

**A STUDY ON PRODUCTION AND PLANNING OF RATHNA PACKAGING
PRIVATE LIMITED, HOSUR.**

Report on Internship Training submitted to Periyar University, Salem

In partial fulfilment for the award of the degree of

MASTERS OF COMMERCE

Submitted By

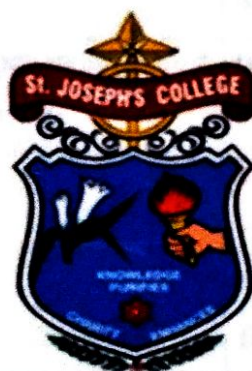
NAME: BEEBI AYISHA.M

REG NO: C22PG152COM005

Under the guidance of

Dr. REENA RAJ, M.Com., M.Phil., SAT, Ph.D.

Head of the Department



DEPARTMENT OF COMMERCE

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


Affiliated to Periyar University, Salem.


Mookandapalli, SIPCOT, HOSUR- 635109

JULY 2023

PERIYAR UNIVERSITY
INTERNSHIP TRAINING REPORT FORMAT

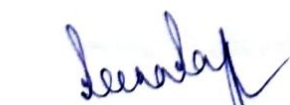
1.	Name of the candidate	BEEBI AYISHA. M
2.	University examination registration number	C22PG152COM005
3.	Name of the college	ST. Joseph's College of Arts & Science For Women, Hosur
4.	Name of the Department/ Degree	Commerce / M.Com
5.	Name of the industry/institute in which for Internship Training Undergone	Rathna Packaging Private Limited, Hosur.
6.	Guide/Supervisor under whom the training undertaken	Dr.Reena Raj
7.	Title of the Training	A Study on Production and Planning of Rathna Packaging Private Limited.
8.	Brief output of training(not more than 2 pages)-Attach Annexure-I	(ENCLOSED)
9.	Conclusion	The overall experience was positive and everything I learned would be useful in my future career in this field
10.	Outcome of the Training	Job experience


Signature of the
Student


Signature of the
Guide


Head of the
Department


Principal


Internal Examiner

A STUDY ON PRODUCTION AND PLANNING OF RATHNA PACKAGING PRIVATE LIMITED, HOSUR.

Internship training program was carried out at Rathna Packaging private Limited. It is one of the leading, highly sophisticated and professionally managed organization for flexible packaging materials in South India, established in 1998 with an integrated manufacturing separate facilities at 3 location's located In Hosur - Tamilnadu. With the state- of-the- art packaging technology with good manufacturing practices in place, and holding a BRC certification certified by intertek related to quality food safety management system.

Rathna Packaging produces a wide range of custom designed film, laminate structures, self-adhesive bopp tapes, shrink sleeves for jars & bottles, multilayer film for milk and oil packaging. In-house manufacturing of polyethylene film at Rathna Packaging is yet another value add. The company is excelling since 2005 till date growing at fast pace and will continue for next couple of years with new projects in pipe line and in plan.

Strategically located in Hosur - Tamilnadu, gives RPL a unique advantage of being equidistant to all major manufacturing hubs, industrial townships and major seaports in Southern India. We strive to continuously upgrade ourselves with the best of infrastructure, technology and talent available in the market. With several expansion plans on horizon, RPL is positioned to become the one-stop destination for all packaging needs.

PRODUCTION AND PLANNING

Production planning and control manages and schedules the allocation of human resources, raw materials, work centers, machinery, and production processes. It finds the most efficient way to produce finished goods with the lead times needed to meet production demand.

Production planning and control are two strategies that work cohesively in manufacturing.

Planning involves what to produce, when to produce, how much to produce, and more. Production control ensures optimum performance from the production system by using different control techniques for better through put targets.

TYPES OF PRODUCTS PRODUCED

LDPE(low density polyethylene) Plain Roll, HM HDPE (high molecular high density polyethylene) Roll Form, LDPE Bags Printed/Plain, LDPE OPAQUE Bags Plain/Printed/Roll Form, HM HDPE Bags Printed/Plain, Shrink Bags Printed/Plain, Shrink Rolls Printed/Plain, Gazetted Plain/Printed Bags, D-Punch Plain/Printed Bags, Lamination Grades (Ex-Atta, Sooji, Oil, Noodles, Pickle, Alcohol etc....), Milk Film, Oil Film, Liner Bags, Liner Sheets, Courier Bags, Auto Bags, Cushion Pouches (Ancillary packaging materials)

SPECIALITY FILMS

Black & White Film Bags Plain/Printed, BIO-DEGRADABLE Bags/Roll Form, Antistatic Bags/Roll Form, Volatile Corrosion Inhibitors Bags/Roll Form, UV Stabilizer.

8 STEPS IN PRODUCTION PLANNING AND CONTROL

For smooth-running integration of production planning and control, businesses should implement a systematic routine that is proven to be effective. Production managers should also emphasize the importance of following the established process from end to end to ensure that everyone involved in the production contributes to the success of the operation.

Combined steps of production planning and production control complete the steps involved in the whole process of production planning and control. These can be modified according to the specific needs of a business, but the most commonly-used sequence is the following:

STEP 1: PLANNING

As the first step of the process, planning states all the materials, manpower, manufacturing techniques, resources, and other initial details needed to complete the production. If there are specific instructions from other business units, they should also be noted at this stage.

This helps strengthen the production approach from the beginning to avoid misuse of resources or miscommunication in manufacturing schedules.

STEP 2: ROUTING

Routing determines the path of goods starting from raw materials up to finished products. It specifies the most efficient sequence of the operations and also identifies the machines to be used in each step of production.

Routing ensures that the process is continuous by indicating whether a machine is unavailable, or if there are other bottlenecks in the production.

STEP 3: SCHEDULING

As the time element of production planning and control—scheduling states all the production elements that are related to timing or schedules. Scheduling should assist in arranging the manufacturing steps in order of priority and ideally include the start and end times of each production task.

Businesses can utilize various types of scheduling practices such as master schedules, operation schedules, or daily schedules to further organize their production process.

STEP 4: LOADING

Loading, as defined in the manufacturing aspect, is the process of determining the ideal allocation of workload to employees and to machines used, in accordance with their capacity.

Loading enables businesses to identify if there are potential manpower shortages or challenges in any of the workstations. With loading, you can implement proactive measures that can prevent these bottlenecks from negatively impacting productivity.

STEP 5: DISPATCHING

Dispatching is the implementation of all the plans stated in the previously mentioned steps, into actual production. It can be classified as either centralized—where orders are provided by a specific authority; or decentralized—where instructions are issued by all involved business units.

STEP 6: EXPEDITING

Also known as follow-up, expediting is designed to evaluate the effectiveness of the whole production process. The main goal of expediting is to compare the initial plans against the actual result of productions.

This step can also be an opportunity to spot inefficiencies in the processes or determine whether any of the production tasks can still be improved.

STEP 7: INSPECTION

Similar to expediting or follow-up, inspection is an extra step performed to ensure that all the planning and controlling approaches identified by the management are consistently implemented and adhered to.

Regular or random inspections also help strengthen the reputation of businesses by guaranteeing the quality of goods and services produced by the company.

STEP 8: CORRECTION

Once the above-mentioned steps are performed and there are issues or areas for improvement that were identified, this is the step where they can be modified. Correction enables businesses to further enhance their production process and implement planning and control techniques in a more efficient manner.

CONCLUSION

Rathna Packaging Private Limited provides wide varieties of custom designed film, laminate structure, self-adhesive bobb tapes, shrink sleeves for jars & bottles, multilayer film for milk and oil packaging. Overall study on production and planning department helped to acquire the knowledge of teamwork and coordination between them which is most essential one to achieve organisation goal.



RATHNA PACKAGING INDIA (P) LIMITED, UNIT II
Solutions for Flexible Packaging Materials

Date: 13-07-2023

TO WHOM SO EVER IT MAY CONCERN

This is to certify that Ms. Beebi Ayisha M (Reg.No. C22PGCOM005) pursuing M.COM (2nd Year) from St.Joseph's College of Arts & Science for Women, Hosur has completed her internship in our factory from 26/06/2023 to 12/07/2023.

During her internship, her conduct was good.

Warm Regards,

For Rathna Packaging India Pvt Ltd,
For Rathna Packaging India (P) Ltd.,


Authorised Signatory

Authorised Signatory



MIDDLE EAST

**A STUDY ON HR OPERATIONS IN RATHNA PACKAGING INDIA PRIVATE
LIMITED, HOSUR.**

Report on Internship Training submitted to Periyar University, Salem

In partial fulfilment for the award of the degree of

MASTER OF COMMERCE

Submitted By

NAME: SANDHYA. R

REG NO: C22PG152COM017

Under the guidance of

DR. REENA RAJ, M. COM., M. PHIL., SET., PH. D.

Assistant Professor



DEPARTMENT OF COMMERCE

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

Affiliated to Periyar University, Salem.

Mookandapalli, SIPCOT, HOSUR- 635109

JULY 2023

PERIYAR UNIVERSITY
INTERNSHIP TRAINING REPORT FORMAT

1.	Name of the candidate	Sandhya. R
2.	University examination registration number	C22PG152COM017
3.	Name of the college	ST. Joseph's College of Arts & Science For Women, Hosur
4.	Name of the Department/ Degree	Commerce / M.Com
5.	Name of the industry/institute in which for Internship Training Undergone	Rathna packaging india private limited, (HR department)
6.	Guide/Supervisor under whom the training undertaken	DR. Reena raj
7.	Title of the Training	HR department
8.	Brief output of training(not more than 2 pages)-Attach Annexure-I	(ENCLOSED)
9.	Conclusion	The overall experience was positive and everything I learned would be useful in my future career in this field
10.	Outcome of the Training	Job experience

Sandhya R
Signature of the
Student

Reena Raj
Internal Examiner

Reena Raj
Signature of the
Guide

Reena Raj
Head Of the
Department

Reena Raj
Principal

A STUDY ON HR OPERATIONS IN RATHNA PACKAGING INDIA PRIVATE LIMITED, HOSUR.

Introduction

Internship training program was carried on Rathna packaging private limited. It is one of the leading, highly sophisticated and professionally managed organization for flexible packaging materials in South India, established in 1998 with in integrated manufacturing separate facilities at 3 location's located in Hosur- Tamilnadu. With the state-of-the-art packaging technology with good manufacturing practices in place, and holding an BRC certification certified by intertek related to quality food safety management system.

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HR department introduction

Working as a human resources (HR) professional involves assuming a diverse set of responsibilities. This department helps manage and oversee employee policies and procedures and helps maintain a positive work environment. If you are an HR professional or interested in pursuing a career as one, learning about these responsibilities can help you navigate this role more effectively.

HR department process

- HR planning
- Talent recruitment and selection
- Compensation and benefits
- The human resources department helps
- Health and safety
- Labor law compliance
- Training and development
- Employee and labor relations
- Employee well-being
- Performance management
- Career and succession planning
- Company culture and engagement
- Job evaluation
- Administrative duties

HR planning

The human resources department is responsible for setting plans regarding the company's future and its workforce. This responsibility impacts many other HR

functions, such as recruiting and hiring talent, performance management and succession planning.

Talent recruitment and selection

The human resources department plays an essential role in attracting and recruiting talent to an organization. These professionals can also help create and post job postings, find qualified candidates and conduct the initial screening process.

Compensation and benefits

The human resources department helps manage and oversee compensation and benefits provided to employees. They work with managers to set salaries and negotiate them with employees as needed.

Health and safety

The human resources department is responsible for developing and implementing health and safety measures in the workplace. Under the Occupational Safety and Health Act of 1970 (OSHA), employers must provide a safe working environment.

Labor law compliance

HR professionals receive training on state and federal laws, such as the Fair Labor Standards Act, Title VII of the Civil Rights Act, the National Labor Relations Act and the Family and Medical Leave Act.

Training and development

As part of the HR planning process, the human resources department coordinates and manages employee training and development. New employees typically undergo training to learn company policies and procedures and the specific skills, tools or resources needed to perform their job.

Employee and labor relations

The human resources department often oversees the relationships between employees and employees and their managers. During conflicts, an HR professional may step in and serve as a mediator.

Employee well-being

Human resources professionals also ensure the general well-being of the organization's employees. They can promote and implement health and wellness activities to help employees avoid burnout.

Performance management

The human resources department also helps oversee the job performance of its company's employees. Performance management often includes activities like performance reviews between employees and their managers.

Career and succession planning

As a component of HR planning, the department may conduct activities related to career or succession planning. When high-level positions are expected to become available, the HR department can work with managers to identify top-performing

employees who could serve as replacements.

Company culture and engagement

The HR department creates a workplace environment that engages its employees. It may coordinate activities that encourage participation and networking, such as retreats, contests or office parties.

Job evaluation

The human resources department may be responsible for analyzing the job roles within an organization. These professionals assess each job and identify its appropriate title, tasks, responsibilities and the skills needed to perform it. As positions may change over time, the department is also responsible for updating their descriptions when necessary. This responsibility can aid HR planning and recruitment processes.

Administrative duties

The human resources department also manages day-to-day administrative tasks related to the workforce. They are responsible for maintaining personnel records and files and paperwork related to on- and off-boarding, insurance policies and employee contracts. Employees can come to these professionals to gain clarity or assistance with the relevant workplace or administrative procedures and policies.

Conclusion

Rathna Packaging Private Limited provides wide varieties of custom designed film, laminate structure, self-adhesive bobb tapes, shrink sleeves for jars & bottles, multilayer film for milk and oil packaging. Overall study on production and planning department helped to acquire the knowledge of teamwork and coordination between them which is most essential one to achieve organisation goal.



RATHNA PACKAGING INDIA PRIVATE LIMITED

Solutions for Flexible Packaging Materials

TO WHOM SO EVER IT MAY CONCERN

To,

The Principal,

St.Joseph's College of Arts & Science For Women,

Mookandapalli, Sipcot,

Hosur – 635 126.

Dear Sir / Madam,

Sub: Certificate of Internship Training – Reg.

We hereby certify that Miss. Sandhya.R, as completed Internship training in our plant at all the departments from 26/06/2023 to 12/07/2023. (Training given by Mr.Paranthaman – HR)

Yours truly,

For Rathna Packaging India Pvt Ltd,


D.Paranthaman

Sr.Manager - HR

Place: Hosur,

Date: 12-07-2023.

Registered Office : No. 19, 15th Main, 15th Cross, Sector 4, HSR Layout, BANGALORE - 560 102, Karnataka, India
t: +91 80 25720005 | CIN No.: U21022KA2005PTC038098 | Web : www.rathnagroup.in
it I : No. 55A & 59A, Sipcot Industrial Complex, Phase 1, Mookandapalli Post, HOSUR - 635126, Krishnagiri Dist.
t: +91 04344 400221, Mob.: 8220009068
it II : No. 852/2A, Aggondapalli Village, Achettyapalli Post - 635 110, DENKANIKOTTA Taluk, Krishnagiri Dist. | Mob.: 98942 56111
it III : Sy. No. 66-2, Mugalapalli Village, Thommanapalli Panchayath, Bagalur to Berigai Road, HOSUR - 635 105, Krishnagiri Dist.
it IV : Plot No.31, Shed No 2 & 3, Titan Jewellery Road, Sipcot Industrial complex, Phase -1, HOSUR - 635 126.

BRCS
Packaging Materials
CERTIFICATED

**A STUDY ON SALES OPERATIONS OF RATHNA PACKAGING INDIA PRIVATE
LIMITED, HOSUR.**

Report on Internship Training submitted to Periyar University, Salem

In partial fulfilment for the award of the degree of

MASTER OF COMMERCE

Submitted By

NAME: SHALINI. S

REG NO: C22PG152COM019

Under the guidance of

DR. REENA RAJ, M. COM., M. PHIL., SET., PH. D.

Assistant Professor



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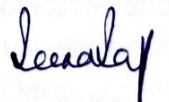
PERIYAR UNIVERSITY

INTERNSHIP TRAINING REPORT FORMAT

1.	Name of the candidate	Shalini. S
2.	University examination registration number	C22PG152COM019
3.	Name of the college	ST. Joseph's College of Arts & Science For Women, Hosur
4.	Name of the Department/ Degree	Commerce / M.Com
5.	Name of the industry/institute in which for Internship Training Undergone	Rathna packaging india private limited, (sales department)
6.	Guide/Supervisor under whom the training undertaken	DR. Reena raj
7.	Title of the Training	Sales department
8.	Brief output of training(not more than 2 pages)-Attach Annexure-I	(ENCLOSED)
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Introduction

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Sales department introduction

A sales department is responsible for selling products or services for a company. The department comprises a sales team that works together to make sales, increase profitability and build and maintain relationships with customers to encourage repeat purchases and brand loyalty.

Types of process

- Preparing sales plans
- Prospecting
- Researching
- Making sales
- Handling sales issues
- Building customer relationships
- Training and onboarding

Preparing sales plans

The sales department identifies sales goals and objectives and prepares a sales plan that acts as a guide to achieving them. The goals usually include things like hitting sales quotas and volumes. These goals tend to be short term. A sales plan includes details like the company's history, goals and objectives, team structure, target market, sales process, tools and resources. Detailing the sales process is necessary when preparing a sales plan.

Prospecting

The sales department is responsible for sourcing and identifying early stage leads. Sourcing involves online research on various sites, attending industry events or conferences or asking for referrals from current clients or colleagues. When the

department has identified the leads, it takes them through the sales process by contacting them through cold calling, emails or other means in an effort to qualify them for sales outreach.

Researching

After qualifying prospects, the next step for the sales representatives is to learn more about them, including their pain points, to see how to align the benefits of the company's products and services to the prospects' needs. This step increases the chances of them making a purchase. The sales representatives research by asking the prospect specific questions or speaking to others who work in the company to understand why they desire the products or services and if it's a priority.

Making sales

The department is responsible for bringing new business, pitching and closing a sales deal. Individuals accountable for this process write proposals, create presentations or run demonstrations to convince prospects to become customers. Due to the complexity of demonstrations, the sales department reserves them for qualified leads.

Handling sales issues

These sales issues could include answering complex questions from prospects or customers, handling objections, resolving sales challenges or performing product demonstrations. Individuals who handle these responsibilities are sales specialists. They're professionals with in-depth knowledge and experience of the sales industry and the products and services that the company offers.

Building customer relationships

The sales team is also responsible for building and maintaining customer relationships. They resolve their complaints, record complex issues and send them to the proper authorities for addressing. They also renew subscriptions with existing customers.

Training and onboarding

The sales manager organises training and onboarding for newly recruited sales representatives to train them on various sales methodologies. The training, which begins on the first day of resumption, is a continuous process, as sales representatives learn new sales tactics regularly.

Conclusion

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