

INTERNSHIP REPORT



INTRODUCTION

This report presents a detailed account of my three-month internship at Akums Drugs and Pharmaceuticals Ltd., Haridwar, conducted from 10th March 2025 to 31st May 2025. This internship formed an essential part of my MBA in Health and Hospital Management, offering me the opportunity to gain first-hand industry exposure within one of India's leading pharmaceutical manufacturing organizations. The internship was a transformative learning experience that deepened my understanding of pharmaceutical operations, employee welfare initiatives, and health support systems within an industrial setting. I engaged with various methodologies and organizational practices that addressed complex challenges in workforce management, employee satisfaction, and compliance in the pharmaceutical environment. Through this report, I aim to document my observations, insights, and analyses gained during the internship, with a particular focus on analyzing employee welfare and satisfaction in health and medical support at Akums Drugs and Pharmaceuticals Ltd.

OBJECTIVES OF INTERNSHIP

As an intern, my key objectives included:

- To gain hands-on experience in pharmaceutical manufacturing processes, regulatory compliances, and facility visits, with a focus on a client-centric operational approach.
- To develop competencies in conducting primary research within the pharmaceutical and life sciences sector.
- To acquire in-depth knowledge of Current Good Manufacturing Practices (cGMP), Good Documentation Practices (GDP), and data integrity standards.
- To contribute meaningfully to the enhancement and optimization of existing operational and quality practices.

ORGANIZATION PROFILE

Akums is India's largest Contract Development and Manufacturing Organization (CDMO), driving pharmaceutical innovation and excellence in the Indian Pharmaceutical Market (IPM). Since our inception, we have developed over 4,100 commercialized formulations across 60+ dosage forms, catering to key therapeutic areas such as cardio-diabetes, neurology, gynecology, nephrology, anti-infectives, respiratory, analgesics, and multi-vitamins. Our robust R&D capabilities have led to 220+ innovative formulations, supported by 22+ versatile platform technologies that enhance product development and differentiation. With 12 state-of-the-art manufacturing units and four dedicated R&D facilities—two approved by the Department of Scientific and Industrial Research, Government of India—we operate at the forefront of pharmaceutical manufacturing. Our workforce of 16,000+ personnel ensures seamless operations, enabling an annual production capacity of 49.21 billion formulation units and 737.38 MT of APIs. Akums has evolved into a comprehensive solution provider, offering formulation development, bioequivalence studies, clinical trials, and regulatory support, including securing Drug Controller General of India (DCGI) approvals for new Fixed Dose Combinations (FDCs) and molecules. Known for our innovative, technology-driven approach, we develop proprietary formulations tailored to our clients' brands. Akums is committed to delivering excellence through innovation, quality, and trust. As a preferred CDMO partner, we continue to shape the future of healthcare, ensuring safe, effective, and cutting-edge pharmaceutical solutions for a healthier world.



15 State of the art facilities	950+ FSSAI Approvals	144+ Patents Applied	1000+ DCGI Approvals
49 Billion Units - Cumulative Formulations Manufacturing Capacity annually	4100+ Commercialized Formulations	1500+ Customers Served With Excellence	

1

Driven by Innovation

Making innovation its building block, the company has brought technological revolution in the production strategies of medicines. The unflinching endeavors of the highly technical and dedicated staff have brought innovation not only in the existing products, but also in Research and Development.

2

Quality First

Prioritizing Quality above all factors, we have ensured to well-developed system and processes to manufacture quality products that match world-class standards. We strive to provide the best quality products to meet the standards for our customers, partners, employees and communities.

3

Diversified Portfolio

We are equipped with 10 state-of-art manufacturing facilities along with ultramodern equipment for manufacturing formulations, that delivers wide range of dosage forms & quality products. We offer vast portfolio to serve our partners with advanced solutions and diverse product portfolio.

4

Research & Development

We are always pushing the boundaries of what is possible and we believe in thinking outside the box. We are constantly working on new solutions and technologies to improve our products.

ORGANIZATION'S COMMITMENT

Akums stands at the forefront of pharmaceutical innovation, offering high-quality products and reliable solutions. With a commitment to excellence and customer satisfaction, we deliver trusted healthcare solutions globally.



Timeline

A legacy of excellence, growth, and innovation over time.



Our Partners

Trusted collaborations driving success across the pharmaceutical industry.



Global Presence

Expanding worldwide with a strong footprint in healthcare.



Careers

Empowering talent through opportunities, growth, and excellence.



Manufacturing

State-of-the-art facilities ensuring precision and high quality.



R&D

Innovative research fueling next-generation pharmaceutical advancements.



Quality

Uncompromising standards ensuring safety, efficacy, and compliance.



Regulatory

Strict adherence to global compliance and industry regulations.



Innovation

Pioneering innovative solutions for a healthier, brighter future.



Investors

Trusted Partnerships for Sustainable and Long-Term Growth

Key Activities/ Projects Undertaken Other than Dissertation

During my internship at Akums Drugs & Pharmaceuticals, Haridwar, I engaged in several Key activities:

- **Training and Development:** Attended both self-paced and instructor-led training sessions focused on domain knowledge, technical skills, and soft skills. Improved proficiency in PowerPoint presentation design and Excel data handling.
- **Organizational Assessment:** Conducted a comprehensive assessment on the topic of *Employee Welfare and Satisfaction*, and presented key findings and recommendations to the team.
- **Project Contributions:** Developed slide decks for observational studies, tracked internal meetings and awareness campaigns, and processed relevant data for specific health indicators. Constructive feedback was received on the outcomes.
- **Communication and Coordination:** Drafted professional emails, actively participated in knowledge-sharing and brainstorming sessions, and contributed to ongoing project discussions.
- **Understanding Corporate Culture:** Gained valuable insights into the corporate and organizational culture at Akums Drugs & Pharmaceuticals Ltd., including its operational structure and employee engagement practices.

Key Learnings from Internship

My internship at Akums Drugs and Pharmaceuticals Ltd. provided me with numerous valuable leanings, including:

- **Research Skills:** Strengthened my ability to conduct primary research, evaluate data critically, and extract meaningful, actionable insights.
- **Technical Proficiency:** Improved skills in data processing, Excel, and creating effective presentations.
- **Data Analytics:** Gained hands-on experience in applying data analytics tools to interpret complex datasets and support decision-making processes.
- **Industry Knowledge:** Developed a deeper understanding of the pharmaceutical and life sciences industry.
- **Professional Growth:** Enhanced my preparedness for project-based work and successfully adapted to a structured corporate environment.
- **Soft Skills Development:** Sharpened key interpersonal skills such as time management, communication, and collaboration through real-world application.