An Organization Study Report of
MINDTREE LIMITED
Submitted by
ABHISHEK S
USN:1CR19MBA04

Submitted to

VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI

In partial fulfillment of the requirement for the award of the degree of

MASTER OF BUSINESS ADMINISTRATION

Under Guidance of

Prof. Sabeha Mufti

Associate Professor

Department of Management Studies

CMR Institute of Technology, Bengaluru

Department of Management Studies and Research Center

CMR Institute of Technology

#132, AECS Layout, Kundalahalli, Bengaluru - 560037

Class of 2019-21

CERTIFICATE BY THE INSTITUTION

This is to certify that Mr. ABHISHEK S bearing USN 1CR19MBA04 is a bonafide s°udent of Master of Business Administration of our Institution during 2019-21 batch. The organization study report **on MINDTREE** is prepared by him under the guidance of Mrs. Sabeha Mufti, Assistant Professor, *"ir* pafiifia\ fulfillment of the requirements for the award of the degree of Plaster of Business Administration, affiliated to Visvesvaraya Technological University, Belagavi Karnataka.

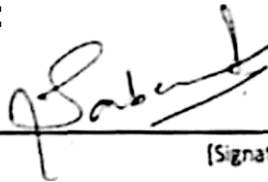S gn   he   SIgnat   f the   Signature of the
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                        EaosaJore-S60 037   Bangalore - 560037

Viva-voce **Examination:**

Internal Examiner: _____ 30/9/2020
                                [Signature & Date]

Sabeha Mufti. Asst. Prof. CMR Institute of Technology
                [Name, Designation & Affiliation]

_____ 30/09/2020
                [Signature & Date]

Kathavi Santosh, Ass. Professor, CMR Institute of Technology
                [Name, Designation & Affiliation]

DECLARATION

I, **Mr. Abhishek S.** bearing **USN 1CR19MBA04** hereby declare that the organization study conducted at **Mind Tree Ltd.** is record of independent work carried out by me under the guidance of **Proof. Sabeha Mufti.** faculty of M.B.A Department of CMR Institute of Technology, Bengaluru. I also declare that this report is prepared in partial fulfillment of the university Regulations for the award of degree of Master of Business Administration by Visvesvaraya Technological University, Belagavi. I have undergone an organization study for a period of four weeks. I further declare that this report is based on the original study undertaken by me and has not been submitted for the award of any degree/diploma from any other University /Institution.

Disclaimer

The enclosed document is the outcome of a student academic assignment, and does not represent the opinions/views of the University or the institution or the department or any other individuals referenced or acknowledged within the document. The data and Information studied and presented in this report have been accessed in good faith from secondary sources/web sources/public domain, including the organisation's website, solely and exclusively for academic purposes, without any consent/permission, express or implied from the organization concerned. The author makes no representation of any kind regarding the accuracy, adequacy, validity, reliability, availability or completeness of any data/information herein contained.

Abhishek. S

Place: Bangalore   **Signature of the Student**
Date: 30.09.2020   **USN:1CR19MBA13**

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I would like to express my sincere thanks to **Dr. Sanjay Jain**, Principal of CMR Institute of Technology, Bengaluru for his valuable support and guidance throughout the course of organization study.

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I thank my Internal Guide, **Sabeha Mufti, Professor** of the Department of MBA, CMR Institute of Technology, Bengaluru for his constant guidance and support throughout the organization study.

Abhishek S
1CR19MBA04

TABLE OF CONTENT

LIST OF TABLES

LIST OF CHARTS

MINDTREE LIMITED

Name: Mindtree Limited

Type: Public

Industry: IT Services, IT Consulting.

Founder: Ashok Soota, Subroto Bagchi.

Founded: 18 August 1999

Head Quarters: Global Village Tech Park
Bangalore,India

Area Served : Worldwide

Key people: A.M Naik (Non-Executive Chairman)

Services: Outsourcing , Consulting

INTRODUCTION

The Mindtree Consulting Pvt Ltd belongs to the IT Service industry. Mindtree ltd is mainly into the service sector in other words Tertiary sector. Service industry focuses on intangible products and services.

IT is an industry where the services are provided all over the world rather than products. IT sector is purely knowledge based. By the effective utilization of the skilled labour they can help the economy to the rapid growth.

Information technology and hardware software associated with IT industry, are the integral part of nearly every major global industry. IT industry is becoming the most robust industries in the world. Information Technology Association of America explains that IT as encompassing all possible aspects of information systems based on computers.

IT industry provides easy accessibility to information, so that it can serve as e- governance. There will be improvement in operational efficiency and add on transparency if information technology is used in service sector. IT industry also helps other sectors like manufacturing and services in growth.

Some domains of IT sector as following:

Networking

Testing

Data base design and development

System architecture

Application development

Maintenance and hosting

Security service

CHAPTER 2

MINDTREE LIMITED PROFILE

Back ground of Information Technology

IT comes under the tertiary sector of the economy which deals with the services. Information technology uses computers to store the data, retrieve it, and to manipulate the same, it may be data or any kind of information but it is often in the context of a business or other enterprise.

When it comes to history of the IT, it has been around since a long time. As long as people and Information are being around the concept of information Technology is also been there. There are mainly 4 ages of IT, the first is Ages of Premechanical, that was in 3000B.C. and 1450.A.D. it was only through drawings and other writings and they still call it as information technology it"s because people used this for information and data storing in that age.

Then comes Age of Mechanical, here it started the connection between our current technology and ancestors. It was between 1450 and 1840. In that era a lot of new technologies were developed. Slide rule (analog computers) was invented. In this era Charles Babbage developed the difference engine which tabulated polynomial equations using method of finite differences.

After that in the time of 1840 to 1940, Electromechanical was introduced. It is what we are using in the modern days. Or we can say that it resembles the today"s technology. It was the beginning of the telecommunication. The first large scale automatic digital computer in United States was Mark 1 created by Harvard University.

The last one is Electronic, this is what currently being in use. It is the time between 1940 and till now. The ENIAC was the first high speed digital computer capable of being reprogrammed to solve full range of computing problems. After that many computers were introduced, Apple launched the first personal computers which helped many business entities and other organization for the work conveniences.

Information Technology and India

This is how Information Technology is being used since a long long period. IT was introduced in India long back itself. It was first born on Mumbai in 1967 with the establishment of TATA group in partnership with Burroughs. SEEPZ was the first software export zone, was established in Mumbai in 1973. More than 80% of the country"s software was from SEEPZ in 1980"s.

In the time of Globalization and International economic integration in 1991, it leads to economic reforms and a growth of 6% from 1993 – 2002. The whole administration was under Atal Bihari Vajipayee the Prime Minister of that time. There was a development in Information Technology and formed the Indian National Task Force Information Technology and Software Development. After the launch of Task Force with 90 days it produced an extensive background report on the state of technology in India and an IT action plan. Task force was actually build based upon the experience of state government central government agencies, universities and the software industry.

The new Telecommunication policy in 1999 helped to liberalise India"s telecommunication sector

In the world economy India stands first in exporter of IT. 79% of Indian revenue generate from exports of IT industry. And domestic market is also significant with a great revenue growth.

In the year 1998 the industry share of total Indian exports was less than 4% and it increased to 25% in the FY2012. In the year 2006 technology inclined services in India accounts for 40% of the country's GDP and 30% of export earnings. And it was employing on 25% of its workforce. The top Indian IT services providers are, Tata Consultancy services, Infosys, Wipro, HCL technologies.

When it comes to employment generation from IT service industry, it is doing a great job. Information Technology sector created 8.73 lakh new jobs in the last 5 years. the current employment in the IT sector is 41.40 lakh jobs directly and 1.2 crore indirectly. For the rural BPO"s there are 23,000 new jobs created so far. Electronic manufacturing has created additional 6.7 lakhs of employment. The whole economy is growing at the rate of 7.4 plus percent.

Challenges faced by IT industry

1. New technology

   Technology is advancing every single day that means every user, managers at all levels and competitors pressures IT staffs to implement it to latest technology. The challenge here is that choosing which technology is better to adapt and which is not, because of this many techies are facing problem with the security and other problems.

   Cloud, big data, virtualization and mobility are the new technologies used inIT industries.

2. Cloud

   Cloud pants are the most important thing in IT industry and many organizations are yet to make the clouds plants. Some of them are used to keep the data and applications in house and manage everything themselves in files. Here common sense for all organization is to go on with the advancements in the cloud computing technologies and to future-proof the network.

3. Energy efficiency

   Advancement in IT industry requires a lot more power and energy; it estimates a 25000 square foot data centre will use about $4 million in energy.

   This is the main problem faced by the IT industry, with an increasing trend of expanding green initiatives and alternate source of energy.

4. Social networks

   Social networking is the new trend in the era, customers, suppliers and others are currently talking about every organization on some form of social media like Twitter, Facebook, LinkedIn, You Tube and others. IT and marketing departments need to participate in those areas to encourage the customers and suppliers and also to promote themselves. It can also upgrade shape new products and services they are offering. The biggest trouble here is that shifting from providing a platform that provides products and services delivering strong customer solutions.

5. User systems

It creates problem with the user systems, the developers must develop applications that adjust to the device the users have available. Some will make it like it may vary the screen size, it is hard to get adapted to those kind of applications for the users.

The solution can be that organizations should adapt to multiple user systems. Tablets and smart phones perform all the activities which the desktop can do, so they try to adapt these kinds of solutions to the problem of user systems.

6. Shadow IT

When in the times of slow responses, dictatorial actions, or software challenges the managers and workers starts using may other software"s for easy work, without letting the IT department know about this, this is what shadow IT means. When end users and managers are less satisfied with the services and support that receive from IT department they start to look for other options that are the challenge faced by the IT industry now to control the shadow IT"s.

7. Virtualization

Virtualization means creating a virtual version of a device, software, server, storage devices, and even operating systems where the framework divides the resources into one or more execution environments. It continues to expand from desktops to servers to switches, routers and firewalls. Virtualization provides much higher level of control of these devices rather than saving money.

Industry contribution to the economy

According to an article in Times of India "India"'s liberation was possible due to its IT industry. The industry started in 1990"'s with an export of nearly $100million with around 5000 employees, and now it thrives globally India"'s IT exports are around $70 billion with 2.8 million employees working. IT sector is one of the top 2 industries in India.

During 2016-17 India"'s IT expected to rise at the rate of 12 to 14% and it happened.This clearly shows that it is one the emerging market in the days.in the same year it contributed to GDP by 7.7%.

In 1998 the sector contributed 1.2% to the Indian GDP and now in 2017 it has been increased to 7.7%. According to NASSCOM the sector aggregated revenue is $160 billion in 2017, with an export revenue of $99 billion and domestic revenue of $48 billion, by growing over 13%.

Service sector is the largest sector in India; it contributes highest to the Indian GDP among the 3 sectors. GVA at current prices for service sector is 92.26 lakh crore INR in 2018-19. Share of service sector has been estimated as 54.40%. Service sector had contributed 61.5% to the Indian GDP.

Mission statement of the company

"We engineer meaningful technology solutions to help business and societies flourish."

Vision statement of the company

"MindTree takes an agile, collaborative approach to create customized solutions across the digital value chain."

MIND TREE WORK FLOW MODEL

The below Picutre shows the Work flow model of Mind Tree limited.

1.1.1 Work flow statement

Mindtree's cloud enabled intelligent content supply chain
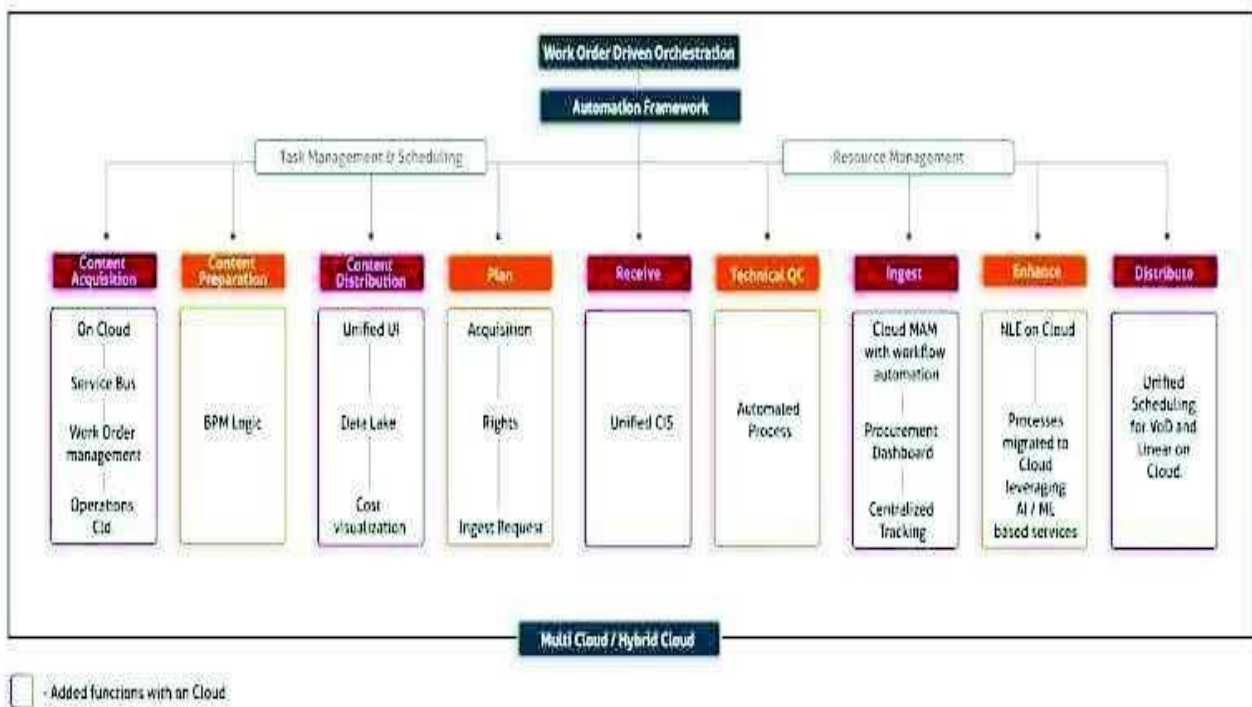
1.2.1 OWNERSHIP PATTERN

Holders Name	No of Shares	% Share Holding
No of shares	164,574,066	100.00
Promoters	119,084,112	72.36
Foreign Institutions	17,099,848	10.39
NBFC and Mutual Funds	7,751,549	4.71
Others	2,440,125	1.48
General Public	11,116,324	6.75
Financial Institutions	5,223,469	3.17

1.1.2 OWNERSHIP PATTERN
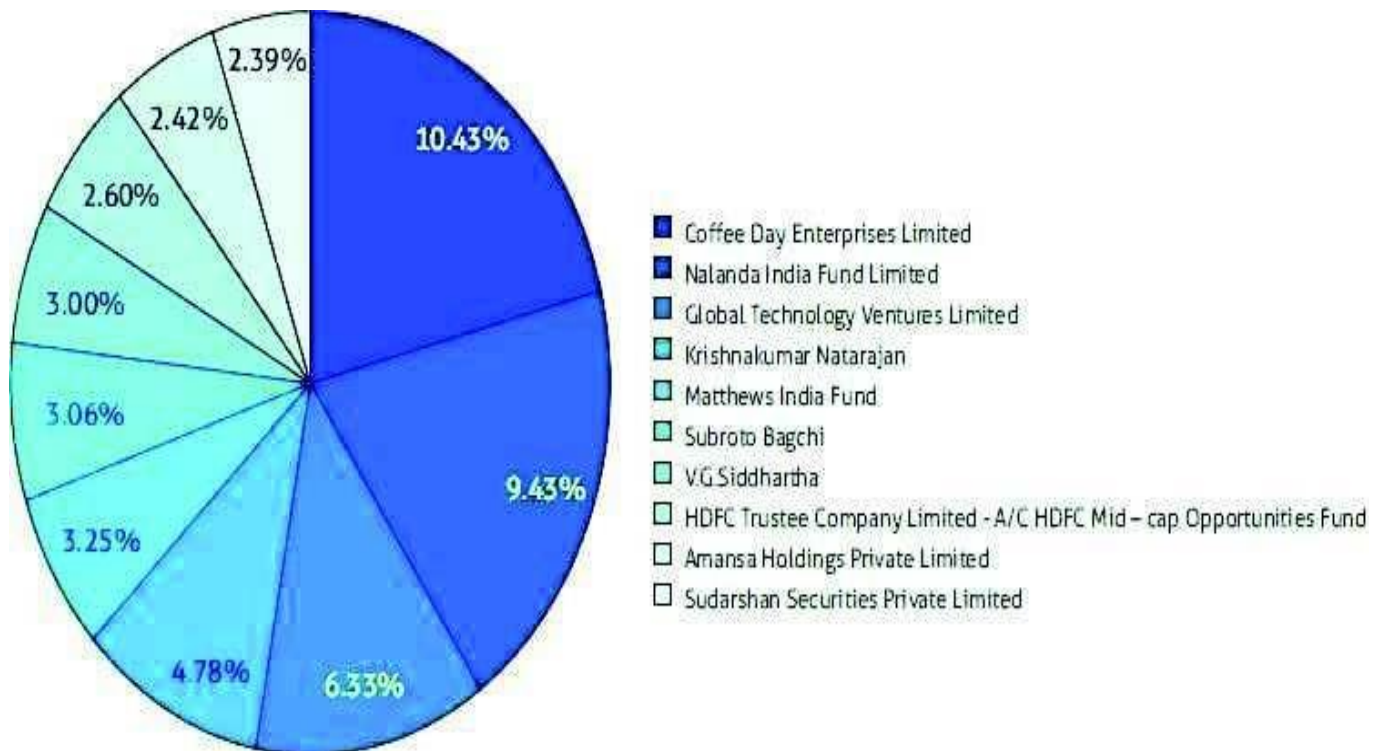
Achievements of the company

In the year 2017, MindTree achieved a milestone that is it reached the revenue of $200.1 million and net profit of $18.9 million.

It reached 336 active clients in the same year. $5 million clients grow by 3 for a total of 33 and 16,561 Mindtree minds in the same year.

It wins some leading global clients in that multimillion dollar year, they are,

- Building end to end digital transformational capacity for a lading outsourcing and technology services provider in the travel industry.
- Providing managed services across multiple platforms for a leading semiconductors company.

  It implemented The Duck Creek products for the policy, billing and claims systems for a large property and casualty insurance company.

Industry's recent development

Major Information Technology hubs

1. **Bangalore:** Bangalore is Silicon Valley of India. Bagmane techpark, Manyata Techpark, Embassy Golf links, Global Village Techpark, Embassy Tech village are the main hubs of IT industry in Bangalore.
2. **Hyderabad:** It is known for the high-tech city. It has the largest bioinformatics in India. This city has emerged as the second largest city on the country for software exports. The competitors for the same are Chennai and Pune. HITEC City, Genome Valley and Hyderabad Pharma city are the notable tech and pharma parks in the city.
3. **Pune:** Hinjwadi tech park is the largest in the city, in there Rajiv Gandhi Infotech park is rs600 billion project by Maharashtra Industrial Development Corporation, it has the area of about 2800 acres. As 2017, it employs more than 300000 people.
4. **Chennai:** Tidel park in Chennai was built as largest IT park in Asia when it was built. Many major software offices are running their business.

5. Trivandrum: techno park is a technology park in the city. Established in 1990 by Kerala government. In terms of developed area, it is the largest techno park in India. it has over 400 companies in it and employed more than 56000 professionals and still expanding.[

6. Chandigarh: It is also one of the main growing IT hub in India. In that area the next techpark will be World Trade Centre.

Product/ Service Profile:

- Cloud computing: this is nothing but use of computing services over the internet. Because of this business need not to invest in hardware or any other software for their requirement instead they can opt for Infrastructure as service, Platform as a service, Software as a service. This creates standardization and instant access to the same information across the company.

- Digital Analytics: this is actually analysis of the information to achieve greater customer satisfaction. It improves the online experience of the people who visit the website of the company.

- Internet of things: this is just online platform, where all the works are done through internet connectivity, which is connected through broadband or LAN. This is mainly used to receive and send the data through an online mode.

- Mobile applications: there is an increase in number of people using mobile and internet facility. So every company will have a website which gives all information about it, people can easily open it from their phones, laptops, and PC"s using internet connection. This is mainly to attract the new customers and also retain the existing customers.

- User interfaces: since the introduction of touch screen user interface has gone through a revolution. Touch screen enables the user to directly interact with what is displayed and intermediate hand held device like the mouse.

- Analytics: it is process which helps in discovering the informational patterns with data. This is a combination of statistics, computer programming and operations research. It has shown growth in the field of data analytics, predictive analytics and social analytics. It supports decision making process, and converts raw data into meaningful information.

- Machine learning and artificial intelligence: from 2017 onwards artificial intelligence and machine learning have seen considerable advancement by making deep rooted progress in most of the sectors.

Management and Board of Directors

CEO – Debashis Chatarjee

Vice President and Global Head of Digital Business- Sreedhar Bhagavatheeswaran

Senior Vice President and head, Global sales and Europe Geo- Guita Blake

Senior Vice President and head, Banking, Finance services and insurance- Manas Chakraborty

Senior Vice President and head of retai, CPG & manufacturing- Anil Gandharve

CMO and head of MindTree Americas- Paul Gottsegen.

Executive VP and head delivery & operations- Ramesh Gopalakrishnan

Senior VP and chief strategy officer- Gaurav Johri

CFO – Pradeep Kumar Menon

Senior VP and head, Technology, media & services- Balaji Tirumalai

Organizational Structure

Mindtree recently has an organizational structure as part of its growth. It has been focussing on five business areas. It wants to establish leadership positions, include IT services, product engineering services, infrastructure management, independent testing, technical support and analytical service wing.

1.1.3 ORGANISATION STRUCTURE
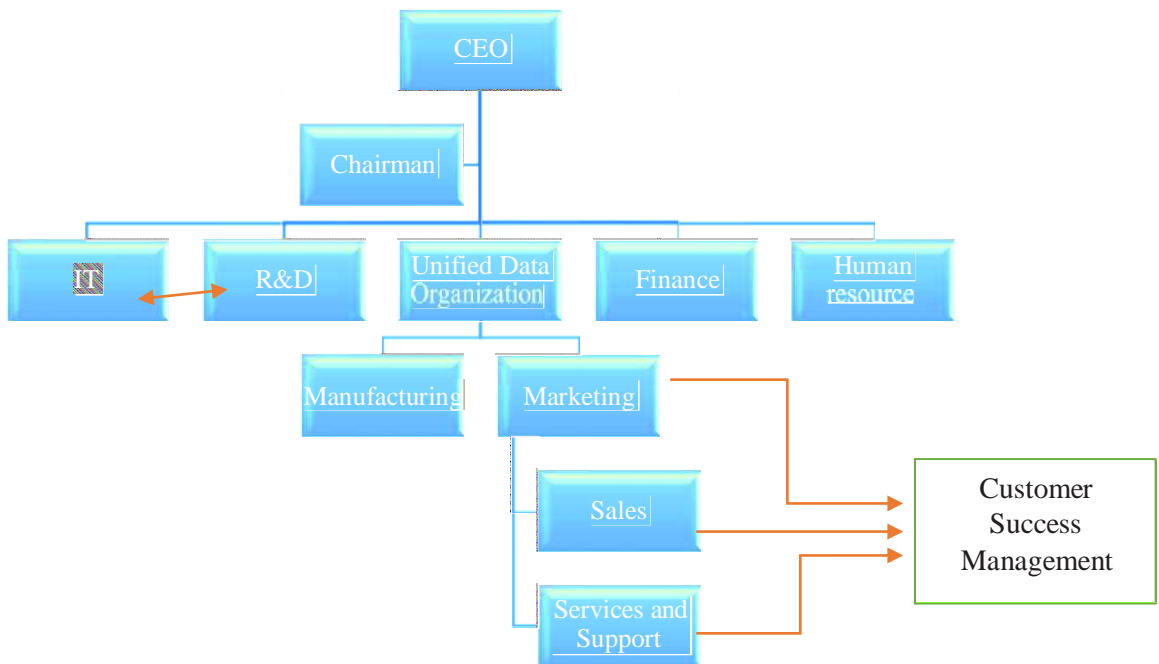
Recent investments in the service sectors

The government is making efforts to improve the ease of doing business and its regulatory norms, which has already resulted in increase in FDI.

Indian service sector is mostly improving a lot, some examples or recent investments made by Indian government or a private sector company are,

India‟s first bullet train from Gujarat to Maharashtra and Mumbai to Pune on a larger scale.

Manufacturing Rafale jets in India.

Building large highway systems which may be inland water ways, port modernization and new port development.

Amazon India is expanding its logistics footprint. In

Karnataka Taiwanese tech park has been created.

A fund of $693 million has been utilized to support champion service sector initiatives, it includes IT AND ITeS, Tourism and Hospitality, Auto visual services, Legal services, Communication services, Environmental services, Construction and engineering related services, financial services and education.

FUTURE GROWTH PROSPECT

Mindtree is optimistic about the demand environment across all our chosen verticals and continues to see improvement in our win ratio. Our continuing strategic investments in expertise for Domain, Digital and Run are clearly recognized by the market.
Our overall pipeline has increased by 32% compared to FY 17. Digital pipeline grew by a very healthy 66% compared to FY 17.
We continue to see very strong traction across all our verticals – Banking, Financial Services and Insurance, Technology, Media and Services, Travel and Hospitality, Retail, CPG and Manufacturing. Some of the engagements we have been executing for our clients are path breaking for their respective industries. We also have a strong recognition in the market place owing to our partnerships with Cloudera, AWS and Azure, content management with Adobe etc.

From a Financial Outlook perspective:

☐ We expect revenue growth momentum to be stronger in FY 19. With this, we are confident of improving the margin in FY 19 as compared to FY 18.

☐ We plan to hire 1,900 campus graduates in FY 19. We continue to invest in sophisticated hiring and learning platforms to upskill Mindtree Minds and deliver transformational business outcomes.

☐ Effective Tax Rate (ETR) for FY 19 would be in the range of 27-28%, a slight increase due to some of the facilities entering the 50% tax bracket. We expect this range to continue for next few years barring any new legislation that may affect the tax rate.

Our four strategic priorities elaborated earlier viz. Digital Packages and Platforms, Focused Innovation for Run and Grow, Consulting First and Automation will enable us to establish market leadership and provide industry leading returns to our stakeholders.

Industry recognition and Special achievements

MindTree works for better living of the people with disabilities and enhancement in the quality of primary education.

Narayana Hrudayalaya Charitable Trust and MindTree Foundation, the corporate social responsibility arm of MindTree, have launched Udaan a scholarship program to support the medical education of underprivileged students. Udaan provides children from rural areas with scholarship and end to end financial support, right from their 9th standard till they complete MBBS.

It announced the launch of „I Got Garbage", a cloud based platform aimed to simplify waste management and transform every waste picker in Bangalore, India into an entrepreneur through a structured and governed waste management framework.

Individual social responsibility, employees join the cause of donation of old clothes, toys, books, distribution of solar lanterns, caring for elderly, cleaning up the city, blood and organ donation.

MindTree is recognised as market leader for application development and maintenance services by research and advisory firm ISG.

CHAPTER 3
McKensy's 7s Frame work

1.1.4 MCKENSY'S 7'S FRAMEWORK

McKinsey Seven-S tool
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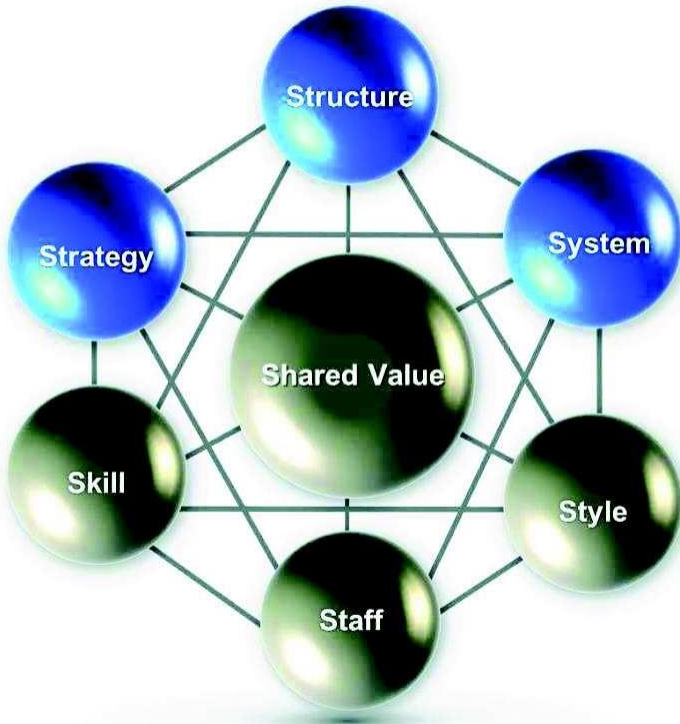
The Seven-S tool is based on the theory that an organization is not just "Structure", but is comprised of seven elements distinguished by the "hard S" and "soft S"

The 3 "hard S", Structure, Strategy, and Systems, are practical and easily identifiable. The 4 "soft S", Skills, Staff, Style, and Shared Values, are somewhat less easily discerned and are less tangible

The Seven-S diagram depicts how each of the elements influences, and is influenced by all of the other elements

Continuously evolving and changing, the "soft S" are determined by the people at work in the organization and hence, are difficult to anticipate or to influence. Although subterranean in nature, they can and do have a great impact on the "hard S"

The model can be used to help identify what needs to be realigned to improve the organization performance, or how to maintain alignment during a period of change

What Is the McKinsey 7s Model?

"Without change, something sleeps inside us, and seldom awakens. The sleeper must awaken." These words, spoken by Duke Leto Atreides in the 1984 movie Dune, tell us that, to be successful, change is needed.

For your business to grow, you must embrace change. But, you need to make sure that the change makes sense, will help you achieve your goals, and will be embraced by all employees.

In the late '70s, Thomas J. Peters and Robert H. Waterman, consultants from the McKinsey consulting firm, developed what is known as the McKinsey 7s model. This model is a framework to help you assess seven key elements of your business that need to change or be aligned in order to be successful.

In this article, we will discuss the McKinsey 7s framework and show how to use this model. We will also give you ideas about how to make the model accessible to everybody involved for effective collaboration.

7 elements of the McKinsey 7s model

The basic premise of 7s management is that there are seven internal elements of an organization that need to be aligned so it can be successful. These seven elements are categorized as "hard" or "soft."

Hard elements

The hard elements are tangible, easy to identify, and easier for management to immediately influence, such as strategy statements, corporate plans, organizational charts, and other documents.

- **Strategy:** your company's plan to enhance competitive advantage.

- **Structure:** how your company is organized and who reports to whom

- **Systems:** procedures, processes, and routines of staff that characterize how the job is done

Soft elements

These elements are more difficult to describe because staff capabilities, corporate values, and culture are continuously developing and changing.

- **Shared values:** the core values that are reflected in the corporate culture and individual work ethic

- **Style:** typical behavior patterns of groups such as managers and other professionals

- **Staff:** your company's employees and their general capabilities

- **Skills:** the organization's core competencies and distinctive capabilities

The model diagram represents the interdependency of all seven elements. Shared values are placed in the middle of the model to emphasize that they are central to the development of all the other critical elements. The ideas behind why the organization was created will influence the other six elements.

Use a Lucid chart template to create a web-based 7s management model that you can use to collaborate with others as you realign goals and work through organizational changes.

How do you use the McKinsey 7s model?

The interdependency of this strategy development framework means that if one element changes, you will have to address the other six elements to analyze how the change affects them and to determine how each may need to change to keep organizational goals aligned.

Business uses of the McKinsey framework include:

- Determining how your business will achieve targets and goals
- Boosting productivity and performance
- Putting a proposed strategy into effect
- Facilitating the complexities of aligning departments and processes during mergers or acquisitions
- Examining the effects of organizational changes within the company
- Implementing policies to improve employee skills and competency

The 7s model can be used when organizational design and effectiveness are at question. It can help all stakeholders to work towards agreement when there are differing opinions about how the seven elements should be aligned.

The following steps should help you as you implement this tool.

Step 1. Identify the areas that are not effectively aligned

During the first step, your aim is to look at the 7S elements and identify if they are effectively aligned with each other. Normally, you should already be aware of how 7 elements are aligned in your company, but if you don't you can use the checklist from WhittBlog to do that. After you've answered the questions outlined there you should look for the gaps, inconsistencies and weaknesses between the relationships of the elements. For example, you designed the strategy that relies on quick product introduction but the matrix structure with conflicting relationships hinders that so there's a conflict that requires the change in strategy or structure.

Step 2. Determine the optimal organization design

With the help from top management, your second step is to find out what effective organizational design you want to achieve. By knowing the desired alignment you can set your goals and make the action plans much easier. This step is not as straightforward as identifying how seven areas are currently aligned in your organization for a few reasons. First, you need to find the best optimal alignment, which

is not known to you at the moment, so it requires more than answering the questions or collecting data. Second, there are no templates or predetermined organizational designs that you could use and you'll have to do a lot of research or benchmarking to find out how other similar organizations coped with organizational change or what organizational designs they are using.

Step 3. Decide where and what changes should be made

This is basically your action plan, which will detail the areas you want to realign and how would you like to do that. If you find that your firm's structure and management style are not aligned with company's values, you should decide how to reorganize the reporting relationships and which top managers should the company let go or how to influence them to change their management style so the company could work more effectively.

Step 4. Make the necessary changes

The implementation is the most important stage in any process, change or analysis and only the well-implemented changes have positive effects. Therefore, you should find the people in your company or hire consultants that are the best suited to implement the changes.

Step 5. Continuously review the 7s

The seven elements: strategy, structure, systems, skills, staff, style and values are dynamic and change constantly. A change in one element always has effects on the other elements and requires implementing new organizational design. Thus, continuous review of each area is very important.

1.STRATEGY OF MIND TREE COMPANY

As digital strategy consultants to our clients, we define for them how digital transformation can be shaped for their competitive advantage. We assess their industry and current offerings, existing technology ecosystem and gauge their competition, and create strategic solutions for a successful digital transformation journey.

1.1.5 STRATEGY

Digital Transformation
- Partner of choice for our valued customers
- Proactive offering-led deals
- Key partnership and alliances
- Wide and deep technology SME pool
- A strong base of "Digitally enabled" Mindtree Minds

Delivery Transformation
- Drive productivity focus
- Deepening customer engagement
- Increased usage of automation, DevOps and AI

Mindtree Strategy Pillars

Sales Transformation
- Proactive Sales training and kits
- Enhancing brand reputation - "best in class"
- Account based co-ordinated sales & marketing
- Sense and respond

People focus
- Mindtree culture
- Best places to work
- Innovation and Intrapreneurship

2.STRUCTURE OF MINDTREE COMPANY

Mindtree's business is structured around clients in verticals such as Banking, Capital Markets, Consumer Devices & Electronics, Consumer Packed Goods, Independent Software Vendors, Manufacturing, Insurance, Media & Entertainment, Retail, Semiconductors and the Travel and Hospitality industry.

Mindtree has a total of 21,991 employees as of March 2020, of which 32% were women. Its workforce consists of employees from over 80 nationalities working from various offices around the globe. Out of its total workforce, 95% are software professionals and remaining 5% work in support and sales.
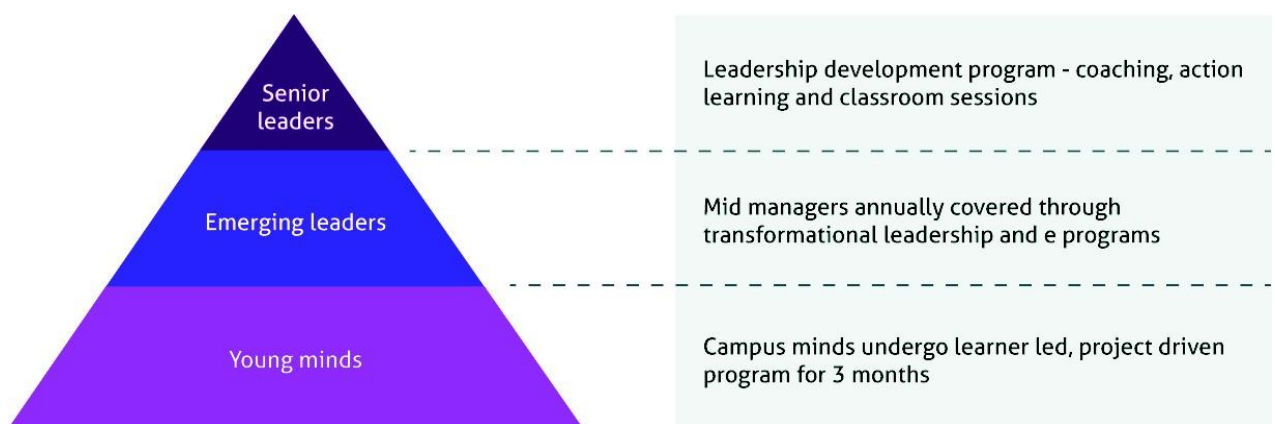
3.SYSTEMS OF MINDTREE COMPANY

The company provides various research and development services including Bluetooth Solutions, Digital Video Surveillance, an integrated test methodology called MindTest, an IT infrastructure management and service platform called MWatch, the application management service, Atlas, SAP Insurance and Omni Channel.

Mindtree's business is structured around clients in verticals such as Banking, Capital Markets, Consumer Devices & Electronics, Consumer Packed Goods, Independent Software Vendors, Manufacturing, Insurance, Media & Entertainment, Retail, Semiconductors and the Travel and Hospitality industry.

4.SKILLS

Mindtree has partnered with learning platforms like Coursera among others, to enable its workforce to up-skill in high-end technologies like machine learning, agile, DevOps, design thinking, mobile and cloud through YORBIT.
- ☐ Skills is what the company does best, the distinctive capabilities and competencies that resides in the organization,
  - I. Accounting Skill
  - II. Technical Skill

☐ Focused on creation and enhancement of stakeholder value.

☐ Dedicated to uphold the core value of the group

5. STYLE

☐ The style for the organization is defined as innovative, flexible and team oriented.

☐ Management style of MINDTREE LIMITED is top down as per the organization structure.

☐ Participative style of management has resulted in the development of committed and movtivated work force, which is ready to meet the challenges of the time.

☐ As One Company, meaningful and accelerated learning opportunities are provided to staff to contribute to the greater good of MINDTREE LIMITED.

6. STAFF

☐ Mindtree has a total of 21,991 employees as of March 2020, of which 32% were women. Its workforce consists of employees from over 80 nationalities working from various offices around the globe. Out of its total workforce, 95% are software professionals and remaining 5% work in support and sales.

☐ There strong team of professionals is among the youngest in the country, and consists of some of the most dynamic, motivated and qualified individuals to be found anywhere in the world.

☐ First-rate management graduates, highly trained engineers, top notch financial ananlysts and razor sharp accountants – we have on our rolls some of the brightest minds in the business.

7. SHARED VALUES

Mindtree Values:

☐ Collaborative Spirit.

☐ Unrelenting Dedication

☐ Expert Thinking.

☐ Shared value are what engender trust. Values are the identity by which a company is knon throughout its business areas. These values must be explicitly stated as both corporate objectivies and individual values.

☐ Shared values are the stated objective of the MINDTREE.

☐ They value the trust shareholder, and keep their interests paramount in every business decision they make, every choice they exercise.

☐ They rethink every business process, product and service from the standpoint f the consumer so as to exceed expectations at every touchpoint.

1.1.6 Porter's five force model
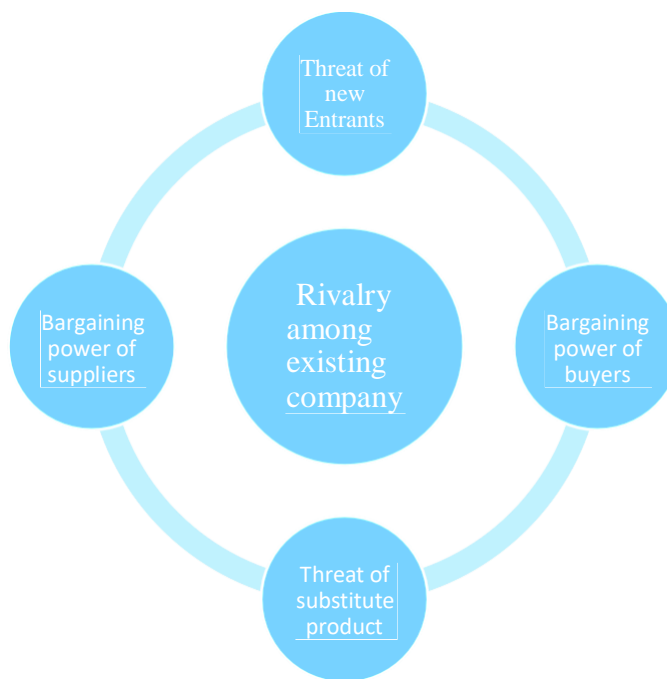
Chart showing porter's five models

1. **Threats of new entrants**

   For any industry there will be new arriving companies inside the same industry. Which is a threat for other companies in the same industry? But there is always barrier to new entry of a company, that is economies of scale, high customer loyalty for existing brand, large capital requirement, government policies, limited access to distribution all these leads the new company to face difficulty in its growth. In this IT industry it is same condition, it's not easy for any new entrants to survive without any appropriate R&D and clear goals.

2. **Bargaining power of the Suppliers**

   It is said that businesses are in better position when there are multitude of suppliers. This analyse that how much control a company's supplier has over the potential to raise its price or to reduce the goods and service's quality

which leads to the company to face lower profitability potential. When it comes to business unit, the concentration suppliers and the availability of substitute suppliers are the important factors. In the IT sector there will be less requirement of suppliers compare to other sectors so there will be les influence of bargaining power of suppliers on service industry.

3. Bargaining power of the buyers

This is customer's sensitivity to price changes. When there are less number of customers they hold lot of power, and also it would be easy for them to switch from one company to another. Now a day customers can easily compare prices online, get information about a wide variety of products and get access to offers from other companies instantly that makes customer get more power to bargain in any company.

In IT industry it is related to software so there will be wide scope for customers or buyers to bargain.

4. Threat of substitute products

This means when customers are having more choices with a single product then there us more chances of them moving from one brand to another or one company to another, that is the threat from substitute product. In order to overcome this problem one company should look beyond similar products that are branded differently by competitors. In IT sector this is very common problem faced by all the companies. There are many emerging companies in this sector so there are more chances of threat from those companies.

5. Rivalry among existing competitors

This examines how intense the current competitor is in the marketplace, which is determined by the number of existing competitors and what each competitor is capable of doing. Rivalry is when there are lot of that are roughly equal to size and competitors, when the industry is growing slowly and when customers can easily switch to a competitors offering for little cost.

CHAPTER 4

1.1.7   **SWOT ANALYSIS OF MINDTREE COMPANY**

Strengths
- Growth strategy focused ion customer
- Corporate leadership and governance
- Vigorous sales organization
- domain expertise and technical excellence

Weakness
- Area of logistics, technology
- Area of knowledge and human resource
- Area of sales and customer service
- area of management systems and business process

SWOT

Opportunities
- Software development
- System analysis
- Software programming and developing
- Software engineering

Threats
- Language
- Costs
- Pricing
- Culture

Chart showing SWOT of the company

Strengths of the company

➢ MindTree is having a good customer focused growth strategy. They are having an account mining strategy which actually focuses on the customers, that has actually been a success to the company because the top customers are at the growth stage. Because of the customer focused growth the company can easily get the high raising by the customers which can be the strength for it.

➢ Superior corporate leadership that means the company is maintaining its standards and it is holding the name of market leader. MindTree has also been named as the most promising company of the year by CNBC, so it has clients across the world and it is ruling the market.

➢ Vigorous sales organization: there is a good creation of dedicated team to focus on accounting and governance. Significantly the sales team is getting strength by the management. There is a development in CRM method which is helping for the sales. All these initiatives helped for the new collaborations between MindTree and other service lines.

➢ Domain expertise and technical excellence: because of the domain expertise and technical excellence, the company has many awards such as, Best International Business Award, and it is named as Major Contender. They are providing best services to the clients by providing good software.

Weakness of the company

➢ Area of logistics: there is low flexibility in adjusting production process to the changing requirement of clients. Suppliers are frequently changing, so that causes the problem with the quality of the service provided by the company. Also there will be problem with the timely execution of orders, this will result in growing customer demands but at the high rate which cause massive orders and low quality.

➢ Area of human resources: low level competence of employees, lack of ability to use the latest technologies by the employees. Management systems limits the free sharing of knowledge, sometimes it is problem for the ones who lack experience in the field of software.

➢ Area of sales and customer service: If the quality of service is poor then the customer will not be satisfied, that causes retention of the customers. Limited number of sales representatives also a weakness for the company.

➢ Area of management systems and business process: A simple financial accounting does not give accurate and advanced financial report, so the company needs management information system to manage all those

activities, in the absence of the same it could become weakness of the company.

➢ Sometimes there will be limited access to the sources of finance, only higher authority members can access those, it is a weakness of the company when the other members cannot access the information of the company.

Opportunities of the company

➢ Software development: the company is good at software developing, that is the opportunity to come front in the coming years. already MindTree is said to market leader so the software development with the high quality can be a good opportunity to the company.

➢ System analysis: system analysts are the professionals who analyse the developed software packages and ensure that they meet the required standards. Those system analysts are the main people who work on the quality and standards of the developed software, by this the clients can be satisfied by the service of the company.

➢ Software engineering: software engineers work on complicated software packages which helps the company to develop intricate software, from which the customer's demands are pleased.

➢ People focus and high performance culture: the company allows the employees to use all their ability to do their work. They actually focus on the people and the performance by them; it can be converted into opportunities in the future.

➢ Data base management: they maintain and manage the databases that have to do with any software developed. They require high level of astuteness and persistence. They can convert the demands into opportunities.

Threats of the company

➢ Language: It is leading threat faced by all the software developing companies. Text within the software would need to be converted

➢ Costs: When the operations of the company are global then the maintaining cost will become a big challenge. It can be challenging to the finance department to maintain the day to day costs. It is also challenging to the budget competence since international money exchange are always influencing.

➢ Pricing: Along with the cost pricing is also big threat for the company. What costs a set amount in one country will not cost the same in another. This is usually down to the value of money in one nation compared to another. So it is challenging to fix the price.

➢ Culture: As we move from one place to other the work culture differs. According to location the culture differs, and then there arises the threat for coping with the working environment.

CHAPTER 5
<u>Analysis of Financial Statement</u>

<u>1.2.2 Balance Sheet of MINDTREE Company 2012-2013</u>

	Note	As at March 31,	
		2013	2012
EQUITY AND LIABILITIES			
Shareholders' funds			
Share capital	3.1.1	415	405
Reserves and surplus	3.1.2	12,722	9,171
		13,137	9,576
Non-current liabilities			
Long-term borrowings	3.2.1	32	37
Other long-term liabilities	3.2.2	57	46
		89	83
Current liabilities			
Short-term borrowings	3.3.1	217	407
Trade payables		189	107
Other current liabilities	3.3.2	2,166	2,455
Short-term provisions	3.3.3	1,112	724
		3,684	3,693
		16,910	13,352
ASSETS			
Non-current assets			
Fixed assets			
Tangible assets	3.4.1	2,561	2,548
Intangible assets	3.4.1	28	43
Capital work-in-progress		571	85
Non-current investments	3.4.2	244	30
Deferred tax assets (net)	3.4.3	360	320
Long-term loans and advances	3.4.4	617	544
Other non-current assets	3.4.5	1,046	1,028
		5,427	4,598
Current assets			
Current investments	3.5.1	4,027	3,075
Trade receivables	3.5.2	4,508	4,078
Cash and bank balances	3.5.3	1,238	585
Short-term loans and advances	3.5.4	430	191
Other current assets	3.5.5	1,280	825
		11,483	8,754
		16,910	13,352

₹ in million

1.2.2 Statement of Profit and Loss Of MINDTREE Company 2012-2013

₹ in million

Particulars	Note	For the year ended March 31, 2013	For the year ended March 31, 2012
Revenue from operations		23,618	19,152
Other income	3.6	350	384
Total revenues		23,968	19,536
Expense:			
Employee benefits expense	3.7	14,274	12,261
Finance costs	3.7	10	5
Depreciation and amortisation expense	3.4.1	624	695
Other expenses	3.7	4,824	3,958
Total expenses		19,732	16,919
Profit before tax		4,236	2,617
Tax expense:	3.4.3		
Current tax		887	534
Deferred tax		(40)	(104)
Profit for the year		3,389	2,187
Earnings per equity share	3.17		
Equity shares of par value ₹ 10/- each			
Basic		82.70	54.27
Diluted		81.66	54.18
Weighted average number of equity shares used in computing earnings per share			
Basic		40,974,712	40,295,202
Diluted		41,496,296	40,363,159

1.2.2 Balance Sheet of MINDTREE Company 2013-2014

	Note	As at March 31,	
		2014	2013
EQUITY AND LIABILITIES			
Shareholders' funds			
Share capital	3.1.1	417	415
Reserves and surplus	3.1.2	15,992	12,722
		16,409	13,137
Non-current liabilities			
Long-term borrowings	3.2.1	27	32
Other long-term liabilities	3.2.2	129	57
Long-term provisions	3.2.3	39	-
		195	89
Current liabilities			
Short-term borrowings	3.3.1	-	217
Trade payables		82	189
Other current liabilities	3.3.2	2,737	2,166
Short-term provisions	3.3.3	1,574	1,112
		4,393	3,684
		20,997	16,910
ASSETS			
Non-current assets			
Fixed assets			
Tangible assets	3.4.1	3,266	2,485
Intangible assets	3.4.1	170	104
Capital work-in-progress		496	571
Non-current investments	3.4.2	189	244
Deferred tax assets (net)	3.4.3	402	360
Long-term loans and advances	3.4.4	758	617
Other non-current assets	3.4.5	1,039	1,046
		6,320	5,427
Current assets			
Current investments	3.5.1	5,160	4,027
Trade receivables	3.5.2	6,004	4,508
Cash and bank balances	3.5.3	1,175	1,238
Short-term loans and advances	3.5.4	612	430
Other current assets	3.5.5	1,726	1,280
		14,677	11,483
		20,997	16,910

₹ in million

Statement of Profit and Loss Of MINDTREE Company 2013-2014

₹ in million

Particulars	Note	For the year ended March 31, 2014	For the year ended March 31, 2013
Revenue from operations		30,316	23,618
Other income	3.6	494	350
Total revenues		30,810	23,968
Expense:			
Employee benefits expense	3.7	17,820	14,274
Finance costs	3.7	4	10
Depreciation and amortisation expense	3.4.1	809	624
Other expenses	3.7	6,390	4,824
Total expenses		25,023	19,732
Profit before tax		5,787	4,236
Tax expense:	3.4.3		
Current tax		1,317	887
Deferred tax		(42)	(40)
Profit for the year		4,512	3,389
Earnings per equity share	3.17		
Equity shares of par value ₹ 10/- each			
Basic		108.50	82.70
Diluted		107.70	81.66
Weighted average number of equity shares used in computing earnings per share			
Basic		41,588,758	40,974,712
Diluted		41,896,409	41,496,296

1.2.3 Balance Sheet of MINDTREE Company 2014-2015

		₹ in million	
	Note	As at March 31,	
		2015	2014
EQUITY AND LIABILITIES			
Shareholders' funds			
Share capital	3.1.1	837	417
Reserves and surplus	3.1.2	19,271	15,992
		20,108	16,409
Share application money pending allotment	3.1.1 (g)	4	-
Non-current liabilities			
Long-term borrowings	3.2.1	23	27
Other long-term liabilities	3.2.2	334	129
Long-term provisions	3.2.3	-	39
		357	195
Current liabilities			
Trade payables		503	82
Other current liabilities	3.3.1	3,443	2,737
Short-term provisions	3.3.2	2,046	1,574
		5,992	4,393
		26,461	20,997
ASSETS			
Non-current assets			
Fixed assets			
Tangible assets	3.4.1	4,507	3,266
Intangible assets	3.4.1	119	170
Capital work-in-progress		354	496
Non-current investments	3.4.2	1,113	189
Deferred tax assets (net)	3.4.3	449	402
Long-term loans and advances	3.4.4	653	758
Other non-current assets	3.4.5	1,003	1,039
		8,198	6,320
Current assets			
Current investments	3.5.1	5,343	5,160
Trade receivables	3.5.2	6,798	6,004
Cash and bank balances	3.5.3	3,669	1,175
Short-term loans and advances	3.5.4	836	612
Other current assets	3.5.5	1,617	1,726
		18,263	14,677
		26,461	20,997

1.2.4 Statement of Profit and Loss of MINDTREE Company 2014-2015

₹ in million, except share and per share data

Particulars	Note	For the year ended March 31,	
		2015	2014
Revenue from operations		35,474	30,316
Other income	3.6	831	494
Total revenues		36,305	30,810
Expenses:			
Employee benefits expense	3.7	20,646	17,820
Finance costs	3.7	1	4
Depreciation and amortisation expense	3.4.1	1,017	809
Other expenses	3.7	7,764	6,390
Total expenses		29,428	25,023
Profit before tax		6,877	5,787
Tax expense:	3.4.3		
Current tax		1,581	1,317
Deferred tax		(47)	(42)
Profit for the year		5,343	4,512
Earnings per equity share	3.17		
Equity shares of par value ₹ 10/- each			
Basic		63.90	54.25
Diluted		63.62	53.90
Weighted average number of equity shares used in computing earnings per share			
Basic		83,619,436	83,177,516
Diluted		83,998,716	83,716,693

1.2.5 1 Balance Sheet of MINDTREE Company 2015-2016

		₹ in million	
	Note	As at March 31,	
		2016	2015
EQUITY AND LIABILITIES			
Shareholders' funds			
Share capital	3.1.1	1,678	837
Reserves and surplus	3.1.2	22,486	19,271
		24,164	20,108
Share application money pending allotment	3.1.1 (g)	-	4
Non-current liabilities			
Long-term borrowings	3.2.1	18	23
Other long-term liabilities	3.2.2	1,072	334
		1,090	357
Current liabilities			
Short-term borrowings	3.3.1	400	-
Trade payables			
Payable to micro and small enterprises	3.20	4	-
Others		1,242	1,188
Other current liabilities	3.3.2	3,712	2,776
Short-term provisions	3.3.3	2,153	2,028
		7,511	5,992
		32,765	26,461
ASSETS			
Non-current assets			
Fixed assets			
Tangible assets	3.4.1	4,304	4,507
Intangible assets	3.4.1	92	119
Capital work-in-progress		232	354
Non-current investments	3.4.2	9,052	1,113
Deferred tax assets (net)	3.4.3	593	449
Long-term loans and advances	3.4.4	1,842	1,639
Other non-current assets	3.4.5	276	17
		16,391	8,198
Current assets			
Current investments	3.5.1	2,101	5,343
Trade receivables	3.5.2	8,825	6,798
Cash and bank balances	3.5.3	1,924	3,669
Short-term loans and advances	3.5.4	1,476	1,448
Other current assets	3.5.5	2,048	1,005
		16,374	18,263
		32,765	26,461

1.2.6 <u>Statement of Profit and Loss Of MINDTREE Company 2015-2016</u>

₹ in million, except share and per share data

Particulars	Note	For the year ended March 31,	
		2016	2015
Revenue from operations		43,565	35,474
Other income	3.6	939	831
Total revenues		44,504	36,305
Expenses:			
Employee benefits expense	3.7	25,766	20,608
Finance costs	3.7	3	1
Depreciation and amortisation expense	3.4.1	1,309	1,017
Other expenses	3.7	9,691	7,802
Total expenses		36,769	29,428
Profit before tax		7,735	6,877
Tax expense:	3.4.3		
Current tax		1,830	1,581
Deferred tax		(144)	(47)
Profit for the year		6,049	5,343
Earnings per equity share	3.17		
Equity shares of par value ₹ 10/- each			
Basic		36.08	31.95
Diluted		35.99	31.83
Weighted average number of equity shares used in computing earnings per share			
Basic		167,649,773	167,238,871
Diluted		168,091,689	167,893,221

1.2.7 1 Balance Sheet of MINDTREE Company 2017-2018

₹ in million

	Note	As at March 31, 2018	As at March 31, 2017*	As at April 1, 2016*
ASSETS				
Non-current assets				
Property, plant and equipment	3	3,467	3,771	4,131
Capital work in progress		92	192	232
Goodwill	4	2,831	2,769	3,074
Other intangible assets	4	856	1,148	1,684
Financial assets	5			
Investments	5.1	3,532	3,036	3,040
Loans	5.2	746	667	655
Other financial assets	5.3	-	209	189
Deferred tax assets (Net)	16	327	605	411
Other non-current assets	6	1,548	1,326	1,327
		13,399	13,723	14,743
Current assets				
Financial assets	7			
Investments	7.1	7,206	5,869	2,266
Trade receivables	7.2	9,891	8,715	9,407
Cash and cash equivalents	7.3	3,243	2,468	2,301
Loans	7.4	17	12	38
Other financial assets	7.5	3,040	2,192	2,726
Other current assets	8	1,258	986	1,109
		24,655	20,242	17,847
TOTAL ASSETS		38,054	33,965	32,590
EQUITY AND LIABILITIES				
Equity				
Equity share capital	9	1,639	1,680	1,678
Other equity	10	26,742	24,521	22,572
		28,381	26,201	24,250
Liabilities				
Non-current liabilities				
Financial liabilities	11			
Borrowings	11.1	9	13	18
Other financial liabilities	11.2	-	195	747
Other non-current liabilities	12	79	71	91
		88	279	856
Current liabilities				
Financial liabilities	13			
Borrowings	13.1	3,000	942	400
Trade payables		1,690	1,557	1,767
Other financial liabilities	13.2	1,669	2,493	2,713
Other current liabilities	14	1,720	1,065	968
Provisions	15	1,191	1,105	1,289
Current tax liabilities (Net)		315	323	347
		9,585	7,485	7,484
		9,673	7,764	8,340
TOTAL EQUITY AND LIABILITIES		38,054	33,965	32,590

MINDTREE LTD Balance Sheet Analysis

- The company's current liabilities during FY18 stood at Rs 10 billion as compared to Rs 8 billion in FY17, thereby witnessing an increase of 26.0%.

- Long-term debt down at Rs 9 million as compared to Rs 13 million during FY17, a fall of 30.8%.
- Current assets rose 21% and stood at Rs 25 billion, while fixed assets fell 7% and stood at Rs 10 billion in FY18.
- Overall, the total assets and liabilities for FY18 stood at Rs 37 billion as against Rs 34 billion during FY17, thereby witnessing a growth of 10%.

1.3.1 Statement of Profit and Loss Of MINDTREE Company 2017-2018

₹ in million, except per share data

Particulars	Note	For the year ended	
		March 31, 2018	March 31, 2017*
Revenue from operations		53,250	50,396
Other income	17	1,901	553
Total income		55,151	50,949
Expenses:			
Employee benefits expense	18	33,949	32,438
Finance costs	19	168	191
Depreciation and amortisation expense	20	1,552	1,703
Other expenses	21	11,539	10,773
Total expenses		47,208	45,105
Profit before tax		7,943	5,844
Tax expense:			
Current tax	16	1,555	1,577
Deferred tax	16	139	(193)
Profit for the year		6,249	4,460
Other comprehensive income	25		
A (i) Items that will not be reclassified to profit or loss		(23)	(14)
(ii) Income tax relating to items that will not be reclassified to profit or loss		5	3
B (i) Items that will be reclassified to profit or loss		135	(555)
Total other comprehensive income		117	(566)
Total comprehensive income for the year		6,366	3,894
Earnings per equity share:	23		
Basic		37.69	26.56
Diluted		37.58	26.51

1.3.2 MINDTREE LTD Cash Flow Statement 2017-18

Particulars	No. of months	12	12	% Change
	Year Ending	Mar-17	Mar-18	
Cash Flow from Operating Activities	Rs m	6,535	5,644	-13.6%
Cash Flow from Investing Activities	Rs m	-4,533	-2,000	-
Cash Flow from Financing Activities	Rs m	-1,376	-2,875	-
Net Cash Flow	Rs m	571	767	34.3%

MINDTREE LTD Cash Flow Statement Analysis

- MINDTREE LTD's cash flow from operating activities (CFO) during FY18 stood at Rs 6 billion on a YoY basis.
- Cash flow from investing activities (CFI) during FY18 stood at Rs -2 billion on a YoY basis.
- Cash flow from financial activities (CFF) during FY18 stood at Rs -3 billion on a YoY basis.
- Overall, net cash flows for the company during FY18 stood at Rs 767 million from the Rs 571 million net cash flows seen during FY17.

1.4.1 Key Ratio Analysis

No. of Mths Year Ending		12 Mar-17*	12 Mar-18*
Current ratio	X	2.6	2.5
Debtors' Days	Days	62	68
Interest coverage	X	30.1	44.9
Debt to equity ratio	X	0.0	0.0
Return on assets	%	12.9	15.7
Return on equity	%	16.2	20.8
Return on capital employed	%	22.3	27.7

Ratio Analysis for MINDTREE Limited

☐ **Solvency Ratios**

Current Ratio: The company's current ratio improved and stood at 2.5x during FY18, from 2.6x during FY17. The current ratio measures the company's ability to pay short-term and long-term obligations.

Interest Coverage Ratio: The company's interest coverage ratio deteriorated and stood at 44.9x during FY18, from 30.1x during FY17. The interest coverage ratio of a company states how easily a company can pay its interest expense on outstanding debt. A higher ratio is preferable.

☐ **Profitability Ratios**

Return on Equity (ROE): The ROE for the company improved and stood at 20.8% during FY18, from 16.2% during FY18. The ROE measures the ability of a firm to generate profits from its shareholders capital in the company.

Return on Capital Employed (ROCE): The ROCE for the company improved and stood at 27.7% during FY18, from 22.3% during FY17. The ROCE measures the ability of a firm to generate profits from its total capital (shareholder capital plus debt capital) employed in the company.

Return on Assets (ROA): The ROA of the company improved and stood at 15.7% during FY18, from 12.9% during FY17. The ROA measures how efficiently the company uses its assets to generate earnings.

MINDTREE LTD Share Price Performance

Over the last one year, MINDTREE LTD share price has moved up from Rs 461.6 to Rs 1,036.3, registering a gain of Rs 574.8 or around 124.5%.

Meanwhile, the S&P BSE IT Index is trading at Rs 14,956.8 (up 0.4%). Over the last one year it has moved up from 9,875.8 to 14,956.8, a gain of 5,081 points (up 51.4%).
Overall, the S&P BSE SENSEX is up 22.4% over the year.

1.4.2 Per Share Data/Valuations

No. of Mths Year Ending		12 Mar-17*	12 Mar-18*
Sales per share (Unadj.)	Rs	311.6	333.2
TTM Earnings per share	Rs	24.9	34.8
Diluted earnings per share	Rs	24.5	33.3
Price to Cash Flow	X	28.8	23.9
TTM P/E ratio	X	30.5	31.1
Price / Book Value ratio	X	3.8	3.9
Market Cap	Rs m	174,129	177,373
Dividends per share (Unadj.)	Rs	10.0	9.0

Current Valuations for MINDTREE Limited

- The trailing twelve-month earnings per share (EPS) of the company stands at Rs 34.8, an improvement from the EPS of Rs 24.9 recorded last year.
- The price to earnings (P/E) ratio, at the current price of Rs 1,036.3, stands at 31.1 times its trailing twelve months earnings.
- The price to book value (P/BV) ratio at current price levels stands at 3.9 times, while the price to sales ratio stands at 2.0 times.
- The company's price to cash flow (P/CF) ratio stood at 23.9 times its end-of-year operating cash flow earnings.

CHAPTER 6

LEARNING EXPERIENCE

I have taken MIND TREE Company for my Organizational study even through, it was a secondary data. It was Great experience learning more in depth about the company and acquired quite knowledge about the company.

- Learned about the MINDTREE companies operations in different sectors.
- Learned about their innovation in IT Field.
- Their involvement in other fields.
- Learned about the Awards and Rewards received by the company.
- Their Future Growth in Information Technology, Software.
- Learned about the Strength and Weakness in the Company.
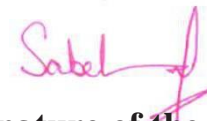- Learned about the Team work is key point in the company.

Bibliography

1. www.capitalmarket.com
2. www.globalknowledge.com
3. www.mindtree.com
4. https://vaderanco.com
5. https://en.m.wikipedia.org/wiki/Mindtree

WEEKLY PROGRESS REPORT

Student Name	Abhishek S
USN	1CR19MBA04
Title of the Study	Organization Study
Organization	Mind Tree Ltd
WEEK-1	
Duration (start date - End date)	**6.8.2020 - 12.8.2020**
Chapter s covered	Chapter 1 and Chapter 2
Descriptions of activities performed during the week	Introduction to organization, Industry profile and company profile
WEEK-2	
Duration (start date - End date)	**13.8.2020 - 18.8.2020**
Chapter s covered	Chapter 3
Descriptions of activities performed during the week	McKensy's 7S framework, Porter's Five Force Model.
WEEK-3	
Duration (start date - End date)	**19.8.2020 - 26.8.2020**
Chapter s covered	Chapter 4 and Chapter 5
Descriptions of activities performed during the week	SWOT Analysis and analysis of financial statements
WEEK-4	
Duration (start date - End date)	**27.8.2020 - 30.8.2020**
Chapter s covered	Chapter 6
Descriptions of activities performed during the week	Learning experience and Bibliography

Abhishek.S

Signature of the Student

Sabel

Signature of the Guide