees report those issues on the spectrum site.
- They work as per the complaint tickets. If the problem is critical than they solve that problem firstly and kept other tickets pending which is not that critical. This process happens through priorities of the complains.
- When employees issue the complains than those complain goes to centralized center first that is located to Hyderabad. If it's just application-based issue than they fixed those issues remotely from there itself and if it's hardware issue than those team forward those issues to goa IT team with the reasonable comment.

Type of tickets System:

- 1) Incident- For incident issue should be fixed in 3 to 4 days.
- 2) Request- Takes 1-2 weeks. Example: hardware
- 3) Task- For task one month is given to solve the issue. Example: ordering of any electronics equipment.

7. Quality Department



Roles:

- **Raw Material Quality:** if any fault found in raw material than that part is given to incoming quality lab for the inspection. In this lab quality engineers checks the dimension, plating all these criteria. If material is Working condition than it is given to production than otherwise will be given to (MRB) Material Review Board. After giving to the MRB all the stakeholder takes the decision of the rejected raw material.
- **Finished Goods Quality:** Quality department also check the quality of the finished goods. This is important process because CommScope distribute their products all over the world and if any fault found in the product than it may directly heat the reputation of the company.
- **Supplier Quality:** this departments qualify the vendors for the supply of the raw materials. Supplier quality head visit to the vendors with their team check the samples of raw material physically and based on company specification supplier quality department select the vendors.

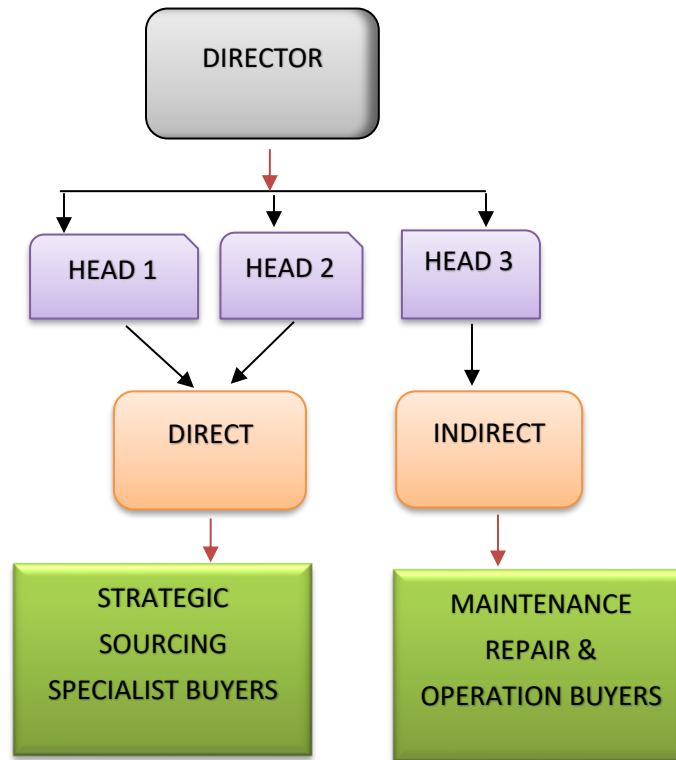
Parameters for selection of vendors:

- Company standard
- Material Quality
- Maintenance
- Financial Backup
- Location & Distribution

Equipment uses to qualify material:

- CNC machine to check the dimension
- X-ray machine to check the chemistry & plating
- Hardness tester & Microscope.

8. Procurement/ Purchase Department



Purpose

When strategy is involved along with the buying of raw material is procurement. Procurement department is to only develop the part and coordinate with the vendors Procurement department is responsible to find the good quality of raw material from right source at right time.

Process

End Users: User department is responsible for creating the goods so, firstly end users issues the material list required for the production of any product. User department will prepare the technical details of the raw material and its standard specification they require. This is done one month before the production and those inputs they give to the procurement department.

Qualify vendor: Based on the plan and requirement of the materials realized by the end users, procurement team search the best vendors. They take the causation from different vendors and then do the technical comparisons among them. Once this done than Procurement team qualify the vendors based on their material quality and ratings.

Negotiate with vendors: For this process they use the software tool that “Ariba” and with the help of this software they do the reverse auction. Through this software vendors compete with each other to get the contract with the company. One who supply quality raw material with a cheaper price than that vendor gets select.

Capacity Plan: Planning team do detail analyses of quantity of the material requires for the production with the capacity of the warehouse in which raw material will store. They do proper planning to avoid any problems.

Purchase order: Once this all-planning process is done than purchase order released with all the terms and the condition which includes the price of raw material, quantity, delivery date, packing and forwarding, transportation, LD Closs, warranty. Purchase order create in SAP with order number and then will go to the supplier.

Types of Procurement:

- 1) Direct Procurement- In direct procurement all the raw material comes which require to manufacture the product. Buying the inner components of any product example for production of antennas than pc, copper cables, sockets, joints, metallic part will come in direct procurement.
- 2) Indirect procurement- Indirect procurement includes motors, boiler, air compressor, DG sets utility, pumps etc.

9. Maintenance Department



At CommScope company their maintenance department keep regular check on the equipment's. The main purpose of regular checking is to make sure that all the equipment's required for productions are in proper running conditions.

Maintenance department use two parameters.

MTBF (mean time between failure)- In this team take the number of breakdowns and then divide by the number of run hours. Through this parameter they gage the performance of the machines.

MTTR (mean time to repair)- numbers of break down time divide by the number of breakdowns happens. This helps them to calculate how fast their team can repair the machine.

Roles:

- Keep equipment's and operating systems healthy to eliminate potential safety issue and also to ensure higher operational standards.
- Plan preventive maintenance program just one hour before the breakdown.
- Do Paratoo analyses in which number of breakdowns will indicate just because of one problem.
- Routine checks of the plant facilities to examine their conditions and to check for the needed repair.
- Do small and continuous improvement.
- Keep Continuous tracking records of the equipment breakdown wasted.
- Maintaining the quality of spares needed.
- Keep daily check of machines like forklift.
- Else than maintenance their team also do installation, commissioning of equipment, make the production ready, do upgrades of the equipment.

10. Environment Health & Safety Department



CommScope actively seeks opportunities to protect the well-being of their workers, customers, suppliers, environment, and the communities. CommScope claims that commitment to business practice that are innovation, safety and sustainable is key to their company success.

Safety Activities:

- Fully comply with applicable legal applicable legal environments and other compliance obligations.
- Promote a cultural of responsibilities for the company environment and the health and safety of the workers that is fully supported by the management and the workers.
- Integrated accountability for protection of the environment as well as the health safety of workers into business plans and decisions.
- Monitor and manage the materials used throughout the supply chain to ensure their product and activities are safe and meet regulatory requirements.
- Minimize environment impact by conserving natural resources, water., reducing or preventing pollution, waste and reusing and recycling material and responsibly managing energy.
- Continually improving their management systems by implementing ongoing processes to measure, audit, and align their best activities, while setting global objectives to achieve long term improvement.
- Maintain a safe working environment and provide safety training and support to their workers to promote the prevention of injury and ill-health.
- Conduct workers safety programs to eliminate hazards and to reduce the risk.
- Proactively encourage and respect the consultation and participation of workers and worker's representative when making any decision regarding the environment, health and safety issues.

LEARNINGS

My internship at CommScope is of two months and in this two month, I interacted with different people from the different department. Through those interaction and conversation, I got many knowledge about the different department. In this I tried to ask many questions related to the company which help me to understand about the company in details.

Through my observation and interaction with the different department employees I learned and understood that how each department is inter connected with each other's. [Example pay off] At CommScope in the process of pay off there are three departments involved in this. 1st administration department in which they get all the attendance details of the employees through software called "SOLUS" which includes details of employees half day, leaves, etc. Based on this all details they make the report and this report is further sent to the HR department to check the report and once it is done then it goes to the finances department for the further process. Through this whole process I learned that how each department interlinked with each other and how they work in a flow.

I learned that when there is new employee/worker join the company they first brief about the company and also gives one guide who will help them to understand the work. Also, when any employee joins the production line then operation head give details about the line and they get trained on the production line only.

During my interaction with the warehouse supervisor help me to understand their whole warehouse process from ordering the raw material to the production of the final goods. I learned and understood how CommScope company forecast their inventory and also their plan to avoid the inventory. Company place order for their raw material 1-2 month before starting with their production. Also, there are some raw materials which they receive just 2-3 hours before the production to avoid the inventory. This inventory I have learned in production and operation management but by visiting the CommScope warehouse and through interaction I got to learn and experience that how real cooperate world work to control their inventory.

I also learned about the importance of selecting the right vendor with the required quality so that they could get the good quality of raw material at best price. Understood that company analysis all the details of the vendor and select the one which will be beneficial for the company.

Also, I learned that CommScope company always try to encourage their employees through different activities and rewarding them for their hard work and their contribution towards the company profit and the success. Also, each department gets rewarded for their contribution toward the company. They have grade system and this concept I learned in my HRM subject and through CommScope I got the details idea of this.

During this two month at CommScope I learned about many software that CommScope use. Example- 'SOLUS' and 'VAMPS' use to get employees attendance detail. 'SPINE' this software automatically decides the salary of each employee through their attendance. 'SUCCESS FACTOR' this software has recruitment module in it. This all software is interconnected to their overall center. Going through this I learned that industries are moving towards the new technology.

I also learned the business concept that is "KAIZEN". Means the process of making continuous improvement. It refers to the practice that focuses upon the continuous improvement of process in manufacturing, engineering and business management.

During my two months of internship, I was working under the administration department. I work with the team while they managing the events, handle filing and also worked with receptionist.

CONCLUSION

Summer internship is most important part of our study in the course of the first year of MBA. In this two month of period, I get to experience and understand the functioning of the various department of the organization. CommScope is a manufacturing unit and my internship at CommScope help me to get knowledge and understood that how manufacturing organization operate.

CommScope helps design, build and manage wired and wireless network around the world. As a communication infrastructure leader, they shape network of tomorrow. For more than 40 years, their global team more than 20,000 employees, innovators and technologist have empowered customers in all region of the world to anticipate what's next and push the boundaries of what's possible.

CommScope India Private Limited is known for their good quality of the products. World is moving towards the new technology due to which demand for an electronic product and connectivity is increasing which helps the company to gain the customers and increase their production level. A growing trend, 5g promises to revolutionize the electronic and connectivity and this is the key point for the CommScope.

CommScope is one of the best organizations for person a people to start their career. The reputation of CommScope in market is high and also, they gain huge amount of the customers who are highly satisfied with their products. CommScope try to innovate their products as per the need of their customers.

My overall experience at CommScope is good. The employees are very kind and helpful and also, they try to give best knowledge to their interns about the company. Interaction with all the department manager gave me idea of all department's roles and their work.

REFERENCES

CommScope Official Website

www.commscope.com

