

**A STUDY OF HUMAN RESOURCE AND PRODUCTION
DEPARTMENT OF VST TILLERS TRACTORS LIMITED, HOSUR**

Report on Internship Training Submitted to Periyar University, Salem

In partial fulfilment of requirement for the award of the degree of

BACHELOR OF COMMERCE

(COMPUTER APPLICATIONS)

Submitted By

NAME: SHIFA BANU.R

REG.NO: C21UG152CCA085

Under the guidance of

Mrs. K. PUNITHA, M.Com., M.Phil.,

Assistant Professor



DEPARTMENT OF COMMERCE

ST. JOSEPH'S COLLEGE OF ARTS AND SCIENCE FOR WOMEN, HOSUR

(Affiliated to Periyar University, Salem)

Mookandapalli, Sipcot, Hosur

JULY 2023

PERIYAR UNIVERSITY

INTERNSHIP TRAINING REPORT FORMAT

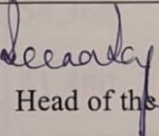
1	Name of the candidate	Shifa Banu. R
2	University Examination Registration Number	C21UG152CCA085
3	Name of the College	ST. Joseph's College of Arts And Science For Women, Hosur.
4	Name of the Department/Degree	Commerce/BCOM.CA
5	Name of the Industry/Institution in which for Internship Training Undergone	VST Tillers And Tractors Limited, Hosur.
6	Guide/Supervisor Under Whom the Training undertaken	Mrs. K. Punitha
7	Title of the Training	A Study of Human resource and production department of VST tillers tractors limited, Hosur.
8	Brief output of training (not more than 2 pages)-Attach Annexure-1	(ENCLOSED)
9	Conclusion	The Internship programme assisted in gaining both theoretical and practical knowledge.
10	Outcome of the Training	The knowledge and skills acquired during the internship programme and the exposure to real-world issues can now be applied in real-life business environment.

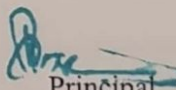
Shifa Banu. R
Signature of the

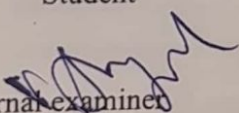
Student

K. P. 
Signature of the

Guide


Head of the
Department


Principal


Internal Examiner

A STUDY OF HUMAN RESOURCE AND PRODUCTION DEPARTMENT OF VST TILLERS TRACTORS LIMITED, HOSUR

INTRODUCTION

VST was established in the year 1967 by the VST GROUP OF COMPANIES with a liganacy of more than 53 years. VST continues to drive from mechanization and empowerment of Indian formers. The organisation is the largest Indian manufacturer of tillers, 4WD compact tractor and amongst the leading procedures of the other category tractors, engine, transmission, power reapers and precision components. VST also exports products to European, Asian, and African market VST contemporary testing and R&D facilities, along with differentiated product pipeline and extensive distribution network enable us to meet stringent performance standards. Company is promoted by VST motors as a joint venture with Mitsubishi heavy industries ltd, Japan. It has four state of the art manufacturing facilities in Hosur, Mysore and Bangalore. Company has expanded it presence into more than 20 countries and established half as a preferred brand for compact tractors.

HUMAN RESOURCE

- The company consider its people strategy, capabilities and well being of its employees as a key enables to achieve organizational goals.
- It strives to create a work culture that is open inclusive and promotes diversity.
- It also significantly investors towards training and development of new as well as existing employees in orders to upgrade their skills in line with changing business environment.
- As on 31st march 2021 the employee's strength of the company was 1107 employees.

OPERATIONAL INCOME	(IN LAKHS)
FY 2020-21	76,424
FY 2019-20	54,368
FY 2018-19	61,480
FY 2017-18	76,395

PRODUCTION

- Power tillers – kinas
- Power tillers – 16 HP
- Power weedier – Josh FT50
- Power weedier-F170

PRODUCTS

- Power tillers
- Tractors
- Rice transplanter
- Rotary tillers
- Attachments
- Engines

POWER TILLERS

Power tillers are suitable for small and medium sized farms, as they are manoeuvrable and efficient in performing various tasks.

TRACTORS

Tractors are powerful machine that offer increased traction and pulling capabilities, making them valuable assets on larger farms.

RICE TRANSPLANTER

The rice transplanter by VST tillers tractors limited is a machine designed to simplify and accelerate the process of transplanting rice seedling into paddy fields.

CONCLUSION

Real work is different from classroom activity. Internship provides opportunity to explore field of interest and also opportunity to learn from professionals. Getting an internship in VST tillers and tractors ltd showed me a different between learning in theory and in practice. This journey made me more interested. And also it thought me how to overcome challenges that i faced during the internship and how to take over a project.



HOSUR Factory:
Plot 39, Phase-I, Sipeot Indl. Complex,
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Ref: VTTL: HRM: INT: 2023-24:07

Date: 13-Jul-2023

TO WHOMSOEVER IT MAY CONCERN

This is certify that **Ms. Shifa Banu R** Reg No. **C21UG152CCA085 B. Com (CA)** student of **St. Joseph's Collage of Arts & Science for Women Hosur**, has Successfully completed his Internship training at **M/s. VST Tillers Tractors, Hosur** from 26.06.2023 to 13.07.2023.

During the Internship training his behavior was found to be good.

We wish her all the success in the future endeavors.

For VST Tillers Tractors Limited,



Dinesh Martin J

Executive Officer -HR & IR



V.S.T. TILLERS TRACTORS LTD.



Regd. Office : Plot No.1, Dyavasandra Indl. Layout, Whitefield Road, Bengaluru - 560048, Karnataka, India.

Phone: 91-80-67141111, Toll Free:18004190136, E-mail: vstgen@vsttillers.com, www.vsttillers.com

CIN: L34101KA1967PLC001706 <http://bit.ly/VSTVideos> /vsttillers /company/vst-tillers

**A STUDY OF PRODUCTION DEPARTMENT OF VST TILLERS
TRACTORS LIMITED, HOSUR**

Report on Internship Training Submitted to Periyar University, Salem

In partial fulfilment of requirement for the award of the degree of

**BACHELOR OF COMMERCE
(COMPUTER APPLICATIONS)**

Submitted By

NAME: SUMITHRA.R

REG.NO: C21UG152CCA097

Under the guidance of

Mrs. M. Subbulakshmi, M.Com., M.Phil., SET., NET.,

Assistant Professor



DEPARTMENT OF COMMERCE

ST. JOSEPH'S COLLEGE OF ARTS AND SCIENCE FOR WOMEN, HOSUR

(Affiliated to Periyar University, Salem)

JULY 2023

PERIYAR UNIVERSITY

INTERNSHIP TRAINING REPORT FORMAT

1	Name of the candidate	Sumithra. R
2	University Examination Registration Number	C21UG152CCA097
3	Name of the College	ST. Joseph's College of Arts And Science For Women, Hosur.
4	Name of the Department/Degree	Commerce/BCOM.CA
5	Name of the Industry/Institution in which for Internship Training Undergone	A Study of production department of VST Tillers And Tractors Limited, Hosur.
6	Guide/Supervisor Under Whom the Training undertaken	Mrs. M. Subbulakshmi
7	Title of the Training	VST tillers tractors limited, hosur.
8	Brief output of training (not more than 2 pages)-Attach Annexure-1	(ENCLOSED)
9	Conclusion	The Internship programme assisted in gaining both theoretical and practical knowledge.
10	Outcome of the Training	The knowledge and skills acquired during the internship programme and the exposure to real-world issues can now be applied in real-life business environment.

R. Sumithra

Signature of the student

M. Subbulakshmi

Signature of the guide

Secretary

Head of the department

Internal examiner

Principal

A STUDY OF PRODUCTION DEPARTMENT OF VST TILLERS TRACTORS LIMITED, HOSUR

INTRODUCTION

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INTERNATIONAL BUSINESS

- In the overseas market, we are offering the complete range of VST TRACTORS AND VST FIELDTRAC
- Our focus has been in Europe, Africa and Asia.
- We have significant presence in Europe with the distribution in France, Germany, Netherlands, Spain, Portugal, Poland, Bulgaria etc.
- The agriculture and allied sector happen to be the silver lining to the pandemic that the country is grappling with there is immense room for future growth in the domestic tractor and farm machinery industry market.
- The government has also consistently prioritized this sector and announced reversal initiatives for rural development and farm mechanization, which are likely to contribute to the increase of sales volume of tractors in the long run.

PRODUCTION

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- Power tillers – 16 HP
- Power weedier – Josh FT50
- Power weedier-F170

PRODUCTS

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- Rice transplanter
- Rotary tillers
- Attachments
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Ref: VTTL: HRM: INT: 2023-24:06

Date: 13-Jul-2023

TO WHOMSOEVER IT MAY CONCERN

This is certify that **Ms. Sumithra R** Reg No. **C21UG152CCA097 B. Com (CA)** student of **St. Joseph's Collage of Arts & Science for Women Hosur**, has Successfully completed his Internship training at **M/s. VST Tillers Tractors, Hosur** from 26.06.2023 to 13.07.2023.

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For VST Tillers Tractors Limited,

Dinesh Martin J



Executive Officer -HR & IR



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CIN: L34101KA1967PLC001706 <http://bit.ly/VSTVideos> /vsttillers /company/vst-tillers

**A STUDY OF HUMAN RESOURCE AND MANAGEMENT DEPARTMENT OF
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Report on Internship Training Submitted to Periyar University, Salem

In partial fulfilment of requirement for the award of the degree of

BACHELOR OF COMMERCE

(COMPUTER APPLICATIONS)

Submitted By

NAME: VANMATHI.C

REG.NO: C21UG152CCA106

Under the guidance of

Mrs. M. Subbulakshmi, M.Com., M.Phil., SET., NET.,

Assistant Professor



DEPARTMENT OF COMMERCE

ST. JOSEPH'S COLLEGE OF ARTS AND SCIENCE FOR WOMEN, HOSUR

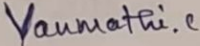
(Affiliated to Periyar University, Salem)

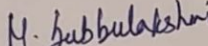
JULY 2023

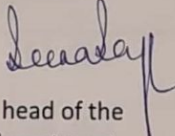
PERIYAR UNIVERSITY

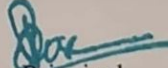
INTERNSHIP TRAINING REPORT FORMAT

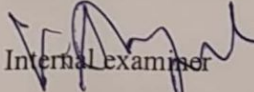
1	Name of the candidate	Vanmathi. C
2	University Examination Registration Number	C21UG152CCA106
3	Name of the College	ST. Joseph's College of Arts And Science For Women, Hosur.
4	Name of the Department/Degree	Commerce/BCOM.CA
5	Name of the Industry/Institution in which for Internship Training Undergone	A Study of human resource and production department of VST Tillers And Tractors Limited, Hosur.
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Signature of the
Student


signature of the
guide


head of the
department


Principal


Internal Examiner

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Ref: VTTL: HRM: INT: 2023-24:05

Date: 13-Jul-2023

TO WHOMSOEVER IT MAY CONCERN

This is certify that **Ms. Vanmathi C** Reg No. **C21UG152CCA106 B. Com (CA)** student of **St. Joseph's Collage of Arts & Science for Women Hosur**, has Successfully completed his Internship training at **M/s. VST Tillers Tractors, Hosur** from 26.06.2023 to 13.07.2023.

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For VST Tillers Tractors Limited,

Dinesh Martin J



Executive Officer -HR & IR



V.S.T. TILLERS TRACTORS LTD.



A VST GROUP
ENTERPRISE

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In partial fulfilment of requirement for the award of the degree of

BACHELOR OF COMMERCE

(COMPUTER APPLICATIONS)

Submitted By

NAME: ZIBA.A

REG.NO: C21UG152CCA118

Under the guidance of

Dr. V. SENGAMALAM, M.Com., M.Phil., MBA., Ph.D.

Assistant Professor



DEPARTMENT OF COMMERCE

ST. JOSEPH'S COLLEGE OF ARTS AND SCIENCE FOR WOMEN, HOSUR

(Affiliated to Periyar University, Salem)

MOOKANDAPALLI, SIPCOT, HOSUR

JULY 2023

PERIYAR UNIVERSITY

INTERNSHIP TRAINING REPORT FORMAT

1	Name of the candidate	Ziba. A
2	University Examination Registration Number	C21UG152CCA118
3	Name of the College	ST. Joseph's College of Arts And Science For Women, Hosur.
4	Name of the Department/Degree	Commerce/BCOM.CA
5	Name of the Industry/Institution in which for Internship Training Undergone	VST Tillers And Tractors Limited, Hosur.
6	Guide/Supervisor Under Whom the Training undertaken	Dr. V. Sengamalam
7	Title of the Training	A Study of human resource and production department of VST tillers tractors limited, hosur.
8	Brief output of training (not more than 2 pages)-Attach Annexure-1	(ENCLOSED)
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Ziba. A

Signature of the
Student

Signature of the
Guide

Signature of the
Head of the
Department

Signature of the
Principal

Signature of the
Internal Examiner

A STUDY OF HUMAN RESOURCE AND PRODUCTION

DEPARTMENT OF VST TILLERS TRACTORS LIMITED, HOSUR

INTRODUCTION

VST was established in the year 1967 by the VST GROUP OF COMPANIES with a legacy of more than 53 years. VST continues to drive from mechanization and empowerment of Indian farmers. The organisation is the largest Indian manufacturer of tillers, 4WD compact tractor and amongst the leading procedures of the other category tractors, engine, transmission, power reapers and precision components. VST also exports products to European, Asian, and African market VST contemporary testing and R&D facilities, along with differentiated product pipeline and extensive distribution network enable us to meet stringent performance standards. Company is promoted by VST motors as a joint venture with Mitsubishi heavy industries Ltd, Japan. It has four state of the art manufacturing facilities in Hosur, Mysore and Bangalore. Company has expanded its presence into more than 20 countries and established half as a preferred brand for compact tractors.

HUMAN RESOURCE MANAGEMENT

I have learned about employees relations, including how to lead negotiations, manage grievances, deal with strikes and lockouts and stay within the bounds of the law when working with unions, employees, managers and government officials.

Therefore, I would like to further develop my skills and understand the importance of human resource management to help me pursue a career in this field once my studies are over.

HR department deals with employee's management, recruitment, training and development performance and other employee related

HR plays a major role in helping companies deal with a fast changing business environment and a greater demand for quality. The HR manager has 5 main duties talent management, compensation, employee benefits, training and development, compliance and workplace safety.

➤ Recruitment of candidates

The HR department is familiar with the kind of candidate required to fill a company position. Hence, they are given the task of selecting a qualified person for the job.

➤ Payroll processing

The process of payroll is in itself an activity that the HR department is responsible for. It is concerned with arriving at a net pay after deducting all the taxes.

➤ Training and development

Despite an employee being a new hire or an existing one, they will require regular skill-building sessions for career development to be productive and meet their personal and professional goals.

MAJOR PRODUCTS

- Power tillers
- Tractors
- Rice transplanter
- Rotary tillers
- Attachments
- Engines
- Precision / Auto
- Hedge trimmer.

CONCLUSION

This internship has been an excellent and rewarding experience. I can conclude that there have been a lot I've learnt from my work at chemosis. Needless to say, the technical aspects of the work I've done are not flawless and could be improved providing enough time. Getting an internship in VST tillers tractors limited showed me a difference between learning in theory and practice. This journey made me more interested and excited to get involved in real and professional life.



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Date: 13-Jul-2023

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