

INTERNSHIP
AT SPARK MINDA FOUNDATION, UTTAR PRADESH

Internship report Submitted to



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by

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Introduction

Blood pressure regulation plays a critical role in maintaining cardiovascular health. Post-amputation individuals often face unique physiological and psychological challenges that may influence their blood pressure levels. Understanding these patterns and comparing them with those of non-amputees can help in designing better health interventions for Persons with Disabilities (PwDs). This internship provided a platform to explore this issue while working with Spark Minda Foundation, an organization that has made a remarkable contribution to empowering people with disabilities through healthcare, skill-building, and employment initiatives.

Why This Study is Being Conducted at Spark Minda Foundation

Spark Minda Foundation (SMF), the CSR arm of the Spark Minda Group, has been actively involved in the empowerment of PwDs, particularly amputees, through its inclusive initiatives such as the Saksham program. SMF organizes prosthetic limb fitting camps, health check-up drives, and wellness monitoring events for PwDs across India.

This study is being conducted at Spark Minda Foundation because of its direct engagement with amputee individuals, access to relevant data, and its commitment to inclusive healthcare. The foundation's real-world engagement with both amputees and non-amputees across various regions made it an ideal site for comparative research on blood pressure issues.

This study was conducted to:

- This study aims to evaluate how well inpatient files meet hospital documentation standards.
- Assess the current state of inpatient documentation practices at Fortis.
- Identify departments or areas where compliance might be slipping.
- Provide actionable feedback that helps the Quality Department improve staff awareness, processes, and outcomes.
- Support the hospital's mission to continuously strengthen patient safety, communication, and clinical excellence.

Objectives of the Study

- To assess the prevalence of blood pressure issues among post-amputation individuals.

- To compare the blood pressure profiles of amputees with non-amputees.
- To identify factors contributing to blood pressure variability in amputees, including physical activity, stress, prosthetic use, and socio-economic status.
- To explore potential interventions and policy recommendations to improve cardiovascular health in PwDs.
- To support the Sustainability & CSR team in aligning health-focused CSR initiatives with Spark Minda Foundation's broader sustainability goals.
- To develop documentation, impact metrics, and stakeholder reports to measure and communicate CSR program outcomes.
- To integrate field data from amputee and non-amputee health screenings into CSR reporting frameworks for internal and external stakeholders.

Organization profile:

Spark Minda Foundation (SMF) is the Corporate Social Responsibility (CSR) arm of Minda Corporation Limited, a global manufacturer of automotive components and systems. Established with a vision to create inclusive growth and drive meaningful social impact, the foundation operates across India to empower marginalized communities, especially Persons with Disabilities (PwDs), through focused programs in health, education, skill development, environmental sustainability, and inclusive livelihood generation.

The foundation's work is aligned with the United Nations Sustainable Development Goals (SDGs) and the Government of India's national initiatives such as "Skill India," "Accessible India (Sugamya Bharat)," and "Digital India." It actively promotes inclusion, accessibility, and sustainable development through long-term partnerships with NGOs, government agencies, educational institutions, and international organizations.

SMF has built a reputation for designing and executing high-impact CSR projects such as prosthetic limb camps, inclusive skill training, assistive technology distribution, and environmental sustainability programs. The foundation ensures all activities are evidence-based, need-driven, and integrated with Minda Group's larger sustainability strategy.

Core Focus Areas:

Healthcare & Well-being: Including health check-up camps, prosthetic and orthotic device distribution, blood pressure and wellness monitoring for PwDs.

Education & Skilling: Skill-building programs for youth and PwDs in trades like tailoring, digital literacy, and entrepreneurship.

Livelihood & Inclusion: Employment linkages for trained individuals, especially those with disabilities, and promotion of inclusive hiring practices.

Women Empowerment: Programs like Shakti, targeting women with disabilities or from marginalized backgrounds, promoting socio-economic inclusion.

Environmental Sustainability: Initiatives to reduce the environmental footprint of the organization and communities through energy efficiency, water conservation, and waste management.

Key Initiatives:

Saksham Program – Empowerment of Persons with Disabilities through mobility aids, skill development, and employment opportunities.

Shakti Program – Focused on women empowerment, particularly women with disabilities or in vulnerable conditions.

Prosthetic Limb Fitment Camps – Organized in partnership with IIT Gandhinagar, the Indian Army, and other institutions to provide free artificial limbs.

Green CSR Projects – Tree plantation drives, solar energy promotion, and community awareness for sustainable practices.

Partnerships & Outreach:

SMF collaborates with national and international NGOs, academic institutions (like IITs), government bodies, and community-based organizations to ensure scalable and sustainable impact. It has a strong monitoring and evaluation system to measure outcomes, report impact, and ensure transparency.

Core Values

Inclusion: Promoting the participation of all individuals regardless of ability.

Empowerment: Enabling individuals through skills and knowledge.

Integrity: Upholding transparency and accountability in all actions.

Compassion: Serving communities with empathy and respect.

Sustainability: Creating lasting impact through innovative and scalable solutions.

Services Provided by Spark Minda Foundation

Prosthetic Limb Camps: In collaboration with IIT Gandhinagar and the Indian Army, the foundation provides artificial limbs to amputees, free of cost.

Inclusive Skill Training: Programs to train PwDs in digital skills, tailoring, and other vocational skills.

Assistive Devices Distribution: Mobility aids like wheelchairs, crutches, and hearing devices.

Employment Facilitation: Through inclusive job fairs and collaborations with industry partners.

Women Empowerment Programs: Especially focusing on disabled and marginalized women.

Health Screening & Medical Camps: Regular check-ups and wellness drives for early diagnosis and support.

Saksham Program:

This program focuses on the holistic development of PwDs, especially in the areas of mobility, healthcare, and livelihood. During the internship, I assisted in organizing prosthetic limb fitting camps, collecting health data, and facilitating counseling sessions for beneficiaries. The program plays a pivotal role in rehabilitating amputees physically, emotionally, and socially.

Key Activities:

- Health screening for amputees.
- Data collection on blood pressure, physical activity, and prosthetic use.
- Assisting in post-fitting follow-up calls and documentation.

Key Learnings during Internship

The internship at Spark Minda Foundation provided deep insights not only into public health and disability inclusion but also into the strategic execution of CSR programs aligned with sustainability.

A. Understanding Disability from a Public Health and CSR Perspective

I observed how CSR programs can go beyond charity and contribute strategically to healthcare access, especially for marginalized groups like amputees. Aligning CSR with actual community health needs — such as blood pressure screening and assistive technology access — creates sustainable impact.

B. CSR Program Execution & Strategy Alignment

I assisted in executing CSR initiatives as per the roadmap laid out by the Head of Sustainability & CSR. This included aligning activities with company values, sustainability goals, and compliance requirements. It taught me how structured planning, budgeting, and cross-functional collaboration (with HR, Marketing, and Operations) are essential to run effective CSR programs.

C. Community Engagement and Partnership Building

Interacting with local communities, NGOs, and healthcare organizations helped me understand the importance of partnerships in implementing meaningful CSR projects. Identifying local needs and aligning them with company capabilities was a critical learning outcome.

D. Monitoring, Data Collection, and Impact MeasurementI was involved in collecting data related to health indicators, analyzing field results from the Saksham and Shakti programs, and maintaining accurate documentation. This experience built my skills in impact measurement, outcome analysis, and data-driven decision-making for CSR initiatives.

E. CSR and Sustainability Reporting

I contributed to preparing reports and presentations that captured the outcomes of our activities. These reports were essential for communicating results to internal stakeholders and aligning with regulatory and company standards. I also learned about annual sustainability reporting and documentation best practices.

F. Environmental Sustainability Integration

While the main focus of my work was health, I observed how Spark Minda Foundation promotes environmental stewardship. I gained exposure to how companies minimize environmental footprints through programs like renewable energy use, water conservation, and waste reduction — essential components of modern CSR strategy.

G. Cross-Department Collaboration

A key takeaway was the necessity of cross-functional integration of CSR into broader business practices. Collaborating with HR, Marketing, and Operational teams enhanced my understanding of inclusive hiring, brand alignment, and logistics in organizing camps and events.

H. Compliance and Governance in CSR

Maintaining documentation that complies with legal, regulatory, and internal policy requirements was another key learning. I understood the role of compliance in ensuring transparency and accountability in CSR practices.