

**Internship
at
Deloitte Touche Tohmatsu India Pvt. Ltd.**

**Submitted By
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Introduction

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Organization Profile

Deloitte Touche Tohmatsu India Private Limited is one of the DTTL member firms in India, which operates through offices in Ahmedabad, Bengaluru, Chennai, Hyderabad, Kolkata, Mumbai, New Delhi/Gurgaon and Pune. Our long existence in the Indian professional arena supplements the technical proficiency of the client service teams to create powerful business solution tailored to the client's need.

We focus on clients. We take pride in our ability to provide quality services - whether they are an owner-managed business or a large multinational corporation. We are a multi-skilled, multi-disciplined firm, offering clients a wide range of industry-focused business solutions. We recruit the brightest and the best - whatever their specialisation. We combine the dynamism and fluid-thinking of the young graduate, with the business knowledge and insight of the seasoned executive. In our people means our clients get world-class expertise to solve their complex business problems.

Facts & Figures

Deloitte has more than 210,000 professionals at member firms delivering services in audit, tax, consulting, financial, risk management, tax, and related services in more than 150 countries and territories. Revenues for fiscal year 2014 were US\$34.2 billion. Learn more about Deloitte in the 2014 Deloitte Touche Tohmatsu Limited Global Report. And, for comparable data from other years, please see the chart below:

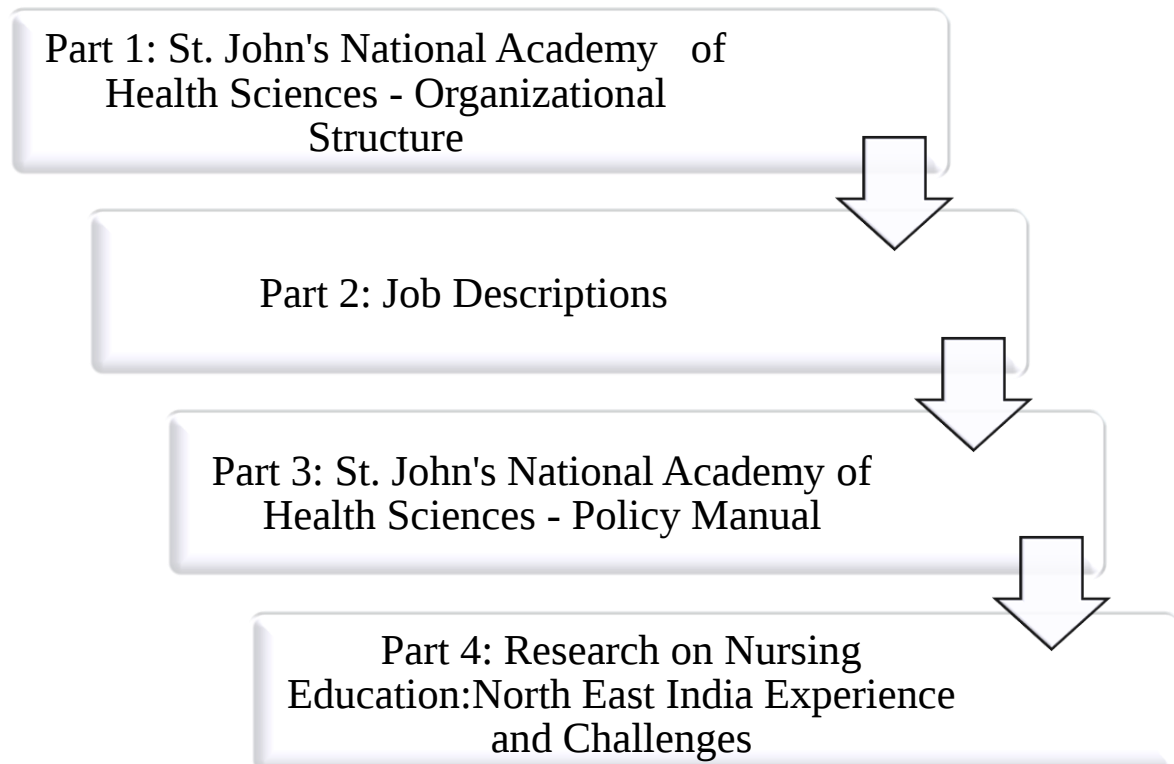
Deloitte by the numbers

	2014	2013	2012	2011	2010	2009	2008	2007	2006
Revenues (US\$ in billions)	\$34.2	\$32.4	\$31.3	\$28.8	\$26.6	\$26.1	\$27.4	\$23.1	\$20.1
People	210,400	200,000+	193,000	182,000	170,000	169,000	165,000	150,000	135,000
Countries and territories	150+	150+	150+	150+	150+	140	140	142	136

Services

- Audit
- Financial Advisory
- Human Capital
- Operations
- Risk
- Strategy
- Tax
- Technology

I worked in the Consulting Department. My work is divided into four parts:



PART 1

In the first part, Organizational Structure of St. John's National Academy of Health Sciences was prepared. An Organization's structure should be such that it facilitates the smooth execution of processes. The organization structure developed should be detailed for each department clearly identifying the various roles of functional heads, process owners, roles in charge of sub-processes and the supporting staff. In order to make the organization structure meaningful and to operationalize it, it is imperative to identify all the unique roles across the organization.

PART 2

Job Descriptions were developed. After Organizational Structure is developed, the Job Descriptions of individuals in the departments were developed, which is the second part of the report. A Job Description is a formalized document that captures the primary responsibilities/ accountabilities of an individual. It defines tasks, duties and responsibilities of an individual holding a unique position in an organization. The Roles & Responsibilities of each unique position are derived from the structure and from the processes these positions are responsible for.

PART 3

Once job descriptions were prepared, next step was to develop a Policy Manual of an organization. In an organization, policy for everything is developed (Manpower, Training and Induction, Rewards and Incentives, Employee Performance Appraisal) . As job descriptions describe the actual responsibilities of the individuals, they can be used to identify the competencies / skills needed by individuals to perform their job

well. Both, technical and behavioural competencies can be identified from the job descriptions.

PART 4

This research focuses on Nursing Education in North Eastern Region (NER) of India. NER consists of seven states: Arunachal Pradesh, Assam, Meghalaya, Mizoram, Nagaland, Manipur and Tripura.

Focus has been drawn to these states as these states have almost negligent infrastructure resources for nursing education , facing educational backwardness. Hence, nursing education is still a far cry for the these States of India. The quality of nursing education imparted is not up to date.

My major project is on Research on Nursing Education: North East India, Experience and Challenges.