FUNCTIONAL STUDY ON NOKIA SOLUTIONS AND NETWORK INDIA PRIVATE LIMITED

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ABSTRACT

Making the most out of the opportunity to serve as an intern in the Human Resource department of NOKIA, we made an intense effort to explore and enhance our skills by comprehending the practical implementation of the theoretical knowledge, working in an utterly professional environment. The working experience here was enriched with a great spirit for learning and introduction to different steps required for hiring of employees, incentives provided to employees and vice versa. Our report comprises four parts. In the first part we have discussed the Organisation's introduction. Second part of the report comprises personal learning and experience. However, in the third part SWOT Analysis of NOKIA is given. Fourth part includes the grading system in NOKIA for the employees. Lastly, conclusion and recommendations are given.

Keywords: - *Human Resource, Professional Environment, Grading System, Employees.*

1. INTRODUCTION

India is the world's second-largest telecommunications market. The total subscriber base, wireless subscriptions as well as wired broadband subscriptions have grown consistently. Tele-density stood at 84.88%, as of April 2022, total broadband subscriptions grew to 788.77 million until April 2022 and total subscriber base stood at 1.16 billion in April 2022.Gross revenue of the telecom sector stood at Rs. 64,801 crore (US$ 8.74 billion) in the first quarter of FY22. The total wireless data usage in India grew 16.54% quarterly to reach 32,397 PB in the first quarter of FY22. The contribution of 3G and 4G data usage to the total volume of wireless data usage was 1.78% and 97.74%, respectively, in the third quarter of FY21. Share of 2G data usage stood at 0.48% in the same quarter. Over the next five years, rise in mobile-phone penetration and decline in data costs will add 500 million new internet users in India, creating opportunities for new businesses. By 2025, India will need ~22 million skilled workers in 5G-centric technologies such as Internet of Things (IoT), Artificial Intelligence (AI), robotics and cloud computing.

Currently, India is the world's second-largest telecommunications market with a subscriber base of 1.16 billion and has registered strong growth in the last decade. The Indian mobile economy is growing rapidly and will contribute substantially to India's Gross Domestic Product (GDP) according to a report prepared by GSM Association (GSMA) in collaboration with Boston Consulting Group (BCG). In 2019, India surpassed the US to become the second largest market in terms of number of app downloads. The liberal and reformist policies of the Government of India have been instrumental along with strong consumer demand in the rapid growth in the Indian telecom sector. The Government has enabled easy market access to telecom equipment and a fair and proactive regulatory framework that has ensured availability of telecom services to consumers at affordable prices. The deregulation of Foreign Direct Investment (FDI) norms have made the sector one of the fastest growing and the top five employment opportunity generators in the country.

1.1 Major Players in the Mobile Phone Service Industry

- BSNL. The Bharat Sanchar Nigam Limited, country's largest cellular service operator was set up in the year 2000
- MTNL
- Airtel
- Reliance Communications
- Aircel
- Vodafone Essar
- Tata Indicom
- Idea Cellular

1.2 Growth in the Indian Telecom Sector

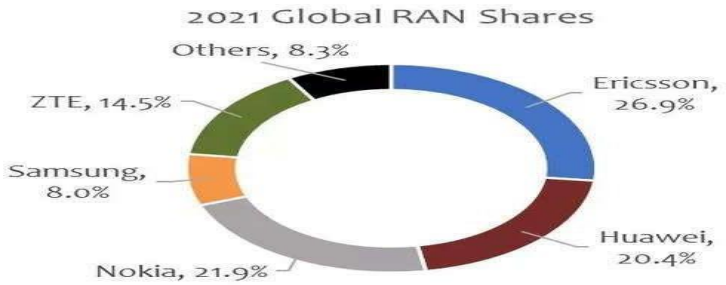
The state owned Bharat Sanchar Nigam Limited (BSNL) is the pioneer in the telecom market of India.The Indian telecommunication policies were further modified to introduce more private telecom players in the market. Several private companies as Bharti Airtel, Reliance Communications, Tata Indicom, Aircel, Vodafone, Idea Cellular joined the Indian market. As of the figures of March, 2011, the mobile phone sector in India registered 20.21 million numbers of new users a month. The overall density in the telephone sector has increased to 70.89% as indicated by the recent figures of March 2011.

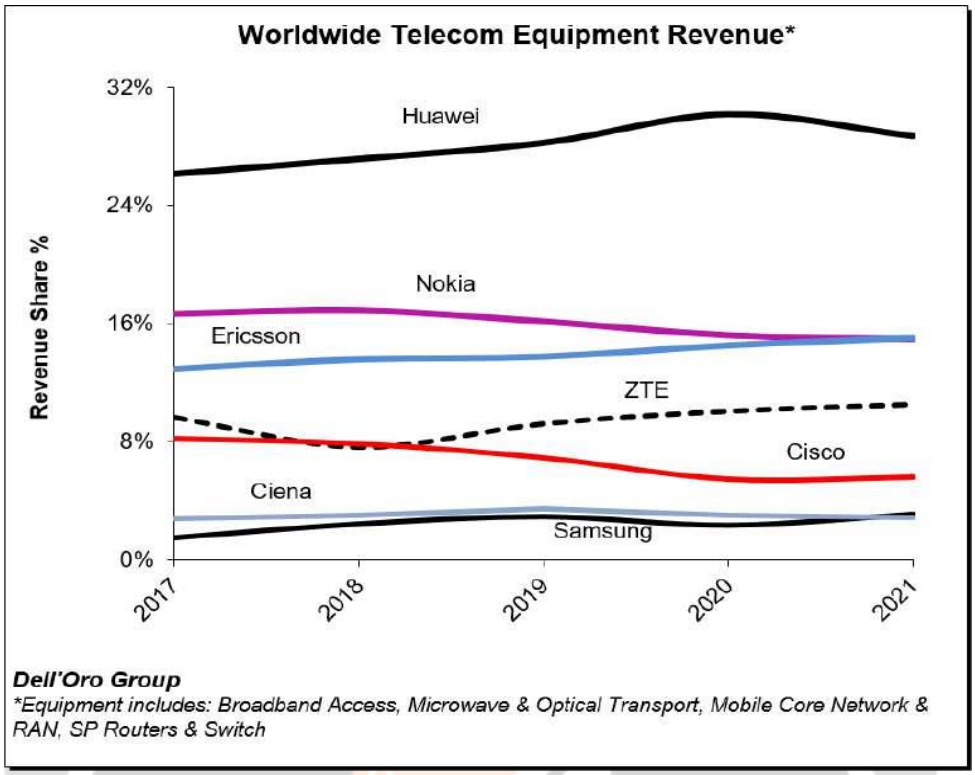
1.3 Major Telecom Companies in India

- In 1975, the Department of Telecom (DoT) was given separate authority for running the telephone services in the country.
- The Mahanagar Telephone Nigam Limited (MTNL)initiated its services in the year 1985 for carrying out the telephone operations in the metros of India, viz. Delhi and Mumbai.
- In October 2000, the Bharat Sanchar Nigam Limited (BSNL) was set up by the Department of Telecom.
- Thereafter several private companies as Reliance Communications, Tata Indicom, Airtel, etc. came up.

1.4 Telecom Sector Policies

- A Communication Convergence Bill was introduced in the Parliament in 2001.
- Unrestricted entry is allowed in National Long Distance Service (NLD)
- Also the International Long Distance Services (ILDS) have been kept opened.
- Cellular operators have the permission of providing all types of services.
- The New Telecom Policy revised in 1999 encourages participation of private companies in services as Global Mobile Personal Communication by Satellite (GMPCS) Service, Digital Public Mobile Trunked Service (PMRTS) and Voice Mail/ Audiotex/ Unified Messaging Services.
- To fulfill Universal Service Obligation (USO) funding and administration, several measures are taken.
- To initiate Community Phone Service, an announcement has been made.
- Guidelines regarding the Multiple Fixed Service Providers (FSPs) have been announced.
- For establishing International Internet Gateways, which include both Satellite and Landing Stations, the Internet Service Providers (ISPs) have been permitted.
- The Government of India also has set up various guidelines to establish Internet telephony (IP).





Nokia revenue for the twelve months ending June 30, 2022 was $25.997B, a 1.73% decline year-over-year. Nokia annual revenue for 2021 was $26.267B, a 5.23% increase from 2020. Nokia annual revenue for 2020 was $24.962B, a 4.41% decline from 2019.

1.5 National Telecom Policy, 2012

Telecommunication has emerged as a key driver of economic and social development in an increasingly knowledge intensive global scenario, in which India needs to play a leadership role. National Telecom Policy-2012 is designed to ensure that India plays this role effectively and transforms the socio-economic scenario through accelerated equitable and inclusive economic growth by laying special emphasis on providing affordable and quality telecommunication services in rural and remote areas. Thrust of this policy is to underscore the imperative that sustained adoption of technology would offer viable options in overcoming developmental challenges in education, health, employment generation,financial inclusion and much else. NTP-2012 is an initiative to create a conducive policy framework to address these issues and to touch the lives of all citizens and transform India.

✓ By formulating a clear policy regime, NTP-2012 endeavors to create an investor friendly environment for attracting additional investments in the sector apart from generating manifold employment opportunities in various segments of the sector. Availability of affordable and effective communications for the citizens is at the core of the vision and goal of the National Telecom Policy – 2012.

✓ The last decade is characterized by significant penetration of telecommunications in India. The New Telecom Policy 1999 has been a catalyst for growth of the telecom sector. The number of telephone connections, at the end of February 2012, was 943 million, as compared to 41 million at the end of December 2001. This growth has been fuelled by the cellular segment (mobile phones) which alone accounted for 911 million connections at the end of February 2012. The composition of the telecom sector too has witnessed a structural change, with the private sector accounting for 88 % of the total connections.

✓ Today, India is one of the fastest growing telecom markets in the world. The unprecedented increase in teledensity and sharp decline in tariffs in the Indian telecom sectors have contributed significantly to the country's economic growth. Besides contributing about 3% to India's GDP, Telecommunications, along with Information Technology, has greatly accelerated the growth of the economic and social sectors.

✓ The National Telecom Policy 2012 (NTP 2012) is conceived against this backdrop. The vision is to transform the country into an empowered and inclusive knowledge-based society, using telecommunications as a platform.

2.1 COMPANY PROFILE

Nokia Networks (formerly Nokia Solutions and Networks (NSN) and Nokia Siemens Networks (NSN)) is a multinational data networking and telecommunications equipment company headquartered in Espoo, Finland, and wholly owned subsidiary of Nokia Corporation. It started as a joint venture between Nokia of Finland and Siemens of Germany known as Nokia Siemens Networks. Nokia Networks has operations in around 120 countries. In 2013, Nokia acquired 100% of Nokia Networks, buying all of Siemens' shares. In April 2014, the NSN name was phased out as part of a rebranding process. The company was created as the result of a joint venture between Siemens Communications (minus its Enterprise business unit) and Nokia's Network Business. The formation of the company was publicly announced on 19 June 2006. Nokia Siemens Networks was officially launched at the 3GSM World Congress in Barcelona in February 2007. Nokia Siemens Networks then began full operations on 1 April 2007 and has its headquarters in Espoo, Greater Helsinki, Finland.

In January 2008 Nokia Siemens Networks acquired Israeli company Atrica, a company that builds carrier-class Ethernet transport systems for metro networks. The official release did not disclose terms, however they are thought to be in the region of $100 million. In February 2008 Nokia Siemens Networks acquired Apertio, a Bristol, UK-based mobile network customer management tools provider, for €140 million. With this acquisition Nokia Siemens Networks gained customers in the subscriber management area including Orange, T-Mobile, O2, Vodafone, and Hutchison 3G. In 2009, according to Siemens, Siemens only retained a non-controlling financial interest in NSN, with the day-to-day operations residing with Nokia. On 19 July 2010, Nokia Siemens Networks announced it would acquire the wireless-network equipment of Motorola. The acquisition was completed on 29 April 2011 for $975 million in cash. As of the transaction approximately 6,900 employees transferred to Nokia Siemens Networks.

On 23 November 2011, Nokia Siemens Networks announced that it would refocus its business on mobile broadband equipment, the fastest-growing segment of the market. This refocus resulted in the restructuring of the company and the planned layoffs of 17,000 employees. The plan reduced the company's work force by 23% from its 2011 level of 74,000, and helped the company trim annual operating expenses by $1.35 billion by the end of 2013. On 12 December 2011, ADTRAN, Inc. announced it would acquire Nokia Siemens Networks fixed line Broadband Access business. This caused around 400 jobs to move to ADTRAN as part of the deal. After the restructuring process, Nokia Siemens Networks brought in a positive turn around to its businesses. The bottom line and operating margins rose to approximately 10%, which was a significant shift from the previous sub-zero margins, with positive cash flows for six continuous quarters. On 7 August 2013, Nokia completed the acquisition of Siemens' stake in the company and rebranded as Nokia Solutions and Networks. After this acquisition NSN became a fully owned subsidiary of Nokia.

On 29 April 2014, Nokia announced that NSN would henceforth be known as Nokia Networks. It was also announced that Rajeev Suri, the CEO of NSN would be appointed as president and CEO of Nokia Corporation, effective 1 May 2014. On 15 April 2015, Nokia announced its intent to purchase Alcatel-Lucent for €15.6 billion in an all-stock deal. The acquisition aimed to create a stronger competitor to the rival firms Ericsson and Huawei, whom Nokia and Alcatel-Lucent had surpassed in terms of total combined revenue in 2014. The acquisition was expected to be completed in early 2016, and was subject to regulatory and shareholder approval. Regulatory approval was obtained in October 2015 and shareholder approval was announced on 4 January 2016.On 3 November 2016, Nokia completed the acquisition of Alcatel-Lucent and it was merged into their Nokia Networks division.
On 1 August 2020, Pekka Lundmark took over the role of CEO of Nokia.

2.2 Vision

To build trusted customer relationships by offering compelling and values customer solutions that combine beautiful devices with context enriched services. Nokia's promise is to connect people in new and better ways.

2.3 Mission

Nokia is the world leader in mobility, driving the transformation and growth of the converging internet and communication industries.

2.4 Core Culture

At Nokia, we care about people. We are building a culture of belonging and personal connection. To truly act together we must be inclusive, offering equal opportunities so that everyone feels valued, heard, and able to contribute. Nokia Corporation is the world's largest manufacturer of mobile phones, serving customers in 130 countries. Nokia is divided into four business groups: Mobile Phones, Multimedia, Enterprise Solutions, and Networks. The Mobile Phones group markets wireless voice and data products in consumer and corporate markets.

2.5 Profile of the Founders

Nokia's main headquarters are in Espoo, Finland, in the greater Helsinki metropolitan area, but the company's actual roots are in the Tampere region of Pirkanmaa.Nokia Solutions And Networks India Private Limited was incorporated 15 years 10 months ago on 01 Nov 2006 with Registrar of Companies RoC-Delhi. Nokia is Good product based company for telecom background. Nokia Solutions And Networks India Private Limited is registered at Registrar of Companies, Delhi (RoC-Delhi). The company was founded by MUKUL BAJAJ, SUNIL SAYAL, SAGUNA VAID, SANJAY AJMERA, SANDEEP GIROTRA and SATENDRA SINGH in the year 2006.

Nokia Solutions And Networks India Private Limited is a Private incorporated on 01 November 2006. It is classified as Non-govt company and is registered at Registrar of Companies, Delhi. Its authorised share capital is Rs. 2,150,000,130 and its paid up capital is Rs. 2,099,660,030. It is involved in Other computer related activities [for example maintenance of websites of other firms/ creation of multimedia presentations for other firms etc.]. Nokia Solutions And Networks India Private Limited's Annual General Meeting (AGM) was last held on 11 October 2021 and as per records from Ministry of Corporate Affairs (MCA), its balance sheet was last filed on 31 March 2021. Directors of Nokia Solutions And Networks India Private Limited are Sanjay Malik, Pratik Shah, Sudarshan Pitty, Sanjay Ajmera. Nokia Solutions and Networks India Private Limited's Corporate Identification Number is (CIN) U72900DL2006PTC155149 and its registration number is 155149. Its Email address is countrycontrolling.india@nokia.com and its registered address is 1507, REGUS BUSINESS CENTRE, EROS CORPORATE TOWERS, LEVEL 15, NEHRU PLACE, NEW DELHI DL 110019 IN. Current status of Nokia Solutions and Networks India Private Limited is - Active.

2.6 Milestones

We create the technology to connect the world. Powered by the research and innovation of Nokia Bell Labs, we serve communications service providers, governments, large enterprises and consumers, with the industry's most complete, end-to-end portfolio of products, services and licensing. We adhere to the highest ethical business standards as we create technology with social purpose, quality and integrity. Nokia is enabling the infrastructure for

5G and the Internet of Things to transform the human experience. Nokia.com. First telecom factory in India to start manufacturing 5G base stations. Nokia collaborates with BSNL to leverage Industry 4.0 for manufacturing excellence at Nokia's Chennai factory New Delhi, India - Nokia's state-of-the-art manufacturing unit in Chennai in South India has started manufacturing 5G New Radio (NR) based on the 3GPP 5G New Radio Release 15 standard. The Chennai plant is one of the largest telecom equipment manufacturing plants in the country, recently reaching the 4 million unit annual production milestone of 2G, 3G and 4G units. It serves both domestic as well as global customers, shipping to over 100 countries.

Data use has grown tremendously over the last several years. In India alone, the average consumption was 7.4 GB of data per user per month on mobile devices over mobile networks, placing India ahead of developed markets like the UK, South Korea and France.* This is set to increase significantly in the 5G era with billions of connected devices. 5G NR will support such data consumption by providing significantly more network capacity, higher user throughput and lower latency with increased network reliability. Nokia's state-of-the-art Chennai factory produces a range of telecom equipment across technologies, and now will include 5G gear in its shipments as network deployments start. As part of an on-going program, known as the 'Conscious** factory', the Nokia Chennai plant recently implemented the first 'real-world' Smart Manufacturing application of Industry 4.0 in India leveraging solutions such as Augmented and Virtual Reality (AR/VR), connected Robotics, Artificial Intelligence, Big Data Analytics, and Internet of Things to enhance operations and increase productivity. The plant is equipped with cutting-edge manufacturing technologies, such as the state-of-the-art surface mounting technology, with a capacity of 12.8 billion components every year, 3D automated optical inspection and X-Ray inspection capability.

Sanjay Malik, senior vice president and head of the India Market, at Nokia, said, "This is another big leap towards the 'Make in India' vision as our factory continues to contribute to the Indian economy and the country's growing profile as a manufacturing and engineering hub. Nokia was the first to leverage the skills and capabilities in India and start manufacturing telecom networks equipment in the country in 2008, and develop the local supply chain for various components. We are now pioneering 5G manufacturing in the country, making India and the world ready for 5G."To address Industry 4.0, Nokia has applied a 'Conscious Supply Network' concept at its factories leveraging digitalization, analytics, and robotics across the overall supply chain.

2.7 Products Offered

We are a leading vendor in the network and IP infrastructure, software, and the related services market. We provide a broad range of products, from the hardware components of networks used by communication service providers and increasingly by customers in other select verticals, to software solutions, as well as services to plan, optimize, implement, run and upgrade networks.

- ✓ BSS/OSS.
- ✓ Core networks.
- ✓ Data center.
- ✓ Fixed networks
- ✓ Internet of Things (IoT)
- ✓ IP networks.
- ✓ Mobile networks. Mobile networks. AirScale Cloud RAN

2.8 Services Offered

Deliver superior end user experiences, seize new revenue opportunities and optimize network and operational performance through our comprehensive services portfolio. Our services teams offer expertise and global reach that will enable you to realize the potential of technology.

2.9 Market Share

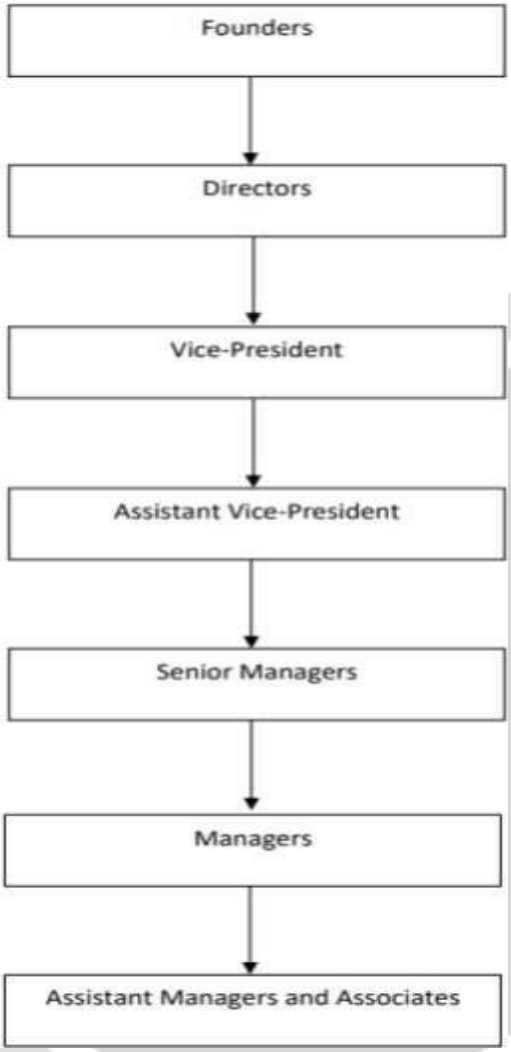
Nokia Solutions AND Networks India Private Limited is a Non-govt company, incorporated on 01 Nov, 2006. It's a private unlisted company and is classified as a company limited by shares'. Company's authorised capital stands at Rs 21500.0 lakhs and has 9.766046E-4% paid-up capital which is Rs 0.21 lakhs. Nokia Solutions AND Networks India Private Limited last annual general meet (AGM) happened on 28 Sep, 2017. The company last updated its financials on 31 Mar, 2017 as per the Ministry of Corporate Affairs (MCA).

2.10 Financial Performance

Its authorised share capital is INR 215.00 cr and the total paid-up capital is INR 209.97 cr. Nokia Solutions and Networks India's operating revenues range is Over INR 500 cr for the financial year ending on 31 March, 2021. The financial reports of NOKIA SOLUTIONS AND NETWORKS INDIA PRIVATE LIMITED include financial

history (previous 5 Years), ratio analysis, management details such as directors & key persons of the company, shareholding & group structure details, mortgages & charges on NOKIA SOLUTIONS AND NETWORKS INDIA PRIVATE LIMITED.

3. ORGANIZATION STRUCTURE



4. VARIOUS FUNCTIONAL AREAS OF THE COMPANY

4.1.1 Operations Department

- ✓ Headquarters – Espoo, Souther Finland, Finland
- ✓ Chennai – Oragadam and Navalur.

4.1.2 Production Process

Nokia factory have two production Line of product production – ENO, SOP and ESOP.

4.1.3 The Board Assembly Line Process

The blank PCB (Printed Circuit Board) and PWB(printed wire Board) with Four panel board contain in one Board Loaded and assembly the Mike, Speakers ,and ,IC (integrated Circuit) this is done by that is Screen Printing is done by Stainceler BY Paste using SMT Technology and process is called pick and Placement machine name is FJNXG And AOI is also done i.e. Automatic optical inception.Them come to screen printing with DEK Machine the part of machine having ie wiper roll, stencil,squeegee blade and Solder Paste and SMT (Surface Mount Technology) is used for this process because the part of the Product is Very small and compact and then Mount the SMT is Printed PCB After the Placement Process of Mike, Speakers, LED, and IC (integrated Circuit).

There after Automatic Inspection to detect the defect of assembly and show by the camera name DELSHA that contain paper reel and Embossed reel and control with Personal Digital assistant all components are placed properly. There after shield placement is done for cover the assembly components as protect the components also cover from different type of Dust. Then Go to the Sholding process with Different zone with different temperatures, such as Soaking Zone ,Replo Zone and Cooling Zone. The purpose of doing this is properly contact with the PCB board with the assembly components then go to the unloading process to slot the magazine with components the name of machine is ERSO HOT FLOW and pre heat and soak and reflow for cooling.

4.1.4 Final Assembly Line

The first step of starting of magazine loading and the process loading the panel by using the magazine with panel flesh with software MCU (Micro controller Unit). Then go to Dom sheet Process the process is done for properly contact between key mat and and PCB board. Then go to the panel flash to assign the micro controller unit software in mount the LCD on PCB and this process is called the ACF lamination process in this process LCD is Mounting and lamination and Boarding and the LCD mounting is done. For the purpose of connecting the PCB of lamination area. Then go to the Bounding Process for the bounding the heat and the LCD and PCB board in this process Light guide is used to support Key mate.

Then go to the Router Process to the De panelas four Board panel in One panel. The go to the flail process for the GSM (General sim Mobile) to processes of establishment of battery and voltage and GSM tunings; vibration ,MCU.Then go to sub assembly or MFD assembly stage to attachment of D cover i.e. Outer cover with the finishing MFD and Speaker, Mike ,anatine D cover, LED, Dom sheet and LCD. Then go to the DT stage in case of Defect Detection of all the placement of part of different part all defect is attachment and check by Basic UI (usual Inspection) looking like a owl to detection of all defect.Then go to the visual inspection to find the defect now the mobile is ready without software as hardware is ready. Then go to the SOP LINE to load the software according to different feature and the Model.

4.2 Inventory Control Practices

The Nokia 5529 Inventory Data Manager(IDM) is an advanced inventory-management application that provides a centralised repository of network information. It enables quick-and-easy inventory reports to be run on the entire network or a specific part of the network. The inventory reports cover all important aspects, from details about equipment configuration to the status of individual circuits.
The 5529 IDM northbound interface is based on the widely accepted XML/Service Oriented Access Protocol (SOAP) Web service standard, and network element (NE) information is reported using the TM Forum Multi-Technology Operations System Interface (MTOSI) v1.1 standard. The 5529 IDM simplifies inventory information collection and reporting and Operations Support System (OSS) integration. This results in reduced OSS integration cost and complexity, as well as accelerated time-to-market when introducing new NEs. The 5529 IDM is an enhanced application that is part of the broader access management portfolio, including the 5520 Access Management system (AMS) and the 5529 family of products.

4.3 Quality Management Practices

- ✓ Safety
- ✓ Quality
- ✓ Productivity
- ✓ Cost

- ✓ Delivery
- ✓ Environment

4.4 Major Suppliers of Raw Materials

Nokia has a complex supply chain which has the capacity to handle approximately 100 billion components, together with sixty strategic suppliers and ten manufacturing plants globally.

Accelink Technologies Corporation, Accton Technology Corporation, Airoha Technology Corporation, Capgemini Engineering, Amphenol Corporation, Ampleon Netherlands B.V, Analog Devices Inc, Arrow Electronics Inc, Artesyn Technologies Inc, Askey Computer Corp. Cambridge Industries Group Ltd, Comm Scope Inc, Dell Technologies Inc, Delta Electronics Inc,Flex Ltd, Hon Hai Precision Industry Co. Ltd, Fushan Precision Manufacturing Co. Ltd, Gemtek Technology Co. Ltd, Shenzhen Gongjin Electronics Co. Ltd, T & W Electronics Inc, Hewlett Packard Enterprise Company HG Genuine Optics Tech Co. Ltd, Hisense Photonics Inc, Infineon Technologies AG Intel Corporation Jabil Inc, Keysight Technologies Inc, Lattice Semiconductor Corporation Luxshare Precision Industry Co. Ltd, Marvell Technology Inc, Maxlinear Inc, MediaTek Inc, Mentech Electronics Co. Ltd, Microchip Technology Inc, Micron Technology Inc, Molex LLC, Murata Manufacturing Co. Ltd, NXP Semiconductors N.V. On Semiconductor Corporation Oracle Corporation Qorvo Inc, Qualcomm Inc, Quanta Computer Inc, Realtek Semiconductor Corp. Renesas Electronics Corporation. Rohde & Schwarz GmbH & Co, KG Rosenberger Hochfrequenztechnik GmbH & Co. Samsung Semiconductor Inc, Sanmina Corporation Semtech Corporation Shennan Circuits Co.Ltd,SM Optics Chengdu Superxon Communication Technology Co. Ltd, Texas Instruments Inc, Two Wing Technology (HK) Co. Ltd, Viavi Solutions Inc, Wingain Electronic Equipment, Co. Ltd, WUS Printed Circuit Co. Ltd, Xilinx, Inc.

4.5 Warehousing Practices

The introduction of accessible and easy to deploy technologies has opened a wide range of automation and digitalization opportunities for Supply chain and Party Logistics (PLs) companies. 1PL, 2PL, 3PL and 4PL companies can make the move to the Supply Chain 4.0 era and capture the extraordinary benefits:

- ✓ Reduce costs by minimising supply chain resource waste
- ✓ Improve cycle time by operating with greater efficiency
- ✓ Build transparency with accurate, real-time end-to-end supply chain visibility
- ✓ Adapt to changing demand with flexible supply patterns
- ✓ Customise and personalise order delivery experiences for end customers

4.6 Marketing Department

- ✓ BSS/OSS.
- ✓ Core networks.
- ✓ Data centre.
- ✓ Fixed networks.
- ✓ Internet of Things (IoT)
- ✓ IP networks.
- ✓ Optical networks.
- ✓ Private Networks. Security.
- ✓ Solutions for industry
- ✓ Product Strategy
- ✓ Pricing Strategy
- ✓ Promotion Strategy
- ✓ Distribution Strategy

4.7 Channel Management Practices

Digital transformation is a critical goal for any enterprise, whatever its size, business domain or location. Nokia has established a global program for our channel partners giving them access to a comprehensive portfolio of products and services. This allows them to deliver secure, high-performance, mission-critical communications, applications

and network infrastructure to their customers. Through certification and accreditation programs, our channel partners acquire certified skills and capabilities ranging from design, installation, integration to optimization and support, to sell, deploy and support Nokia solutions, either regionally or globally, with the highest level of quality.

4.8 Finance Department

It is classified as a private limited company and is located in New Delhi, Delhi. Its authorised share capital is INR 215.00 cr and the total paid-up capital is INR 209.97 cr. Nokia Solutions and Networks India's operating revenues range is Over INR 500 cr for the financial year ending on 31 March, 2021.

4.9 PEKKA LUNDMARK, PRESIDENT AND CEO, ON Q1 2022 RESULTS:

During the first quarter of the year, we were shocked to see the Russian invasion of Ukraine. Nokia believes in human rights, international cooperation and the rule of law. Throughout the war our priority has been the safety and wellbeing of our people. We support our employees in Ukraine in multiple ways and are proud of their continued efforts to maintain our customers' networks in the country. It has been clear for us since the early days of the invasion that continuing our presence in Russia would not be possible. We announced in early April that we will exit the Russian market in a responsible way and aim to provide the necessary support to maintain our customers' networks, as we exit.

On a more positive note, I am pleased with our start to 2022. Demand in our end markets remains high, and although supply chain constraints continue to impact our growth, we delivered 1% constant currency net sales growth in Q1. Our comparable operating margin was stable year-on-year at 10.9% as strong underlying improvements in profitability were offset by rising R&D investment, lower other operating income compared to the year before and some timing effects in Nokia Technologies.

Network Infrastructure delivered strong growth with continued robust momentum in both Fixed and Submarine Networks. In Mobile Networks supply constraints hindered our revenue growth, nevertheless we expect to return to growth this year due to our improved competitiveness. Our 5G Core business continued to drive good growth in Cloud and Network Services.In Nokia Technologies we are in the process of renewing licences which has led to some timing effects in net sales in the quarter. We are confident in the quality of our patent portfolio and expect to return to previously communicated

€1.4-1.5bn annualised net sales run rate.Overall, Q1 was a strong start for the year both in terms of net sales and profitability. The demand environment remains strong and while supply chain and inflation challenges remain, we are confident we can deliver our 2022 outlook and continue to make good progress towards our long-term targets.

- ✓ We expect Nokia Technologies to deliver a largely stable operating profit performance in 2022 and over the longer-term;
- ✓ We expect the net negative impact of Group Common and Other to be EUR 250 million in 2022 and over the longer-term;
- ✓ In full year 2022, Nokia expects the free cash flow performance of Nokia Technologies to be approximately EUR 450 million lower than its operating profit, primarily due to prepayments we received from certain licensees in previous years;
- ✓ Comparable financial income and expenses are expected to be an expense of approximately EUR 150-200 million in full year 2022 and over the longer-term;
- ✓ Comparable income tax expenses are expected to be approximately EUR 450 million in full year 2022 and over the longer-term;
- ✓ Cash outflows related to income taxes are expected to be approximately EUR 400 million in full year 2022 and over the longer-term;
- ✓ Capital expenditures are expected to be approximately EUR 650 million in full year 2022 and around EUR 600 million over the longer-term.

Rule of thumb related to currency fluctuations: Assuming our current mix of net sales and total costs (refer to Note 1, Basis of Preparation, in the Financial statement information section included in Nokia Corporation Financial Report for Q1 2022 for details), we expect that a 10% increase in the EUR/USD exchange rate would have an impact of approximately negative 4 to 5% on net sales and an approximately neutral impact on operating profit. Nokia's long-term targets as published with our fourth quarter 2021 results remain unchanged.

4.10 HR Department

The Nokia Human Rights Policy outlines our commitment to respect and support Human Rights based on the principles and values laid out in the International Bill of Human Rights (consisting of the Universal Declaration of Human Rights and its related covenants), the International Labor Organization's Declaration on Fundamental Principles and Rights at Work and the United Nations Guiding Principles on Business and Human Rights. These principles and values are embedded in our Code of Conduct that every employee is required to follow and are reflected in our commitment to the principles of the UN Global Compact and in our participation in the Global Networking Initiative. We also expect our suppliers and business partners to share these values to ensure that communications technology and our business respects and support human rights.

4.11 Systems / IT Department

Complying with 3GPP User Data Convergence and 5G standards, Nokia SDM centralises user data into a single, robust Unified Data Repository (UDR) that hosts applications and ensures SDM security. The Unstructured Data Storage Function (UDSF) enables control applications to store their session data and become session stateless. Nokia Subscriber Data Management (SDM) sits at the heart of the core network, storing valuable data used by diverse telecoms services. SDM offers data consolidation, carrier-grade robustness and an evolution path to 5G. By transforming your SDM into open, extensible cloud-native software applications that provide standards-based functions and enable rapid innovation, you can make the most of 5G.

With Nokia SDM, user data is centralised in a secure, highly scalable repository. As a single point of provisioning, this saves costs and substantially shortens the time taken to launch new technologies and services or to activate new customers. The database is held in Network Directory Server (One-NDS) and Shared Data Layer (SDL) which provide a resilient and distributed data and application-hosting environment.

5. COMPETITORS ANALYSIS – Ericsson, ZTE and Cisco: SWOT Analysis

5.1 Strengths

- ✓ The biggest strength of the company is their brand name. Many consumers often opt for Nokia more than any other brand because of the reliability, durability, and creativity their phones provide.
- ✓ Most of Nokia's highly qualified personnel have teamed up with Microsoft's experts as a part of the acquisition deal.
- ✓ The phones provided by Nokia have a much higher re-sale value compared to other mobile phone brands.
- ✓ Many of Nokia's products are easy to use and are usually coupled with a variety of handy accessories.
- ✓ Products offered by the company are available in all price ranges.

5.2 Weaknesses

- ✓ The company, though, is often criticized for poor after sales services.
- ✓ Took a long time to enter the highly productive and booming smartphone market. As a result the company lost a lot of its once huge market share.
- ✓ Some of Nokia's products are not affordable for middle and lower class consumers, which often affects their searches negatively.
- ✓ The Finnish mobile company has made comparatively lower profits due to drop in sales that result from tough competition. According to statistics, the company's profits have fallen by 7% in the second quarter of 2014.

✓ There are slumps in the company's development with its Windows Lumia range of smartphones because of constant competition from rivals Android and iOS.

5.3 Opportunities

✓ The Microsoft-Nokia deal is a win-win situation for both companies. The deal possesses great opportunity if both utilise resources in a proper way.

✓ Opportunities to expand the range of products and their prices. Also bring in new features and applications onto Windows OS.

5.4 Threats

✓ Strong competition from other smartphone companies will make it hard for Nokia to maintain and expand their market share.

✓ Low-cost threats by China mobile companies and others can cause big problems.

6. OBSERVATIONS

- ✓ Observed about the warehouse and different products present in the warehouse.
- ✓ Observed how they are paying taxes to the products which they bring from abroad.
- ✓ Observed how they produced the products in the galvatron and coser line.
- ✓ Observed the poka yoke method used in the production line for manufacturing the products.
- ✓ There are fully automated systems in the factory.
- ✓ Learned about the SAP software which is used to find the products in the warehouse easily.

7. SUGGESTIONS

✓ We have analysed the previous year purchase products and suggested the best Bcd percentage and Bcd amount for each of the products in the warehouse.

✓ We have suggested the amendments present in the CBIC website to reduce the taxes paid while purchasing the products from abroad by reducing the BCD amount for certain products legally.

8. CONCLUSION

Through this one month internship we have learnt many more things from the company, how the real time office will work and how we have to behave in the office. So, this will help us in our career and we have learnt many things from new terms and materials. Moreover, we have learnt about the work culture and employee relationship through this internship.

9. REFERENCES

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