

Ananya - 171270 2.



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CIN - L24200MH1937PLC002700

May 31, 2019

Ananya Shah

**Subject: Project Completion Certificate**

Dear Ananya,

This is to certify that you have successfully completed your 2 months Internship from 1<sup>st</sup> April 2019 to 31<sup>st</sup> May 2019.

We wish you the very best in your future endeavors.

Very truly yours,

COLGATE-PALMOLIVE (INDIA) LIMITED

Neha Londhe

Manager HR - Campus & Workforce Planning



## Summer internship report

During my internship period of two months, I worked as a research associate in the HR department of Colgate Palmolive India Ltd. Colgate Palmolive is an American multinational company focused on the production, distribution and provision of healthcare, household and personal care products. Colgate-Palmolive (India) Limited is India's leading provider of scientifically proven oral care products.

I worked on two projects - **Organisational culture and creating a diversity roadmap**. It was a great learning experience. Applying psychological theories learnt in class to an on field project. We conducted interviews and collected employee's views on the same. The practicals that we conduct in class proved to be really helpful because I knew how to conduct primary research, write a research paper, finding sources and referencing. My mentors were very impressed with my work. And i could connect my work to a lot of psychological concepts, especially from industrial psychology concepts learnt in class.

Besides these projects, I also worked on some HR related functions for two days just to gain some experience. Functions such as CV screening, selecting suitable candidates for interviews, etc.

During my internship experience with Colgate, I was able to develop my soft skills as well while taking interviews and talking to the managers and other employees. It was my first experience in a corporate world and I particularly found to be useful in improving my knowledge about the business world, especially a big FMCG like Colgate. Although I found it to be challenging at times, it was valuable.

Overall it was a great learning experience especially for learning and application in the field of industrial psychology.

Ananya