

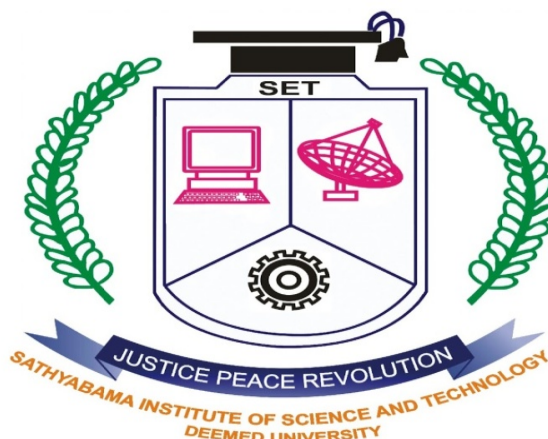
PROFESSIONAL TRAINING REPORT ON
RELIANCE RETAIL LIMITED

Submitted By

SRIRAM.M

REG NO: 41740302

Bachelor of Commerce



SCHOOL OF MANAGEMENT STUDIES

SATHYABAMA

INSTITUTE OF SCIENCE AND TECHNOLOGY

(Deemed to be University)

JEPPIAAR NAGAR, RAJIV GANDHI SALAI,

CHENNAI – 600119 . TAMILNADU.

2021-2024



SATHYABAMA

INSTITUTE OF SCIENCE AND TECHNOLOGY

(Deemed to be University)

(Established under Section 3 of the UGC Act, 1956)

Jeppiaar Nagar, Rajiv Gandhi Salai,

Chennai – 600 119.



SCHOOL OF MANAGEMENT STUDIES

BONAFIDE CERTIFICATE

This is to certify that this Internship Training "Reliance Retail Ltd – Chennai" is the bonafide work of **SRIRAM.M (Register No.41740302)** who carried out the internship training report entitled "**HUMAN RESOURCE**" From 5th Oct 2023 - 20th Nov 2023.

DR. ROBIN BHARMA

Internal guide

MS. B. SUDHA

CHR-Reliance

External Guide

(Dr.G. BHUVANESWARI ., MBA., Ph.D)

Dean – School of Management Studies

Submitted for Viva voce Examination held on _____

Internal Examiner

External Examiner



05th October 2023

TO WHOMSOEVER IT MAY CONCERN

This is to inform your project with Reliance Retail from 05th October 2023 to 20th November 2023 at Reliance Retail Ltd (Trends Division).

Mr. Sri Ram M - 41740302 , Sathyabama Institute of Science and Technology

There will not be any monitory/health/safety benefits provided during the period of your project.

Your health and safety has to be take care by you during project.

We wish him all the very best.

For Reliance Retail Limited,

A handwritten signature in black ink, appearing to read 'B. Sankar'.

Authorized Signatory

DECLARATION

I **SRIRAM.M (Reg.No.41740302)** hereby declare that the Internship Training Report entitled “HUMAN RESOURCE” own by me under the guidance of Dr. ROBIN BHARMA (Internal Guide) and MS. B. SUDHA CHR – Reliance (External Guide) at **Reliance Retail ltd** is submitted in partial fulfillment of the requirements..

DATE:

SRIRAM.M

41740302

PLACE:

ACKNOWLEDGEMENT

I am pleased to acknowledge my sincere thanks to Board of Management of **SATHYABAMA** for their kind encouragement in doing this project and for completing it successfully. I am grateful to them.

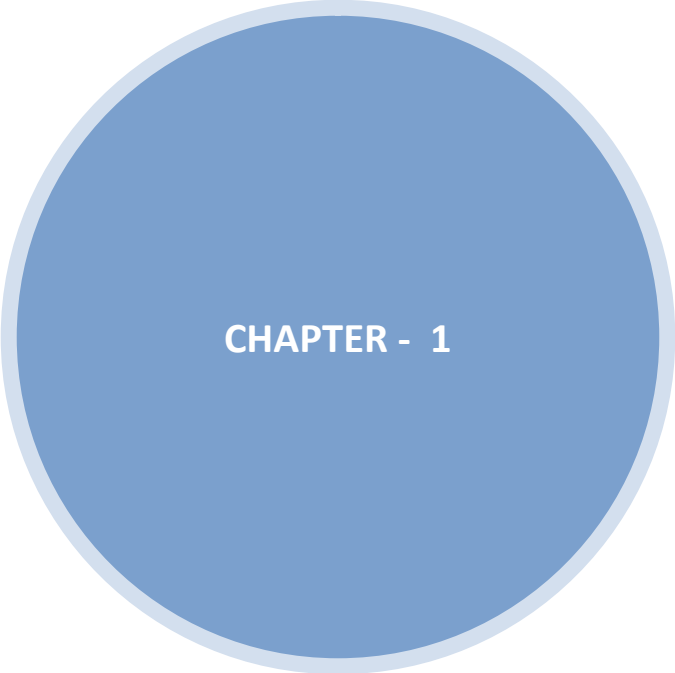
I convey my thanks to **Dr. G. Bhuvaneshwari., MBA.,PH.D., Dean, School of Management Studies** for providing me necessary support and details at the right time during the progressive reviews.

I would like to express my sincere and deep sense of gratitude to my Guide **DR. ROBIN BHARMA** for his valuable guidance, suggestions and constant encouragement paved way for the successful completion of my project work.

I wish to express my thanks to all Teaching and Non-teaching staff members of the school of management studies who were helpful in many ways for the completion of the project.

ABSTRACT

A study on the functioning of each department of the company **Reliance Retail Ltd.** Through this Professional training I understood the present conditions Reliance Retail. This report discusses the skills and experience gathered during the period of training.



CHAPTER - 1

INTRODUCTION

An internship is a structured, short-term work experience that offers students, recent graduates, or individuals looking to gain practical experience an opportunity to apply their knowledge and skills in a real-world setting. It serves as a bridge between the academic environment and the professional world, allowing participants to gain valuable insights into their chosen field while also providing organizations with fresh perspectives and talent.

Internships typically vary in duration, ranging from a few weeks to several months, and can be paid or unpaid, depending on the organization and local labor laws. They are a critical component of education and professional development, offering a myriad of benefits to both interns and host companies.

It serves as a bridge between classroom learning and practical application, offering a glimpse into the professional world and providing a platform for skill development and growth.

During an internship, individuals have the opportunity to work under the guidance of experienced professionals within a specific industry or field. This experience allows them to understand the dynamics of the industry, observe various roles and responsibilities, and gain insights into the day-to-day operations of a particular organization.

Overall, an internship is a pivotal step in a student or young professional's journey toward a successful career, offering hands-on experience, knowledge acquisition, and personal growth that are instrumental for future endeavors.

OBJECTIVES OF THE STUDY

- To identify the functions, duties, responsibilities and maintenance of each departments.
- To get the training from industry professionals who have years of experience and working in real - time projects as well as share the same during the course of training.
- To know the methods and maintenance of accounting.
- To know and understand the real work environment
- To understand the marketing mix (Product, Price, Promotion, Distribution) of the company clearly.
- Increase proficiency in specific business disciplines; such as human resources management, operations management, marketing, accounting, statistics, economics, finance, and business law.
- Develop and improve business skills in communication, technology, quantitative reasoning, and teamwork.
- Observe and participate in business operations and decision-making.
- Meet professional role models and potential mentors who can provide guidance, feedback, and support.

SCOPE OF THE STUDY

- Students pursuing B.COM degrees get a large number of scopes in various organisations to enter as interns.
- B.COM students can work as interns under different requirements, such as
- Human resource management, Marketing, Sales and Finance etc.
- There are both paid and non-paid categories of internships. Students continuing paid-internships get monthly remuneration or stipend as per the organisation rules. This depends on the job role and hour.
- Most of internships have duration of 1months-6 months.

DURATION

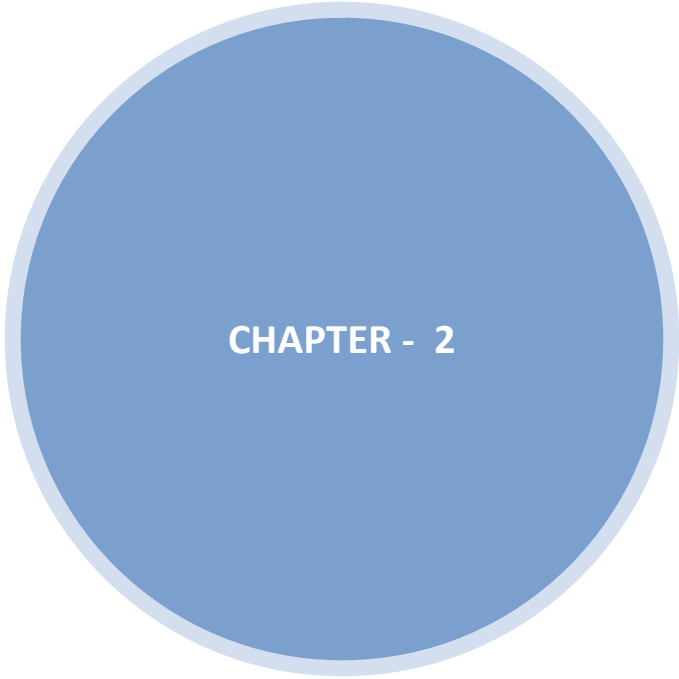
- **30 Days Professional Training** is a most decisive part for an B.COM student and other related degree.
- At university level, work experience is often offered between the second and final years of an undergraduate degree course.
- During this time, the students on work placement have the opportunity to use the skills and knowledge gained in their first two years, and see how they are applied to real world problems.
- Some companies sponsor students in their final year at university with the promise of a job at the end of the course.

IMPORTANCE

- The internship will give a platform to build up required skills for the job.
- Internship increase opportunities of getting good job.
- Internship provides opportunity to connect with the professionals.
- Internship will help you to select suitable career path.

BENEFITS DERIVED FROM THE TRAINING

- Gained work experience and it helped me to develop various skills.
- Gained practical knowledge which is very much different from methods and theories learned from classes. Apply Theoretical Knowledge in the Real World. ...
- Expand on Your Transferrable Skills. ...
- Develop Professional Connections. ...
- Make New Friends. ...
- Boost Your Resume. ...
- Direct Job Offers Are More Likely. ...
- Better Job Stability. ...
- Higher Salary Potential.



CHAPTER - 2

PROFILE OF THE STUDY

INDUSTRY PROFILE

Reliance Retail is the retail initiative of Reliance Industries Limited and is central to the group's consumer facing businesses. Reliance Retail has been at the forefront of bringing about Retail revolution in India.

Reliance Retail's operating model unleashes the aspirational energy of the new, resurgent India. Reliance Retail's guiding philosophy rests on the tenets of enabling inclusion, growth and building sustainable societal value for millions of Indians.

In a short period, it has forged strong and enduring bonds with millions of consumers by providing them unlimited choice, outstanding value proposition, superior quality and unmatched shopping experience across all its stores.

Reliance Retail's growth over the years has triggered a large socio-economic transformation on an extraordinary scale in India.

Reliance Retail has been ranked amongst the fastest growing retailers in the world. It is ranked 53rd in the list of Top Global Retailers and is the only Indian Retailer to feature in the Top 100. It is the largest retailer in India with the widest reach.

Reliance Retail has 249 million registered customers buying across all its formats. It recorded more than 780 million footfalls across all its stores in FY23, a scale unmatched by any other retailer in India. With nearly 3 million daily transactions, Reliance Retail operates at a scale unparalleled in the Indian retail industry and continues to enrich the quality of lives of millions of Indians every day.

In Pharma, Reliance Retail addresses both online and offline needs of Indian consumers through Netmeds digital platform and a fast-expanding range of Netmeds freestanding stores.

Reliance Retail has strengthened its presence in the beauty space with Tira, an omni-channel beauty retail platform that offers a seamless and personalized shopping experience to beauty enthusiasts across India by offering them a fine selection of global and indigenous beauty brands.

In Consumer Electronics, Reliance Retail operates Reliance Digital and MyJio Store formats offering a wide range of consumer electronics, home appliances, computing and mobility products, latest gadgets and accessories. These stores are backed by resQ, a full-fledged service organisation and India's only ISO 9001 certified electronics service brand.

In Fashion & Lifestyle, Reliance Retail operates a portfolio of formats that serves customers across value, mid, premium and luxury segments. Reliance Retail operates Trends, Trends Woman, Trends Man, Trends Footwear, Avantara by Trends, Azorte, Centro, Reliance Jewels, Hamleys formats and a portfolio of more than 50 marquee international brands such as GAP, Armani, Burberry, Diesel, GAS, Marks & Spencer, Superdry, Brooks Brothers, Steve Madden and more.

Reliance Retail has a strong presence in digital commerce channels led by AJIO, a fashion & lifestyle destination store bringing the best of national and international brands to customers' doorsteps and Jiomart, a cross-category horizontal platform that leverages the wide network of Reliance Retail's stores and well-established supply chain infrastructure.

Company profile

Reliance Retail is an Indian retail company and a subsidiary of Reliance Industries. Founded in 2006, it is the largest retailer in India in terms of revenue. Its retail outlets offer foods, groceries, apparel, footwear, toys, home improvement products, electronic goods, and farm implements and inputs. As of 2023, it has over 245,000 employees at 18,000 store locations in 7,000 towns. Apart from physical stores, the company also sells products on its e-commerce channels.

As of August 2023, the company is valued at \$100 billion.

- Mukesh D. Ambani - Chairman and Managing Director - Reliance Industries Limited.
- Akhilesh Prasad is the Chief Executive Officer of Reliance Retail Ltd (Reliance Trends).
- Reliance Retail reported a turnover of Rs. 2,60,364 crore for the financial year 2022-23. As on March 31, 2023, Reliance Retail operated 18,040 stores across 7,000+ towns with a retail area of over 65.6 million sft.



**Mukesh D. Ambani - Chairman
and Managing Director - Reliance Industries Limited.**



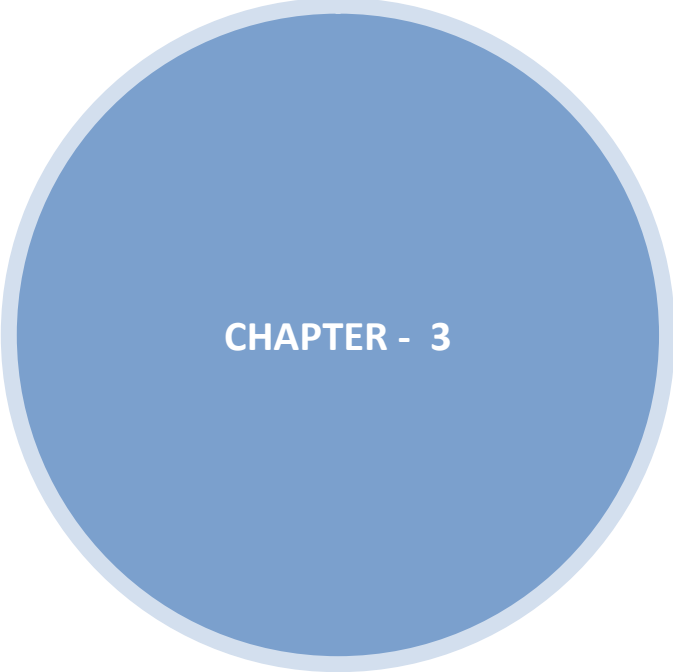
**Akhilesh Prasad is the Chief
Executive Officer of Reliance Retail Ltd**

Mission

- Reliance's mission is:
- To provide the best and most value-adding advice within our advisory expertise areas
- To be an independent sparring-partner and to provide excellent advice for our clients within our advisory expertise areas
- Reliance's activities shall be of benefit for both our clients – first and foremost – and for our collaboration partners and employees.

Vision

- Reliance's vision is:
- To be our clients' first call and preferred collaboration partner within our advisory expertise areas
- To consistently exceed our clients' expectations for professional and value-adding advice
- Our objective is long-standing and trustful client relationships created via excellent advice and service.



CHAPTER - 3

Brands

- Freshpik
- Fresh Signature
- Reliance Smart
- Reliance Smart Point
- JioMart
- Reliance Digital
- JioMart Digital
- Cover Story
- GAP
- Avantha By Trends
- Jio Stores
- Reliance Trends
- Trends Footwear
- Reliance Jewels
- AZORTE
- CENTRO
- Fashion Factory
- AJIO
- Hamleys
- Reliance Brands
- Reliance Mall
- Reliance Consumer Brands
- 7-Eleven
- Ancestry and Netmeds

Reliance**fresh**

Reliance**Jewels**

Reliance**SMART**

Reliance**Footprint**

Reliance**MARKET**

TRENDS

Reliance**digital**

TRENDS
WOMAN

Jio
DIGITAL
LIFE

TRENDS
MAN

Reliance**resQ**
Digital Service Centre

AJIO.COM

PROJECT EVE

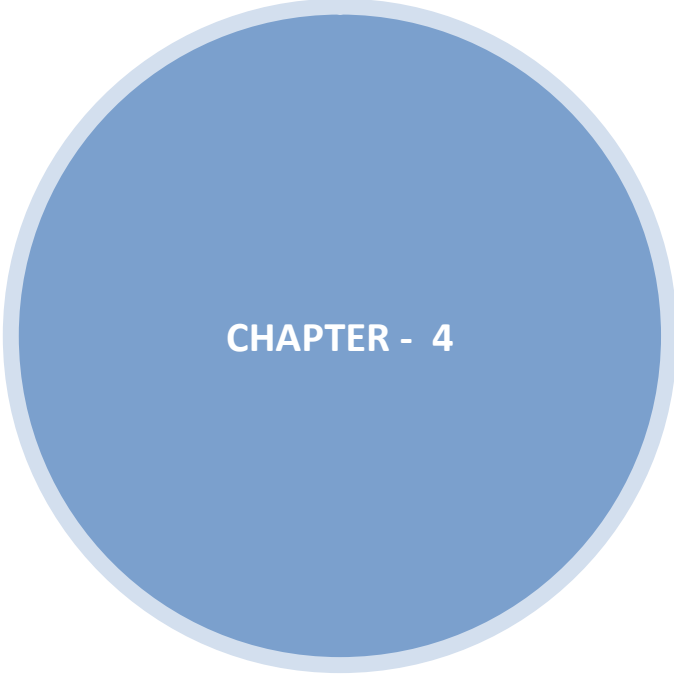


Reliance
RETAIL

future group







CHAPTER - 4

ORGANIZATION STRUCTURE

Organization Structure defines activities such as Task Allocation, Co-ordination and Supervision are directed towards the achievement of Organizational aims. It can also be considered as the viewing glass or perspective through which individuals see their Organization and its Environment. Organizations are a variant clustered entities. An Organization can be Structured in many different ways, depending on its Objectives. These structure of an Organization will determine the modes in which it operates and performs. Organizational structure is a system that consists of explicit and implicit institutional rules and policies designed to outline how various work roles and responsibilities are delegated, controlled and Co-ordinated. Organizational Structure also determines how information flows from level to level within the company

Organization Structure allows the expressed the allocation of responsibilities for different functions and processes to different entities such as the branch, department, workshop and Individuals. Organizational Structure affects Organizational action in two ways:

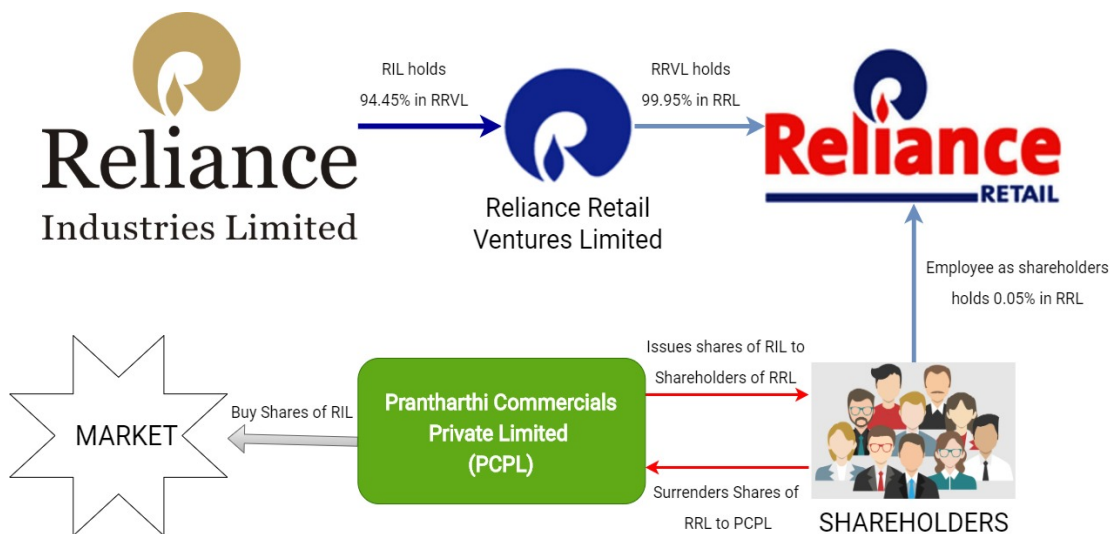
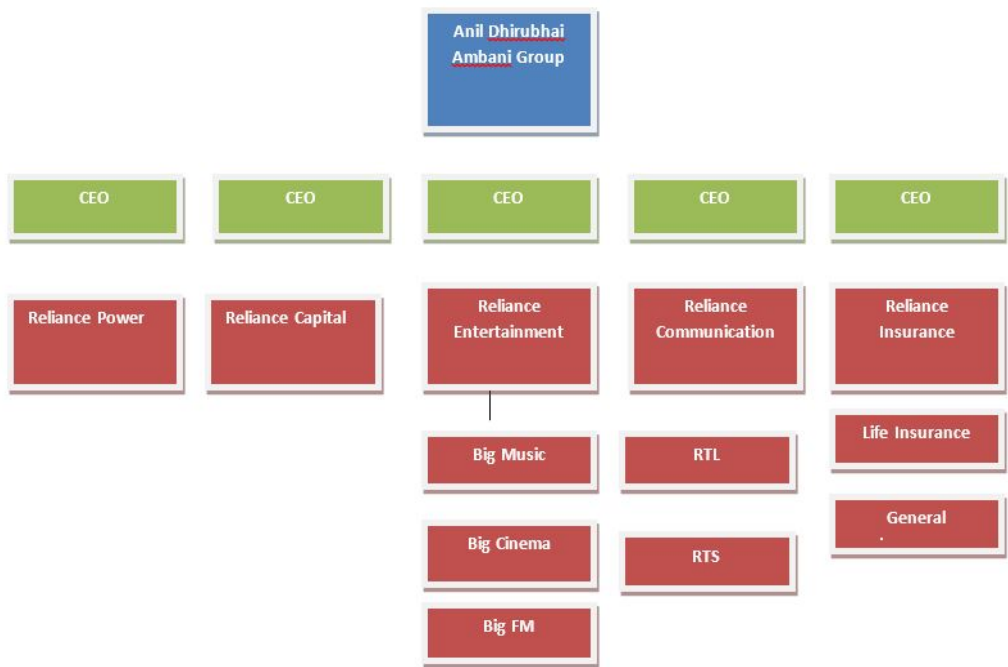
1. It provides the foundation on which standard Operating procedures and routines rest
2. It determines which individuals get to participate in which decision making processes, and thus to what extent their views shape the Organization's actions.

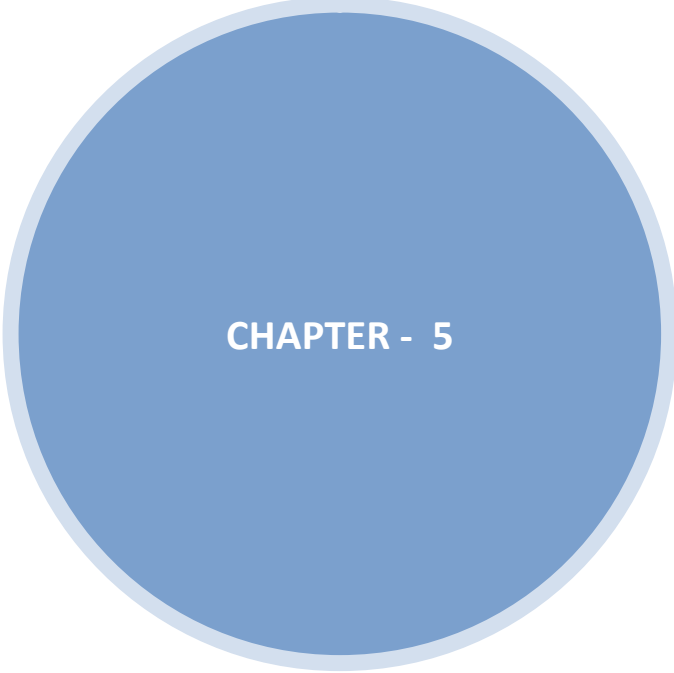
The typically hierarchical arrangement of lines of authority, communications, rights and duties of an Organization. Organizational structure helps a company assign a hierarchy that defines roles, responsibility and supervision.

Grade Structure

Career Group	Designation
G	President
F2	Executive VP / Chief Executive
F1	Sr. Vice President
E2	Vice President
E1	Asst. Vice President
D2	General Manager
D1	Deputy General Manager
C3	Asst. General Manager
C2	Chief Manager
C1	Senior Manager
B3	Manager
B2	Deputy Manager
B1	Asst. Manager
A3	Senior Executive
A2	Executive
A1 Officer	Executive

ORGANIZATION STRUCTURE





CHAPTER - 5

OVERVIEW OF VARIOUS DEPARTMENT

HUMAN RESOURCE DEPARTMENT

Human resource management (HRM) is the process of employing people, training them, compensating them, developing policies relating to them, and developing strategies to retain them. As a field, HRM has undergone many changes over the last twenty years, giving it an even more important role in today's organizations.

Skills need to work in Human resources

To work in human resources, you need a combination of workplace and technical skills, such as communication and talent management systems. The specific skills you need may vary depending on the job you want, but the following list gives you an idea of the types of skills valued in HR jobs.

Active listening: You will likely find it helpful to practice active listening skills, as it can help you pay attention to important details and shows employees that you value their time and perspective.

Analysis: HR professionals often use data to evaluate recruiting methods and employee performance. Being able to interpret this data can be helpful.

Administrative: Good organization, data entry and analysis skills, and capacity to juggle multiple tasks simultaneously can be helpful in HR jobs.

Communication: In an HR role, you spend a considerable amount of time talking to people in interviews, training sessions, and conversations. You also will likely write many emails, handbooks, and other documents.

Training: You may need to develop and deliver training sessions for adults, including new and existing employees.

Technical skills: The specific technical skills you need depend on the company you work for, but being able to use a computer and operate word processing documents, spreadsheets, and databases tend to be helpful in most companies.

HR Department Structure

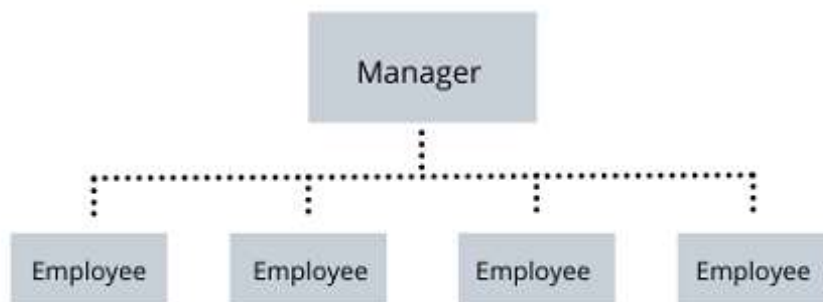
An HR structure refers to how an organization divides its tasks. The HR department structure incorporates the use of **organizational structure** to organize, coordinate, and control activities in the department to achieve the company's goals.

The two main types of HR organizational structures are:

1. Hierarchical organization structure.
2. Flat organization structure.

Flat Organization Structure

The **flat organization structure** refers to a human resource team structure with few or no people in the **middle management**, meaning there are minimal managerial layers in this system. In the flat organization structure, the employees and their bosses all operate equally, and work politics are eliminated. The HR department in this type of organization structure involves everyone in decision-making. Start-ups and small companies mostly use this **type of organizational structure**.



Hierarchical Organization Structure

The most prevalent HR organizational structure is the **hierarchical organization structure**. This structure looks like a pyramid, and the chain of

command is vertical. The CEO is at the top, and there are various management departments underneath. This type of structure is common in government agencies and large companies with many employees because it accommodates large numbers and clarifies reporting relationships.



HR Department Functions

The HR department structure and functions handle six main human resource basics. The six main areas of an HR department include:

1. Recruiting
2. Compensation and benefits administration
3. Outsourcing HR functions
4. Training and development

5. Employee and labor relations
6. Health and safety



Human Resources Operational Functions

Procure	Develop	Compensate	Integrate	Maintain
Job Analysis	Performance Appraisal	Evaluation	Labor Relations	Health & Safety
Recruitment	Training	Wages & Salary	Motivation	Risk Management
Selection	Career Planning	Bonus & Incentives	Grievance	Social Security
Placement	Development	Payroll	Discipline	Welfare
Onboarding	Transition Planning			Record Keeping
Transfer				
Promotion				

FINANCE DEPARTMENT

Finance department serves a fundamental role in making financial decisions for internal and external affairs. A business's activities depend on the competence of a company's finance department and the individuals who comprise it. A finance department is organized by, and runs according to, specific roles and duties.

SCOPE OF FINANCIAL MANAGEMENT

- **Estimating the Requirement of Funds:** Businesses make forecast on funds needed in both short run and long run, hence, they can improve the efficiency of funding. The estimation is based on the budget e.g. sales budget, production budget.
- **Determining the Capital Structure:** Capital structure is how a firm finances its overall operations and growth by using different sources of funds. Once the requirement of funds has estimated, the financial manager should decide the mix of debt and equity and also types of debt.
- **Investment Fund:** A good investment plan can bring businesses huge returns.

PRINCIPLES OF FINANCIAL MANAGEMENT

- Organize your Finances.
- Spend less than you earn.
- Put your money to work.
- Limit debt to income producing assets.
- Continuously educate yourself.
- Understand risk.
- Diversification is not just for investments.
- Maximize your employment benefits

Roles and Responsibilities

- Analyze current & past trends key performance indicators.
- Timely Preparation of the budgeting & forecasting.
- Statistical Analysis & competitor study.
- Tracking Budget with actual & monitor key performance indicators.
- Develops financials models & analyses to support strategic initiative.



Finance Employees' Influence on Business and Corporate Strategy

Free

Cash Flow

Ensuring efficient use of financial resources to make cash available for future investment.

**Profitability
Ratios**

Finding breakdowns in production, inventory, sales, distribution, or other areas alert management to the need for corrective action.

**Growth
Indices**

Evaluating the negative effect of growth on cash flow, allowing management to understand the risks of growth and better time company expansion.

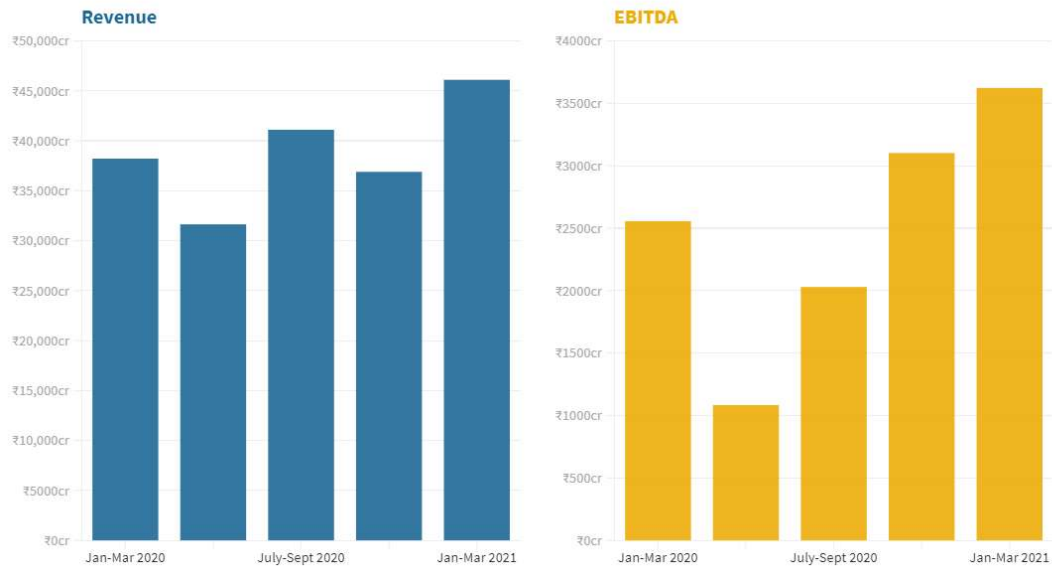
**Capital
Structuring**

Determining the cost of capital and the risks/rewards of leverage vs. equity financing enables management to make considered financing decisions.

FINANCIAL GROWTH

- Revenue from operations for the segment rose 19.5 per cent YoY to ₹68,937 crore while net profit jumped 21 per cent YoY to ₹2,790 crore in Q2FY24.
- EBITDA saw a 32.2 per cent YoY growth to ₹5,820 crore while the EBITDA margin rose 80 bps YoY to 8.4 per cent.
- Reliance Retail saw 471 new store openings during the quarter, taking the total store count at the end of the quarter to 18,650 stores with an area of 71.5 million sq ft.
- The quarter recorded footfalls of over 26 crore across formats, a growth of 40.5 per cent YoY.
- "Digital commerce and new commerce businesses continued to grow and contributed 19 per cent of revenue, Fashion & Lifestyle business delivered 32 per cent YoY growth. The offline business delivered robust growth despite the festive season falling entirely in the next quarter," RIL said.
- "Reliance Retail has continued to rapidly expand its offline as well as online presence while adding to its already impressive range of products and offerings. The strength and diversity of our retail business model is consistently delivering robust performance,"

Reliance Retail rides the online boom in style



SALES DEPARTMENT

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 sales management

- B2C sales management: Business-to-consumer (B2C) sales involve selling goods and services directly to consumers. B2C sales often drive leads from aggressive marketing strategies.
- B2B sales management: Business-to-business (B2B) sales involve selling goods and services directly to other businesses. B2B sales tend to involve higher value products with longer sales cycles.
- Enterprise sales management: Enterprise sales involve selling complex goods or services directly to large companies. Companies that sell enterprise solutions may have multiple teams for different

aspects of the sale, such as sales engineers and inside and outside sales teams.

- SaaS sales management: Software as a service (SaaS) companies sell software or applications over the web, usually by subscription. SaaS products are often sold by an inside team who contacts potential customers by phone or email and close the deal remotely.

Sales management objectives

- Revenue generation
- Increased sales volume
- Sustained profits
- Sales department growth
- Market leadership
- Prospect conversions
- Motivating the sales force

SUPPLY CHAIN STRUCTURE



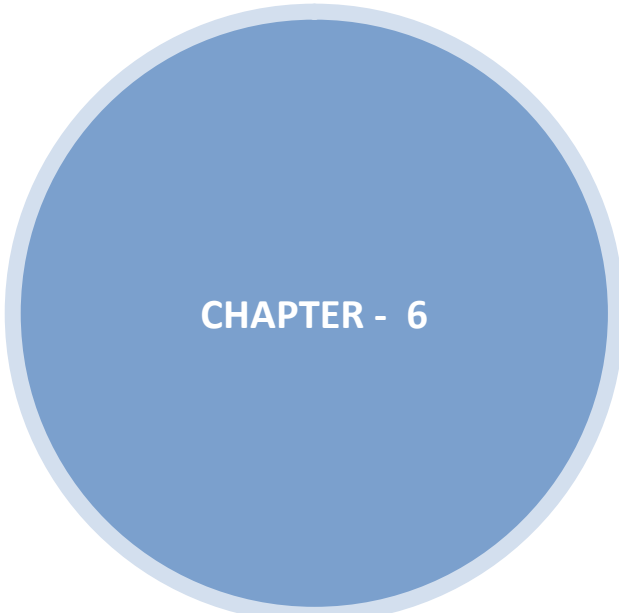
FUNCTIONS OF SALES MANAGEMENT

The general functions of sales management are as follows:

- 1. Preparing the Sales Plan
- 2. Recruiting the right people to execute the sales plan
- 3. Training the people selected to build competency in achieving the targets set and fulfilling the organization's objectives.
- 4. Defining the sales territories

- 5. Specifying the sales quota to be achieved for each territory
- 6. Defining the remuneration and reward system for the sales force
- 7. Providing welfare and healthcare facilities to the sales force
- 8. Devising a sales force development program
- 9. Analyzing past performance with the current performance and making predictions on demand
- 10. Coordinating with the marketing department and the consumers
- 11. Sales planning and sales policies
- 12. Pricing policy and price fixing
- 13. Advertising and sales promotion
- 14. Scientific salespersonship, management and control of sales force
- 15. Marketing research
- 16. Planning and control of sales operations and control of sales costs
- 17. Selection and management of channels of distribution
- 18. Branding, packing and labeling
- 19. After sales service, if necessary
- 20. Integration and coordination of all functions





CHAPTER - 6

Corporate Social Responsibility

Our motto “Growth is Life” aptly captures the ever-evolving spirit of Reliance. We have evolved from being a textiles and polyester company to an integrated player across energy, materials, retail, entertainment and digital services. In each of these areas, we are committed to innovation-led, exponential growth. Our vision has pushed us to achieve global leadership in many of our businesses.

CSR PROJECTS APPROVED BY THE BOARD FOR THE FINANCIAL YEAR 2023-24

The CSR initiatives of Reliance Retail Limited (the Company) focus on 1) Health, 2) Education, 3) Rural Development, 4) Sports for Development, 5) Disaster Response and 6) Other Programme Initiatives.

The community focused programmes aim at bringing about societal change and bridge developmental gaps through education, empowerment led by creation of livelihoods, transformation of ecosystems, reducing gender gap and promoting sustainable development. During the financial year 2022-23, the Company spent Rs. 135.10 Crore on various CSR Initiatives.

The Company's CSR policy and initiatives outline the vision, mission, thrust areas and key requirements as per the Schedule VII read with Section 135 of the Companies Act, 2013.

List of Projects approved for the financial year 2023-24:

1. Health

- Community and Public Health projects including Preventive and Public Healthcare initiatives;

2. Education

- Reliance Foundation Scholarship Programme
- Early Childhood and Care Programme, Foundational Literacy and Numeracy Programme
- Infrastructure Development for Primary Schools, Anganwadis, and Other initiatives including nutrition support to school going children, Vocational Skilling, Programme Partnerships

3. Rural Development

- Sustainable Livelihoods Programme; and
- Projects for improvement of public infrastructure

4. Sports for Development

- Grassroot Sports Promotion Programme.

5. Disaster Response:

- Disaster Management initiatives including community awareness, capacity building and relief support.

6. Other Programme Initiatives:

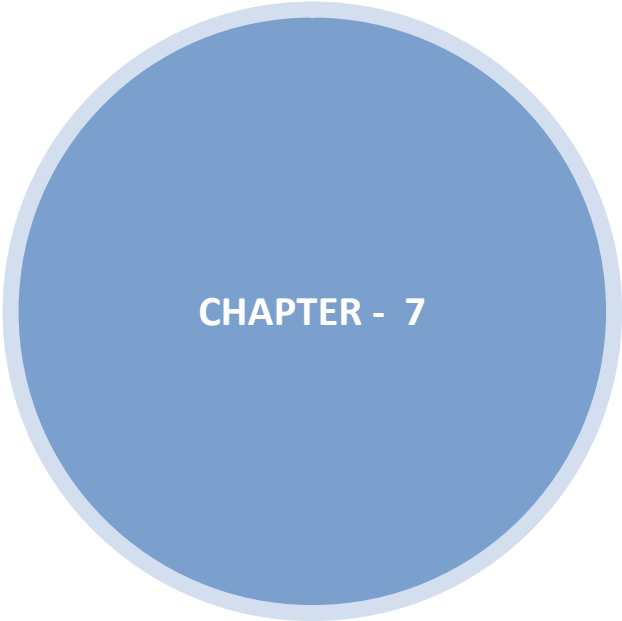
- Gender and Women Empowerment Programme; and
- Other Initiatives including Programme Partnerships.

Awards & Recognitions

- Reliance Digital won Gold for 'Digital Marketing Excellence in Social Media' at Digixx Awards 2020 by Adgully.
- Reliance Digital won 'Social Media App Effectiveness' award at Global Customer Engagement Awards 2020 by ACEF.
- Reliance Jewels awarded the 'Most Admired Emerging Retail Brand of the Year' at Mapic India Retail Awards 2021.
- Reliance Jewels named 'The Retailer of the Year' and 'Marketing Campaign of the Year' at the Business Leader of the Year Awards.
- Reliance Digital recognised as 'India's Only Electronics Retailer Super Brand' for the second consecutive year.

- Reliance Retail won Guarded Retail Employees Amidst Turbulence (GREAT) Award at TRRAIN Retail Awards 2020 – 21.
- Snactac Mixed Fruit Jam and Scrubz were ranked No 1 in their respective categories by Consumer Voice magazine in FY2020-21.
- Marks & Spencer Reliance India Private Limited featured in the top 10 list of India's Best Companies to work for women.
- Marks & Spencer Reliance India Private Limited CII SCALE award for outstanding performance in Supply Chain and Logistics.





CHAPTER - 7

CONCLUSION

On the whole, this internship was a useful experience. I have gained new knowledge, skills and met many new people. I achieved several of my learning goals. I got insight into professional practice.

I experienced that Human Resource is an important factor in running the business. I learned more about Reliance Retail Ltd. I got real experience of attending various customers during this program. The internship was also good to find out what my strengths and weaknesses . This helped me to define what skills and knowledge I have to improve in the coming time. This internship also helped me to know how a Retail organization will be and it also provided me a overall knowledge of each department in the organization.

At last this internship, if has given me new insights and motivation to pursue a good career.

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- <https://rconnect.ril.com/irj/>
- Reliance policy document