

(MBA PM-13) MBA in Pharmaceutical Management, IIHMR University, Jaipur – 302029

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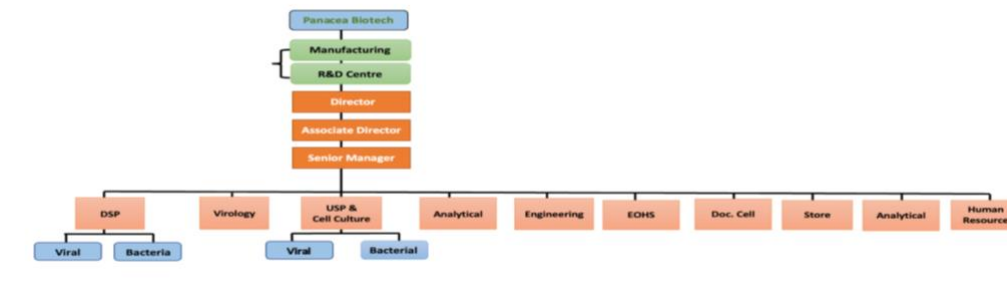
Organization Mentor – Nitin Malhotra

Mentor – Rahul Sharma

Introduction

Panacea Biotech is India's highly progressive research based health management company involved in research, manufacturing and marketing of branded pharmaceutical formulations, vaccines and natural products. The product portfolio includes highly innovative prescription products in important therapeutic areas like pain management, diabetes & cardiovascular management, renal disease management, osteoporosis management, anti-tubercular, gastro-intestinal care products and vaccines.

Organization Structure



Learning & Value Edition

***Policy of the department:**

- Leave policy
- Policy for internal posting of vacant position
- Employee referral scheme
- Induction Policies
- Industrial Training

***Worked on HR Standard Operating System (SOP):**

- Done some changes in below policies
- Medical Examination
- Induction
- Personal Hygiene
- Access and Control

***Prepared ORC hierarchy and reporting chart of the department.**

***Panacea Policy -**

- Attendance System
- Appointment Letter
- Induction policy & Procedure
- Domestic travel Policy
- Corporate Mentoring
- Industrial Training
- Relocation
- Gratuity Payment
- Relocation
- Leave Policy Covid-19
- Policy for Industrial Training
- Travel Policy International
- Saturday-off
- Resignation Module

***HR Scorecard –**

- Employee Life Cycle
- Recruitment
- Induction
- Confirmation Feed Forward
- Retention/ Attrition

***Did a manpower Weekly Analysis**

***Prepared an automatic attendance sheet of the employees**

***Got the opportunity to prepare an organogram of the department**

Brief Description About the Organization

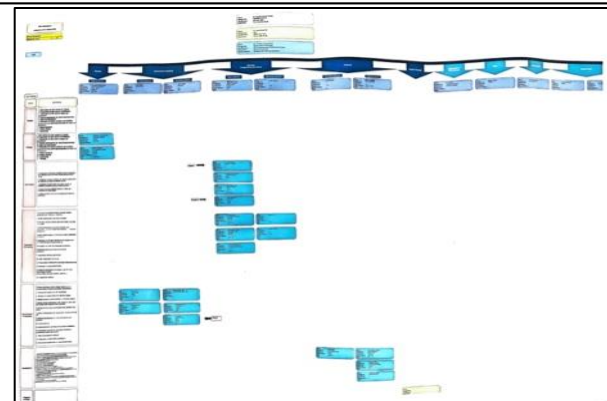
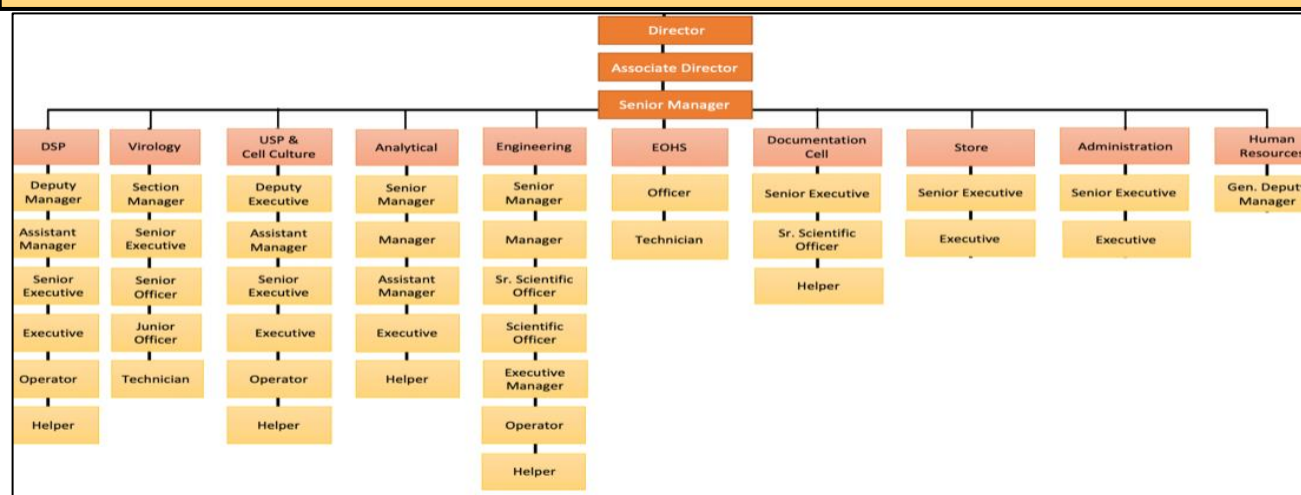
Panacea Biotech was set up in the year 1984, under the name of Panacea Drugs Private Limited with a commitment to make Innovative Products Affordable and Accessible to the masses. It got publicly listed on Indian National Stock Exchanges in September 1995 as Panacea Biotech Ltd.

Mission- Innovation in support of Life

Vision – Leading Health Management Company

Goal – To meet Every Healthcare Need with a Panacea Biotech Brand and

ORC Hierarchy



Company	Level	On Roll	Contractual	Total
PBL	Executives	566	-	566
	Staff	148	-	148
	Workers	469	219	688
PBL Total		1183	219	1402
PBPL	Executives	1177	-	1177
	Staff	84	-	84
	Workers	288	271	559
PBPL Total		1549	271	1820
Grand Total		2732	490	3222

SWOT Analysis

Strength

- One of the few vaccines producing companies in north India.
- Product Quality (no bias)
- HR Policy are made by keeping employee point of view.
- Work Holic Employees.

Weakness

- No commitment to TDC (target completion date)
- Extra workhours

Opportunities-

- Few competitors in an area
- Emerging need for the vaccine

Threats -

- To get new projects
- Development of new vaccine
- To compliance/pass USFDA and NRA audits.

Experience

It was a great experience to work as an HR intern in panacea biotech. The best part of the process was to interact with the employee across the entire company. Also, I got many amazing opportunities as it exposed me to know how activities flow in the organization, how decision is taken. As a trainee they gave the best learning and practical exposure by giving different opportunities.

Strength

Suggestion

- Flexible work Hour