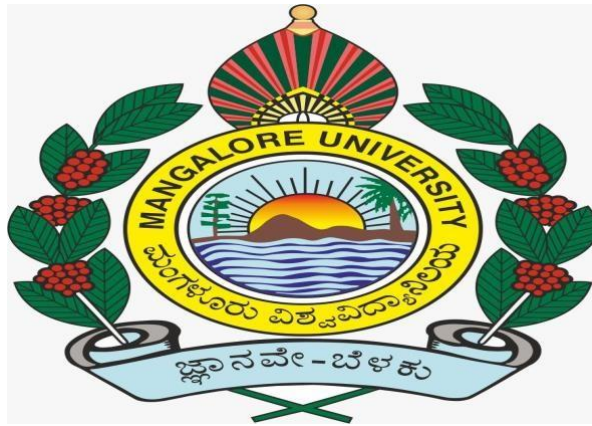# MANGLORE UNIVERSITY
SRI SHARADA COLLEGE BASRUR

KUNDAPURA , UDUPI - 576211 .

Internship Report
On
'COMPREHENSIVE STUDY OF INFOSYS PVT LTD COMPANY'

2023–2024

SUPERVISED BY:
PRAMILA G NAIK
DEPARTMENT OF COMMERCE
SRI SHARADA COLLEGE BASRUR

SUBMITTED BY:
SHAMITHA,SUNITHA,SUCHITHRA,SINCHANA.
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BACHELOR OF COMMERCE
SRI SHARADA COLLEGE BASRUR.

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INTRODUCTION OF INFOSYS

Introduction:

Infosys Private Limited is a global leader in consulting, technology, and outsourcing solutions, renowned for its innovative approaches, commitment to excellence, and client-centric services. Founded in 1981 by Narayana Murthy and a group of six engineers with just $250, Infosys has since grown into a multinational corporation with a presence in over 50 countries. With its headquarters in Bangalore, India, Infosys has continually pushed the boundaries of technology to empower businesses and organizations worldwide.

Company Overview:

Infosys Limited offers a comprehensive suite of services designed to address the diverse needs of its clients across various industries. These services encompass:

1. **Consulting**: Infosys provides strategic consulting services to help clients navigate the complexities of digital transformation, optimize business processes, and drive growth.

2. **Technology Services:** Infosys offers a wide range of technology services, including application development, system integration, cloud computing, cybersecurity, and infrastructure management.

3. **Outsourcing:** Infosys delivers cost-effective outsourcing solutions, including business process outsourcing (BPO), application maintenance, and support services, enabling clients to focus on their core competencies while enhancing operational efficiency.

4. **Digital Transformation:** Infosys helps organizations embrace digital technologies such as artificial intelligence, machine learning, Internet of Things (IoT), and blockchain to unlock new opportunities, streamline operations, and improve customer experiences.

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5.   Industry Solutions: Infosys develops industry-specific solutions tailored to the unique needs of sectors such as banking, insurance, healthcare, retail, manufacturing, and telecommunications, driving innovation and competitive advantage.

CORPORATE CULTURE AND VALUES :

Infosys is guided by a strong set of core values that underpin its corporate culture and operations:

1.   Client-centricity: Infosys is committed to understanding and meeting the needs of its clients, delivering value-added solutions and fostering long-term partnerships.

2.   Excellence: Infosys strives for excellence in everything it does, maintaining the highest standards of quality, integrity, and professionalism.

3.   Respect for Individuals: Infosys values diversity, inclusivity, and respect for individuals, nurturing a culture of collaboration, creativity, and mutual respect.

4.   Integrity and Transparency: Infosys conducts its business with honesty, integrity, and transparency, adhering to the highest ethical standards and regulatory requirements.

5.   Social Responsibility: Infosys is dedicated to making a positive impact on society through corporate social responsibility initiatives, sustainability efforts, and community engagement.

GLOBAL PRESENCE :

With a workforce of over 250,000 employees representing more than 140 nationalities, Infosys operates a global delivery model that leverages its extensive network of delivery centers, innovation hubs, and digital studios. This global footprint enables Infosys to

provide round-the-clock support, localized expertise, and proximity to its clients, ensuring seamless collaboration and optimal service delivery.

Narayana Murthy, often called Narayan Murthy, is a highly respected Indian entrepreneur and the co-founder of Infosys, one of India's most prominent technology companies. Born on August 20, 1946, in Karnataka, India, Narayan Murthy is known for his vision, leadership, and contributions to the IT industry. He started Infosys in 1981 with a small group of engineers and grew it into a global powerhouse. Murthy is admired for his integrity, ethics, and commitment to excellence. He has received numerous awards and honors for his achievements, including the Padma Vibhushan, one of India's highest civilian awards. Narayan Murthy's inspiring journey serves as a beacon of inspiration for aspiring entrepreneurs and leaders worldwide.

Sudha Murthy, also known as Sudhamuthy, is a well-respected Indian author, philanthropist, and social worker. She was born on August 19, 1950, in Shiggaon, Karnataka, India. Sudha Murthy is known for her simplicity, humility, and dedication to helping others. She has written numerous books, primarily in Kannada and English, aimed at inspiring readers with her stories and insights. Sudha Murthy is also the chairperson of the Infosys Foundation, a non-profit organization that focuses on education, healthcare, rural development, and social welfare initiatives. Through her philanthropic work and writing, Sudha Murthy has touched the lives of millions, earning widespread admiration and respect.

Infosys has established a network of branches and delivery centers across the globe to serve its clients effectively. These branches play a crucial role in providing services, solutions, and support to clients in different regions. Here's an overview of Infosys

BRANCHES :

1. **India:** Infosys has multiple branches across major cities in India, including Bangalore (its headquarters), Pune, Hyderabad, Chennai, Mumbai, and many others.

These branches serve as hubs for software development, consulting, and other services, catering to clients both domestically and internationally.

2. **United States:** Infosys has a significant presence in the United States, with branches in cities such as New York, California, Texas, and New Jersey. These branches serve as key centers for providing IT consulting, digital transformation, and outsourcing services to clients across various industries.

3. **Europe:** Infosys has established branches in several European countries, including the United Kingdom, Germany, France, and the Netherlands. These branches support clients in Europe with a wide range of services, including application development, system integration, and business process outsourcing.

4. **Asia-Pacific:** Infosys has expanded its presence in the Asia-Pacific region, with branches in countries such as Australia, Singapore, Japan, and China. These branches cater to the growing demand for

   IT services and solutions in the region, offering expertise in areas such as cloud computing, cybersecurity, and digital innovation.

5. **East and Africa:** Middle Infosys has also established branches in the Middle East and Africa, with a focus on providing cutting-edge technology solutions to clients in sectors such as banking, telecommunications, and healthcare. Branches in countries like the UAE, South Africa, and Saudi Arabia contribute to Infosys' global footprint and client reach.

INFOSYS AROUND THE GLOBE

Americas	APAC	Europe
USA	Australia	Belgium
Canada	China	Denmark
	Hong Kong	Finland
	India	France
	Japan	Germany
	Mauritius	Italy
	UAE	Norway
		Spain
		Sweden
		Switzerland
		Netherlands
		UK

Manglore Branch:

Banglore Branch:

Chennai Branch:

INFOSYS PVT LTD COMPANY HOW TO MANAGE LOCKDOWN SITUATION:

Infosys, like many other companies, implemented various measures during the COVID-19 pandemic to ensure the safety of its employees while continuing operations. This included transitioning to remote work where possible, implementing health and safety protocols for essential onsite staff, and providing support for employees dealing with the impacts of the pandemic.

COMPANY EMPLOYE ENGAGEMENT:

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VISION AND MISSION :

Infosys Limited, a global leader in technology services and consulting, articulates its mission and vision statements as follows:

- Vision

"To be a globally respected corporation that provides best-of-breed business solutions, leveraging technology, delivered by best-in-class people."

The vision of Infosys Private Limited revolves around harnessing the power of technology to drive positive change and empower businesses and communities globally. They aspire to be pioneers in innovation, delivering cutting-edge solutions that transform industries, enhance customer experiences, and create sustainable value. Infosys aims to foster a culture of continuous learning, collaboration, and integrity, thereby inspiring their employees to excel and contribute meaningfully to society. Through their vision, Infosys seeks to shape a better future for all stakeholders while upholding their commitment to excellence and ethical business practices

- Mission

"To achieve our objectives in an environment of fairness, honesty, and courtesy towards our clients, employees, vendors, and society at large."

The mission of Infosys Private Limited is to consistently deliver innovative solutions that help clients navigate the complexities of the digital world, accelerate their transformation journey, and achieve their business goals. Infosys is dedicated to fostering a culture of collaboration, integrity, and excellence, where employees are empowered to unleash their full potential and drive positive change. With a focus on customer success, continuous learning, and sustainable growth, Infosys strives to be a trusted partner for its clients, delivering value and driving positive impact in every interaction

These statements underscore Infosys's commitment to excellence, ethical practices, and its ambition to be a leader in the technology industry.

IMPORTANCE OF INFOSYS PVT LTD :

Infosys is a global leader in consulting, technology, and outsourcing solutions. With a focus on innovation and customer-centricity, Infosys helps businesses navigate digital transformation, enhance operational efficiency, and drive growth. Its impact spans industries, from banking and finance to healthcare and retail, empowering organizations to adapt to the evolving digital landscape and stay competitive. Through its expertise in cutting-edge technologies like artificial intelligence, cloud computing, and blockchain, Infosys continues to shape the future of business worldwide.

1.   **Pioneering role:** Infosys played a pivotal role in putting India on the global map as a software services powerhouse.

2.   **Economic contribution**: It is one of India's largest IT companies, contributing significantly to the country's GDP and employment.

3.   **Innovation hub:** Infosys is renowned for its focus on innovation, driving advancements in technology and business processes.

4.   **Global presence:** With offices and clients across the world, Infosys has a significant international footprint.

5.   **Job creation:** Infosys has created thousands of jobs, directly and indirectly, boosting employment opportunities.

6.   **Skills development:** It invests in training and skill development, enhancing the capabilities of its workforce and contributing to human capital development.

7.   **Industry standards:** Infosys sets industry benchmarks for quality, reliability, and customer service, influencing best practices.

8.   **Digital transformation:** It helps organizations adapt to the digital age, leveraging technologies like AI, cloud computing, and blockchain.

9.   **Corporate social responsibility**: Infosys is committed to giving back to society through various CSR initiatives, promoting education, healthcare, and sustainability.

10.   **Business ethics:** It upholds high standards of corporate governance, transparency, and ethical business practices, earning trust and respect.

11. **Thought leadership**: Infosys leaders often contribute to industry discourse and thought leadership, shaping the future of technology and business.

12. **Client partnerships:** Infosys builds long-term partnerships with its clients, Its robust risk management practices ensure business understanding their needs and delivering tailored solutions.

13. **Risk management:** continuity and resilience, even in volatile environments.

14. **Cultural impact:** Infosys has influenced Indian culture and society, inspiring a new generation of entrepreneurs and technologists.

15. **Global competitiveness:** By fostering innovation, talent, and efficiency, Infosys strengthens India's position in the global economy and promotes competitiveness

SCOPE OF INFOSYS COMPANY PVT LTD :

1. **Global Presence:** Infosys operates in over 40 countries, providing services to clients worldwide.

2. **Diverse Industry Coverage**: It serves clients across various sectors including banking, healthcare, retail, manufacturing, and more.

3. **Technology Expertise:** Infosys specializes in a wide range of technologies including artificial intelligence, blockchain, cloud computing, data analytics, and cybersecurity.

4. **Digital Transformation:** Infosys helps businesses embrace digital transformation to stay competitive and relevant in the rapidly evolving market landscape.

5. **Innovation Focus:** The company invests heavily in research and development, fostering innovation to create cutting-edge solutions for its clients.

6. **Consulting Services:** Infosys offers strategic consulting services to help businesses develop and execute their digital strategies effectively.

7. **Outsourcing Solutions:** It provides outsourcing services to help clients streamline operations and reduce costs.

8. **Talent Pool:** Infosys boasts a talented workforce comprising diverse skill sets and expertise, enabling it to tackle complex projects.

9. **Sustainability Initiatives:** The company is committed to sustainability and implements eco-friendly practices in its operations.

10. **Corporate Social Responsibility:** Infosys actively engages in social initiatives, supporting education, healthcare, and community development programs.

11. **Client-Centric Approach**: Infosys prioritizes client satisfaction, striving to understand and meet their unique needs and requirements.

12. **Agile Methodologies:** The company adopts agile methodologies to deliver projects efficiently and adapt quickly to changing market dynamics.

13. **Partnerships and Alliances:** Infosys collaborates with leading technology providers and industry experts to deliver comprehensive solutions to its clients.

14. **Continuous Learning and Development:** Infosys invests in employee training and development programs to ensure its workforce remains updated with the latest technologies and skills.

15. **Future Growth Prospects:** With the increasing demand for digital solutions, Infosys is well-positioned for future growth and expansion in the global market.

METHODOLOGY OF STUDY :

A methodology study of Infosys Ltd would likely delve into its approach to software development, project management, quality assurance, and overall business operations. It would analyze the methodologies the company employs, such as Agile, Lean, Six Sigma, etc., and how they contribute to its success and efficiency. It might also explore how Infosys adapts and evolves its methodologies in response to changing industry trends and client needs.

1. **Objective Definition:** Clearly define the research objectives, such as understanding Infosys' methodologies in software development, project management, or innovation.

2. **Literature Review:** Conduct a comprehensive review of academic literature, industry reports, and case studies related to Infosys' methodologies and practices.

3. **Interviews:** Conduct semi-structured interviews with key stakeholders within Infosys, including executives, managers, developers, and clients, to gather qualitative insights into their methodologies.

4. **Surveys:** Administer surveys to a representative sample of Infosys employees to collect quantitative data on their experiences with different methodologies.

5. **Case Studies:** Analyze multiple case studies of projects or initiatives undertaken by Infosys to understand the application of various methodologies in different contexts.

6. **Document Analysis:** Analyze internal documents such as project reports, process manuals, and quality assurance documents to gain deeper insights into Infosys' methodologies.

7. **Field Observations:** Spend time observing Infosys' operations in action, either through onsite visits or virtual observation, to understand how methodologies are implemented in practice.

8. **Benchmarking:** Compare Infosys' methodologies with those of its competitors and industry leaders to identify areas of strength and areas for improvement.

9. **SWOT Analysis:** Conduct a SWOT analysis of Infosys' methodologies to identify internal strengths and weaknesses, as well as external opportunities and threats.

10. **Process Mapping:** Map out Infosys' key processes and workflows to visualize how methodologies are integrated into its operations.

11. **Quality Assurance Audits:** Perform audits of Infosys' quality assurance processes to assess their alignment with industry standards and best practices.

12. **Employee Training Evaluation:** Evaluate Infosys' training programs to understand how methodologies are taught and disseminated throughout the organization.

13. **Client Feedback Analysis:** Analyze client feedback and satisfaction scores to gauge the effectiveness of Infosys' methodologies in meeting client expectations.

14. **Risk Management Assessment:** Assess Infosys' risk management methodologies to understand how the company identifies, assesses, and mitigates project risks.

15. **Innovation Assessment:** Evaluate Infosys' methodologies for fostering innovation, including R&D investments, incubation programs, and partnerships with startups.

16. **Performance Metrics Analysis:** Analyze performance metrics such as project timelines, budget adherence, and defect rates to measure the impact of different methodologies on project outcomes.

17. **Ethical Considerations Review:** Consider ethical implications related to Infosys' methodologies, such as data privacy, intellectual property rights, and social responsibility.

18. **Continuous Improvement Recommendations:** Provide recommendations for how Infosys can further enhance its methodologies based on the findings of the study.

19. **Technology Adoption Analysis:** Investigate Infosys' methodologies for adopting and integrating new technologies into its operations, such as AI, blockchain, or cloud computing.

20. **Cultural Assessment:** Assess Infosys' organizational culture and how it influences the adoption and implementation of methodologies.

21. **Global Delivery Model Analysis:** Examine Infosys' global delivery model and how it affects the selection and application of methodologies across different regions and markets.

22. **Partnership Evaluation:** Evaluate Infosys' partnerships and alliances with technology vendors, research institutions, and other organizations to understand how they influence its methodologies.

23. **Regulatory Compliance Review:** Review Infosys' methodologies for ensuring compliance with relevant laws, regulations, and industry standards in different jurisdictions.

24. **Change Management Practices:** Analyze Infosys' methodologies for managing organizational change and how they facilitate the adoption of new methodologies and practices.

25. **Talent Management Strategies:** Investigate Infosys' methodologies for recruiting, training, and retaining talent with expertise in various methodologies and technologies.

26. **Knowledge Management Review:** Evaluate how Infosys captures, shares, and leverages knowledge about methodologies and best practices across the organization.

27. **Environmental Sustainability Assessment:** Assess Infosys' methodologies for promoting environmental sustainability in its operations, such as energy efficiency measures and waste reduction initiatives.

28. **Social Impact Evaluation:** Consider the social impact of Infosys' methodologies, such as job creation, skills development, and community engagement initiatives.

OBJECTIVE OF STUDY:

1. **Methodology Assessment:** Evaluate the methodologies employed by Infosys Ltd in software development, project management, and other operational areas.

2. **Performance Analysis:** Assess the effectiveness of Infosys Ltd's methodologies in delivering high-quality products and services to clients.

3. **Client Satisfaction:** Investigate the impact of Infosys Ltd's methodologies on client satisfaction and loyalty.

4. **Innovation Evaluation:** Examine how Infosys Ltd's methodologies foster innovation and support the development of cutting-edge solutions.

5. **Operational Efficiency:** Measure the efficiency gains achieved through the implementation of Infosys Ltd's methodologies.

6. **Employee Satisfaction:** Understand the influence of Infosys Ltd's methodologies on employee satisfaction, engagement, and retention.

7. **Risk Management:** Evaluate the effectiveness of Infosys Ltd's methodologies in identifying, assessing, and mitigating project risks.

8. **Adaptability:** Assess Infosys Ltd's ability to adapt its methodologies to changing market conditions, client requirements, and technological advancements.
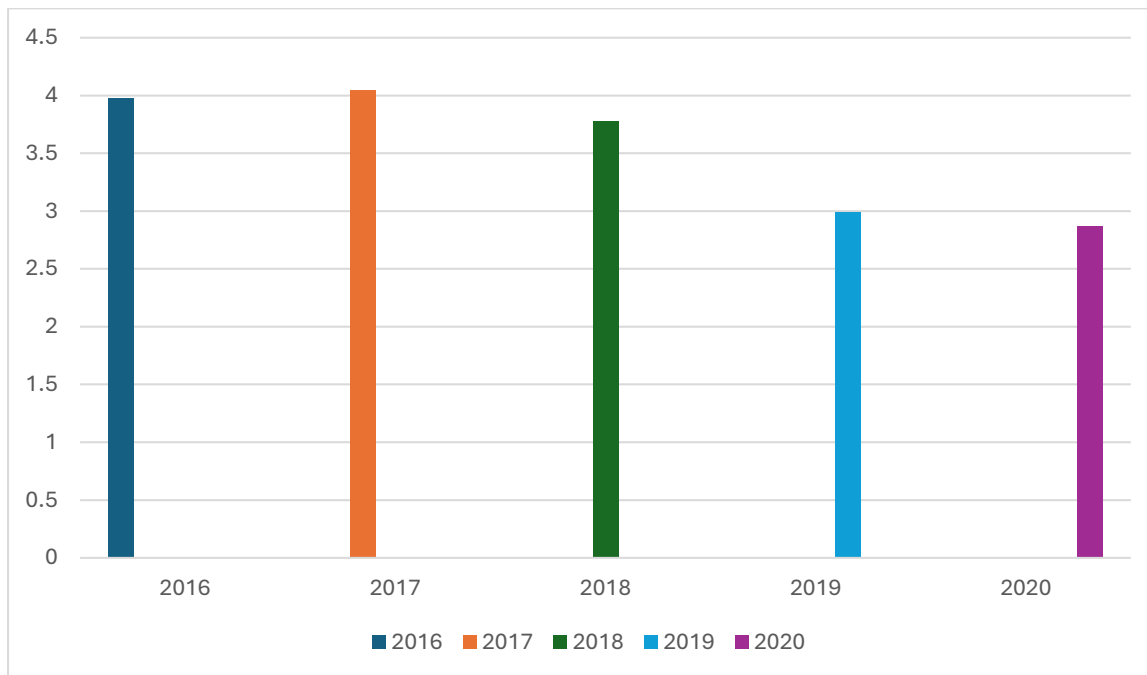
Analysis and interpretation :

a. **Ratio analysis**

Current Ratio

Current Ratio= current assets/current liabilities

Table A.1: showing current Ratio

Year	Current assets (RS in crores)	Current liabilities (RS in crores)	Current Ratio (in items)
2016	46097.00	11588.00	3.97
2017	47682.00	11786.00	4.04
2018	44090.00	11662.00	3.78
2019	46223.00	15430.00	2.99
2020	43820.00	15220.00	2.87

The above table A.1 shows the relationship between the Current assets and current liabilities of the concern. The Ideal current ratio is 2:1. From the above table it is seen that The current ratio of the company has increased during the Period 2017 with 4.04 which indicates that the firm is liquid And has the ability to pay its current obligations in time. The current ratio is decreased during 2018 which indicates That the liquidity position of the firm is not good compared To previous year but the firm still shall be able to pay its Current liabilities as it's above the ideal ratio.
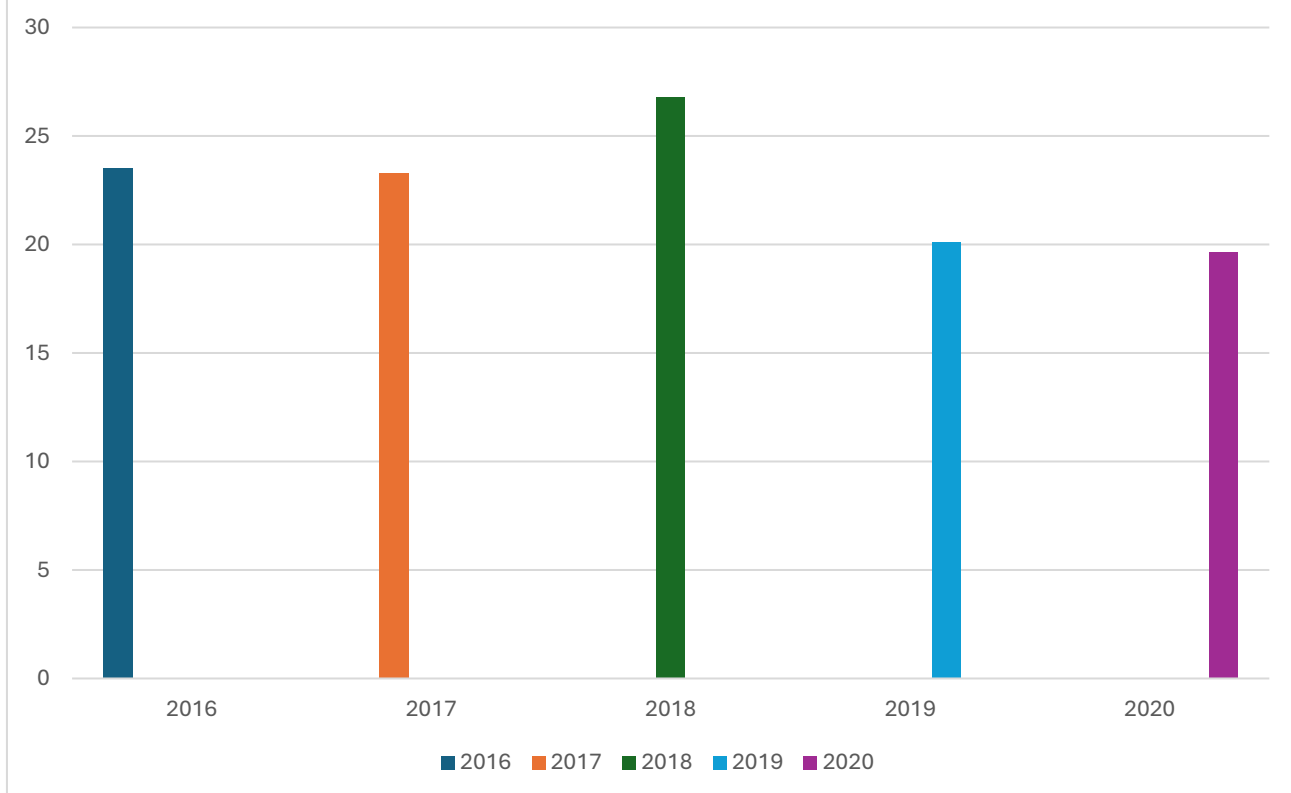
Net profit ratio

Net profit ratio=net profit/net sales x100

Table A.2: showing net profit ratio

Year	Net profit (RS in crores)	Net sales (RS in crores)	Net profit ratio
2016	12693.00	53983.00	23.51%

2017	13818.00	59289.00	23.30%
2018	16155.00	61941.00	26.08%
2019	14702.00	73107.00	20.11%
2020	15543.00	79047.00	19.66%

Interpretation

The above table shows the relationship between Net Profit And Net Sales and the computation of Net Profit ratio. The Net profit of the company is highest during the year 2018 With 26.08% indicating that the profitability of the concern Is better. This ratio shows decreasing trend due to increase In net sales not in proportion of net profit of the company.

The net profit ratio was lowest in the year 2020 at 19.66%

Return on investment

Return on investment and profit after tax/share holders fund X100

Year	Net profit after tax and interest (RS in crores)	Shareholders fund	Return investment on
2016	12693.00	61082.00	20.78%
2017	13818.00	68017.00	20.37%
2018	16155.00	63502.00	25.44%
2019	14702.00	62711.00	23.44%
2020	15543.00	62234.00	24.97%

Source : secondary data
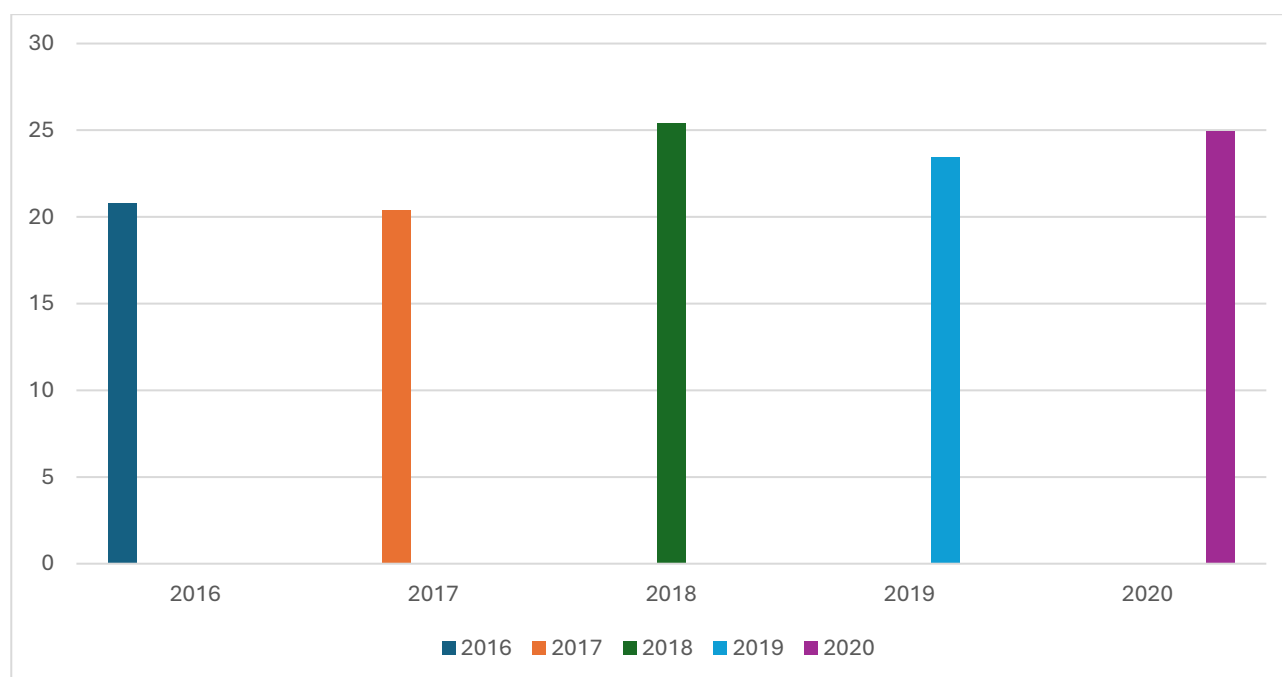
Interpretation

 The Above Table depicts the computation of Return on Investment. From the above table, the net profit after tax And interest and shareholder's fund was high during the year 2018, that ultimately resulted in increased Return on Investment to 25.44%. The return on investment in the year Of 2017 was the least which was 20.37%.
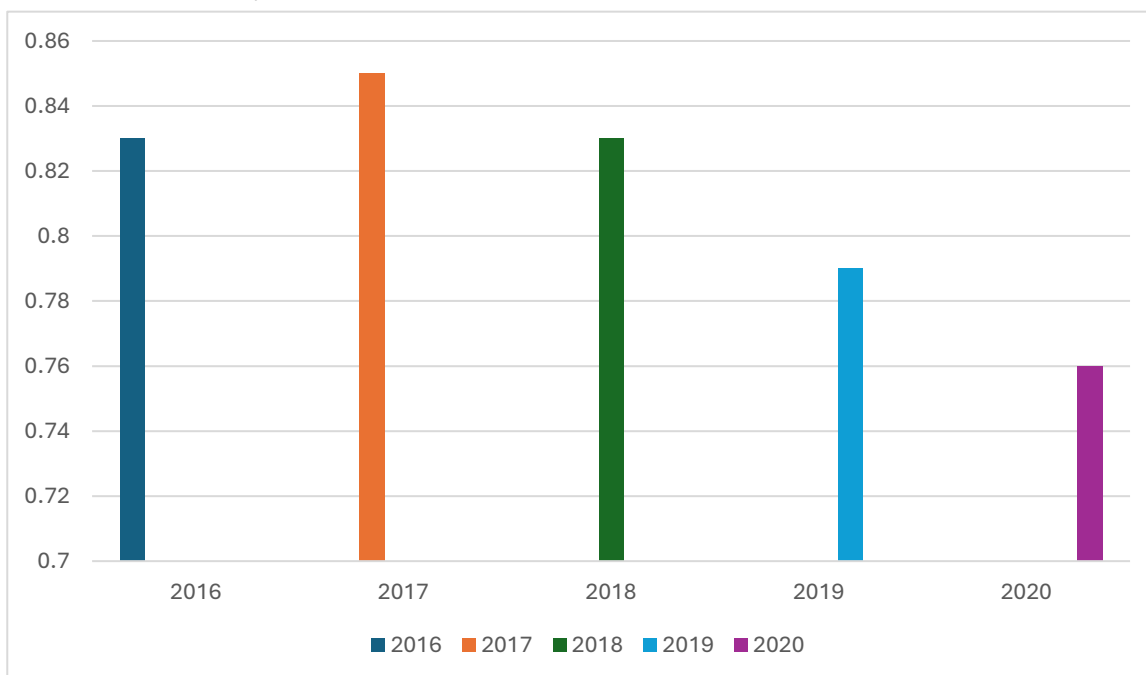
Proprietary ratio

Proprietary ratio=proprietary fund/total assets

<p align="center">Table A.4: showing Proprietary Ratio</p>

| Year	Proprietary fund(RS in Crores)	Total assets (RS in crores)	Proprietary ratio
2016	61082.00	72732.00	0.83
2017	68017.00	79885.00	0.85
2018	63502.00	75877.00	0.83
2019	62711.00	78930.00	0.79
2020	62234.00	81041.00	0.76

Source:secondarydata

Interpretation

Above table shows the calculation of Proprietary ratio. The Ratio is low during the year 2020 and shows an increasing Trend in the year 2017 compared to 2016. As Proprietary Ratio represents the relationship of owners funds to total Assets, higher the ratio or the share of the shareholders in the Total capital of the company, better is the long-term Solvency position of the company. In the year 2020 the Proprietary ratio was 0.76.

B. Trend analysis

Table B.1:shows the data of sales and profit (RS in crores)

Year	Sales	Profit
	Amount	Amount
2016	62441.00	13492.00
2017	68484.00	14383.00
2018	70522.00	16100.00
2019	82675.00	15410.00
2020	90791.00	16639.00

Source : Secondary Data
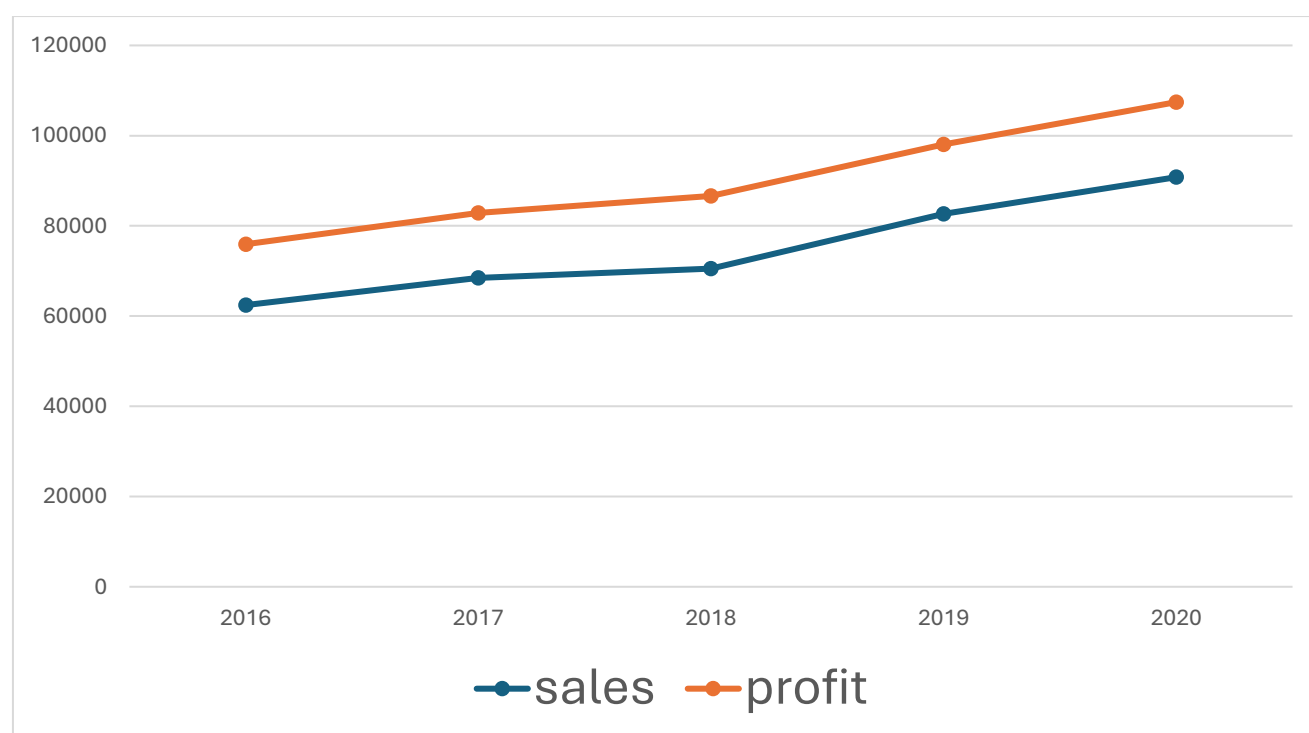
Interpretation :

The above table depicts the trend analysis on sales and Profit of the company for the period of five years. The Above table shows that there is an increasing trend with Respect to sales of the company. It is that in the year 2020 The company makes sales amounting to Rs.90791 crores Which is higher as compared to the previous years. From the Above table it is understood that there is an increasing trend With respect to profit of the company. The increase in profit Is due to decreasing operating expenses of the company

C. **comparative analysis**

A comparative statement provides an overall comparative Analysis about the firm's assets, liabilities and shareholders' Equity over a period of time. It compares the current year balances with those of the Previous years.

International journal of academic Research and development

Table C.1: shows the comparative balance sheet for the year ended 2016-17

Particulars	2016 Amount (Rs.)	2017 Amount (Rs.)	Absolute Change (Rs.)	Percentage Change (%)
Equities and liabilities				
Shareholders fund				
Share capital	1148.00	1148.00	0	0
Reserves and surplus	59934.00	66869.00	6935.00	11.57
Non current liabilities				
Other long term liabilities	62.00	82.00	20.00	32.26
Current liabilities				
Trade payable	623.00	269.00	-354.00	-56.82
Other current liabilities	10529.00	11167.00	638.00	6.06
Short term provisions	436.00	350.00	-86.00	-19.72
Total	72732.00	79885.00	7153.00	9.83
Assets:				
Non current asset:				
Tangible assets	8248.00	8605.00	357.00	4.33

Intangible assets	0	0	0	0
Capital work in progress	934.00	1247.00	313.00	33.51
Non-current investment	11076.00	15334.00	4258.00	38.44
Deffered tax assets	405.00	346.00	-59.00	-14.57
Long term loans and advances	5.00	5.00	0	0
Other non-current assets	5967.00	6666.00	699.00	11.71
Current asset:				
Current investment	2.00	9643.00	9641.00	482050.00
Trade receivables	9798.00	10960.00	1162.00	11.86
Cash and cash equivalents	29176.00	19153.00	-10023.00	-34.35
Short term loans and advances	355.00	310.00	-45.00	-12.68
Other current assets	6766.00	7616.00	850.00	12.56
Total	72732.00	79885.00	7153.00	9.83

Interpretation

It has been observed from the comparative statements that There has been increase in the reserves and surplus in the Year 2017 and also a substantial increase in the long term Borrowings of the company. The company has also made investments in various assets so As to increase the financial performance of the company.

Table C.2 shows the comparative balance sheet for the year ended 2019-2020(in crores)

Particulars	2019 Amount (Rs.)	2020 Amount (Rs.)	Absolute Change (Rs.)	Percentage Change (%)
Equities and liabilities				
Shareholders fund				
Share capital	2178.00	2129.00	-49.00	-2.25

Reserves and surplus	60533.00	60105.00	-428.00	-0.70
Non current liabilities				
Other long term liabilities	248.00	3031.00	2783.00	1122.18
Current liabilities :				
Trade payable	1604.00	1529.00	-75.00	-4.68
Other current liabilities	13321.00	13185.00	-136.00	-1.02
Short term provisions	505.00	506.00	1.00	0.20
Total Assets	78389.00	80485.00	2096.00	2.67
Non current asset:				
Tangible assets	10394.00	11092.00	698.00	6.72
Intangible assets	103.00	2882.00	2779.00	2698.06
Capital work in progress	1212.00	945.00	-267.00	-22.03
Non-current investment	12062.00	13916.00	1854.00	15.37
Deffered tax assets	1114.00	1429.00	315.00	28.28
Long term loans and advances	16.00	298.00	282.00	1762.50
Other non-current assets	7806.00	6659.00	-1147.00	-14.70
Current asset:				
Current investment	6077.00	4006.00	-2071.00	-34.08
Trade receivables	13370.00	15459.00	2089.00	15.62
Cash and cash equivalents	15551.00	13562.00	-1989.00	-12.79
Short term loans and advances	1048.00	307.00	-741.00	-70.71
Other current assets	10177.00	10486.00	309.00	3.04
Total	78930.00	81041.00	2111.00	2.67

Interpretation

In the year 2020 the company has reduced its share capital to 49.00 crores. There has also been a decrease in the reserves and surplus of the company as compared to the previous years. There has been an investment of 698.00 crores in the Tangible assets in the year 2020.The financial statements shows the decrease in current assets which has an impact in the current ratio of the company

ABCD Analysis of Infosys Private Limited :

A - Assets:

1. Intellectual Property: Infosys likely possesses valuable intellectual property in the form of software solutions, patents, and proprietary technologies.

2. Physical Assets: This includes office buildings, data centers, and other infrastructure required for its operations.

3. Human Capital: Infosys' workforce comprises highly skilled professionals in areas such as software development, data analytics, and consulting.

4. Financial Assets: These may include cash reserves, investments, and receivables from clients.

B - Business Model:

5. IT Services: Infosys likely offers a range of IT services such as application development, maintenance, and support, along with consulting and system integration.

6. Client Base: Infosys likely serves a diverse portfolio of clients across industries, both domestically and internationally.

7. Revenue Streams: Revenue is generated through client contracts, project-based work, and ongoing support services.

8. Digital Transformation: Infosys may focus on helping clients with digital transformation initiatives, including cloud migration, AI implementation, and cybersecurity.

C - Cash Flow:

9. Revenue Growth: Infosys Private Limited likely experiences steady revenue growth driven by its expanding client base and service offerings.

10. Profit Margins: The company may maintain healthy profit margins due to efficient operations and economies of scale.

11. Cash Reserves: Infosys likely maintains adequate cash reserves to fund ongoing operations, investments, and strategic initiatives.

12. Working Capital Management: Effective management of working capital ensures smooth operations and liquidity.

D - Debt:

13. Debt Levels: Infosys may have manageable levels of debt, allowing it to invest in growth opportunities while maintaining financial stability.

14. Debt Structure: The company may use a mix of short-term and long-term debt instruments, carefully managing repayment schedules and interest rates.

15. Creditworthiness: Infosys' strong financial performance and reputation likely make it an attractive borrower, with access to favorable financing options.

Overall, Infosys Private Limited is likely well-positioned with valuable assets, a resilient business model, healthy cash flows, and prudent debt management strategies.

PESTLE Analysis of Infosys Private Limited :

1. Political Factors:

   - Government policies regarding outsourcing and immigration laws in countries where Infosys operates.

   - Political stability in key markets affecting business operations.

2. Economic Factors:

   - Global economic conditions influencing client spending on IT services.

   - Currency exchange rates affecting revenue and profitability.

   - Economic growth rates in key markets impacting demand for IT services.

3. Social Factors:

   - Changing demographics and workforce trends influencing talent acquisition and retention.

   - Cultural differences impacting client relationships and project execution.

4. Technological Factors:

   - Rapid technological advancements driving demand for digital transformation services.

   - Investment in research and development to stay competitive in emerging technologies.

   - Cybersecurity threats and data privacy concerns affecting IT infrastructure and operations.

5. Legal Factors:

  - Compliance with data protection regulations such as GDPR and CCPA.

  - Intellectual property laws protecting Infosys' proprietary technology and innovations.

  - Employment laws and regulations in different countries impacting labor practices.

6. Environmental Factors:

  - Efforts towards sustainability and reducing carbon footprint in data centers and operations.

  - Compliance with environmental regulations related to waste disposal and energy consumption.

These factors collectively influence Infosys' business strategies, operations, and overall performance.

Hiring Process Of Infosys Private Limited:

Infosys has a comprehensive recruitment process designed to attract and select top talent. Here's an overview of its effective recruitment process:

1. Talent Sourcing: Infosys employs various channels to attract candidates, including job portals, employee referrals, campus placements, social media platforms, and partnerships with educational institutions.

2. Screening and Shortlisting: Resumes and applications are screened based on predefined criteria such as education, skills, experience, and cultural fit. Suitable candidates are shortlisted for further evaluation.

3. Assessment: Candidates undergo various assessment stages, which may include aptitude tests, technical interviews, case studies, group discussions, and behavioral assessments. These assessments help evaluate candidates' competencies, problem-solving abilities, and cultural alignment with Infosys.

4. Interview Process: Shortlisted candidates participate in interviews with HR representatives, technical experts, and senior management. These interviews assess candidates' technical skills, domain knowledge, communication abilities, and alignment with Infosys' values and culture.

5. Offer and Onboarding: Successful candidates receive job offers, which include details about compensation, benefits, and other relevant terms. Upon acceptance, new hires undergo an onboarding process to familiarize themselves with Infosys' policies, processes, and organizational culture.

6. Continuous Improvement: Infosys regularly reviews and enhances its recruitment process to adapt to changing market dynamics, industry trends, and candidate preferences. Feedback from candidates, recruiters, and hiring managers is solicited to identify areas for improvement and enhance the overall recruitment experience.

By focusing on sourcing the right talent, rigorous assessment, and continuous improvement, Infosys ensures that it attracts and retains high-quality professionals who contribute to its success.

MARKETING STRATEGY AND INNOVATION OF INFOSYS PRIVATE LIMITED:

Market Strategy

1. Global Delivery Model: Infosys pioneered the Global Delivery Model (GDM), which optimizes resource utilization across different geographic locations to deliver cost-effective and high-quality services to clients worldwide.

2. Client-Centric Approach: Infosys focuses on building long-term relationships with clients by offering tailored solutions and maintaining high standards of client satisfaction.

3. Digital Transformation: The company emphasizes helping clients in their digital transformation journeys, leveraging technologies like cloud, AI, and IoT to modernize their operations.

4. Strategic Partnerships: Infosys forms strategic alliances with leading technology providers (e.g., Microsoft, Google, AWS) to enhance its service offerings and expand its market reach.

5. Sector-Specific Solutions: Infosys develops customized solutions for specific industries, such as banking, healthcare, and retail, which helps address unique challenges faced by these sectors.

6. Geographic Expansion: The company continuously expands its presence in emerging markets while strengthening its foothold in established markets like North America and Europe.

7. Consulting and Advisory Services: Infosys provides comprehensive consulting services, offering strategic advice to help businesses navigate complex digital landscapes and achieve their goals.

8. Employee Training and Development: Investing in continuous employee training ensures Infosys has a highly skilled workforce capable of delivering innovative solutions to clients.

9. Focus on Sustainability: Infosys integrates sustainability into its business strategy, aiming to reduce its environmental footprint and support sustainable development goals.

10. Acquisitions and Mergers: Strategic acquisitions of niche companies enhance Infosys' capabilities and broaden its service portfolio.

Innovation

11. Infosys Nia: Infosys developed its AI platform, Infosys Nia, which combines big data analytics, machine learning, and automation to drive intelligent business operations.

12. Innovation Hubs: Establishing innovation hubs and labs globally fosters collaboration with clients and partners to co-create innovative solutions.

13. Digital Platforms: Infosys invests in developing digital platforms and products, such as Finacle for banking and EdgeVerve for automation, to address industry-specific challenges.

14. R&D Investments: Significant investments in research and development ensure Infosys stays at the forefront of technological advancements.

15. Hackathons and Competitions: Organizing internal and external hackathons encourages a culture of innovation and continuous improvement among employees and the broader tech community.

Infosys' strategic market initiatives and continuous innovation efforts position it as a leader in the IT services industry, driving growth and delivering value to its clients.

FINDINGS :

Understanding and evaluate the findings and suggestions of Infosys Privtate Limited.

1. Overall performance of Infosys Limited was analysed and it has shown a slight positive growth comparing on a whole.

2. Current ratio of Infosys is satisfactory and that is above the ideal ratio of 2:1. The current ratio of the company has increased during the period 2017 with 4.04 and maintained the ideal ratio in the next 3 years even when the ratio decreases.

3. In the net profit ratio, the net sales and net profit have increased till 2018 but due to the misappropriate change in profit and sales of Infosys in the next 2 years, there are fluctuations in the net profit ratio.

4. Return on investment is satisfactory even though the net profit and shareholders fund decreased in the past 2 years.

5. Trend Analysis of sales and profit showed an increasing trend which indicates that there is more demand for the product in the market and also due to decreasing operating expenses of the company. The estimated sales for the year ending 2019-20 is Rs.90791.00 crores. The estimated profit for the year ending 2020 is Rs.16639.00 crores.

6. In the year 2016-2017 Comparative balance sheet reveals that there has been an increasing trend of shareholder's fund i.e. the non-current investments have been increased by 38.44%. The loans and advances decreased by 12.68% The current liabilities such as trade payables have been decreased which indicates liabilities which is paid within stipulated period.

7. In the year 2019-2020 there has been an increase in non-current assets which indicates that there is purchase of fixed asset and outflow of cash. Current assets have been decreased which indicates a little low working capital position of the company but some current assets like trade receivables and other current assets

have increased by 15.62% and 3.04% in which operational department in the company is good.

SUGGESTIONS :

- The company should perform many investing activities to increase the current investments.

- In order to increase the financial performance of the company, certain effective and efficient strategies have to be implemented.

- The Infosys ltd. has to take measures to maintain its sales and profit position.

- The overall financial position of Infosys is satisfactory but it has its own faults in certain areas. The sales made is in adequate for the net assets or capital employed of the company. Also, the profit of the company is satisfactory over the period of study. Still certain measures have to be taken to have a stable profit level to satisfy the shareholders.

- They should concentrate more on their liquidity and profitability positions.

CONCLUSION :

The study entitled "Analysis of financial performance of Infosys Limited" with an objective of analysing the liquidity, profitability, solvency and stability of the company for the period of 2016-2020. The period of this study has been limited to five years. Infosys Limited is chosen for this study, because it is India's second largest software exporter company with overall nine development centres and 50 offices.

In the study, it has been identified that the sales and profit have increased gradually. The overall financial performance of the company is increasing, but still they have to concentrate in their liquidity and profitability positions. The suggestions made in this study should be taken into account for the development of the company. Thus it is determined that Infosys Limited has good financial health and the overall financial position is satisfactory.

In summary, Infosys Limited has demonstrated resilience and adaptability in navigating the dynamic landscape of the IT industry. With a focus on innovation, customer-centric solutions, and operational excellence, the company has consistently delivered strong financial results. Their commitment to sustainability, ethical business practices, and talent development further strengthens their position as a leading global IT services provider. As Infosys continues to leverage emerging technologies and expand its global footprint, it remains well-positioned for sustained growth and success in the years ahead.

In conclusion, Infosys has exhibited strong financial performance, characterized by steady revenue growth, healthy profit margins, and a robust balance sheet. Their strategic investments in innovation and digital transformation have positioned them well for future growth and competitiveness in the rapidly evolving tech landscape. With a track record of delivering value to clients and shareholders, Infosys stands as a reliable player in the global IT services market.

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