

Welcome to Infosys!



Internship program preparing you to lead in the Flat World

- Recruited 175 Interns from 95 universities
- 37 different nationalities represented
- Gender Ratio – Male to **Female**: 67% to **33%**
- Stream Wise breakup
 - Liberal Arts: 23%
 - Technology: 61%
 - Business: 17%
- Several articles and stories related to InStep in national and international media
- Fulltime offers made:
 - Senior Analyst, Business Analyst (Consulting)
 - Lead, Corporate Planning
 - Software Engineer, SETLabs
 - Associate, HRD



"I came to work for Infosys in India to live the emerging market experience. Infosys gave me the opportunity to work on a high impact project as a member of a global, preeminent emerging market institution."

- Melissa Wilcox, MBA Student, Stanford Graduate School of Business

Internship Areas

Technology

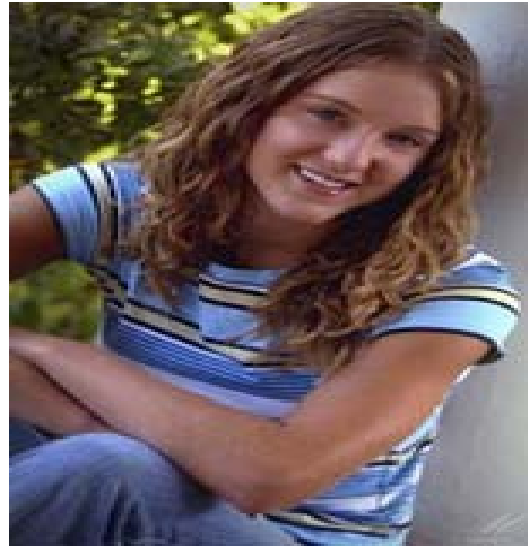
- Independent Validation Solutions
- Product Engineering & Testing Services
- Software Engineering & Technologies Lab



Business & Liberal Arts

- Banking and Capital Markets
- Consulting Solutions
- Communications Media and Entertainment
- Corporate Marketing
- Corporate Planning
- Diversity Office
- Education & Research
- Enterprise Solutions
- Energy, Utilities and Services
- India Business Unit
- Infosys BPO
- Infosys Leadership Institute
- Infrastructure Management Services
- Insurance, Healthcare & Life Sciences
- Human Resources
- Knowledge Management
- Manufacturing
- New Growth Engines
- Retail, Consumer Product Goods & Logistics
- Sustainability Council
- Systems Integration

Past Intern Projects





“The project has provided me with good sound business knowledge that I lacked before I began. It’s a perfect place for an intern who is interested in understanding the inner workings of a business. I was surrounded by extremely smart and knowledgeable businesspeople who were more than helpful whenever I needed advice.”

Topic: Corporate Planning has certain performance measurement tools to evaluate the business units. One of these evaluation tools is the **OEI (Operations Efficiency Index)**, a metric based system, by which each business unit is evaluated. The OEI is part of the variable compensation of business units.

Project: Analyzed the current OEI system, presented findings and recommended changes.

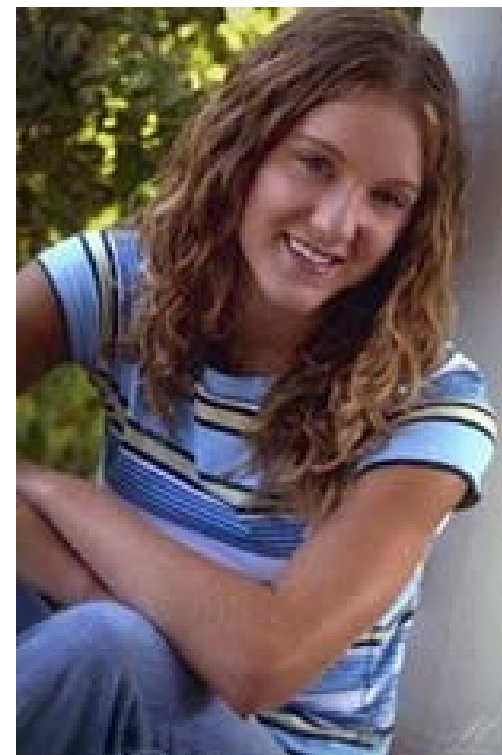
Outcome: Contributed to helping Corporate Planning better drive operations efficiency. It also helps the Business Assurance team understand what practices are best in helping the units become more efficient.

“I have been very impressed by Infosys’ willingness to dive in and explore new fields and ideas. The intern program has given me the opportunity to participate in this exploration, while working on an interesting project and developing a valuable knowledge base for the future.”

Topic: Traditional accessibility metrics include a set of guidelines that, when followed, theoretically enable accessibility. The problem with this approach is its lack of flexibility. Different types of users have different access needs and interactive technologies require new strategies to make accessible.

Project: Investigating the *accessibility of Web 2.0 to disabled persons* and those using non-standard internet connections (slow connections, mobile devices).

Outcome: Kimber worked on developing an approach to customizing web accessibility guidelines by type of feature and expected type of access. Based on standards derived from multiple sources, this tool enables an efficient and relevant approach to accessibility. Kimber is now in the process of filing a co-patent with her project mentors.



“Working with the KM team gave me the opportunity to unite my quantitative analysis skills with my written communication skills in analyzing and researching data from Infosys’ Chinese and Australian subsidiaries. The internship was amazing, both professionally and personally.”

Topic: Knowledge Management (KM) is a way of leveraging the collective intellectual power of a company. It is especially important in large corporations such as Infosys, because it creates official channels that help employees share and transfer knowledge. For example, the KShop database is a Google-like search engine that contains a repository of documents written by Infosys on various subjects.

Project: Christine worked with the KM team to develop strategic business initiatives for launching and promoting Knowledge Management in Infosys Australia and Infosys China.

Outcome: Her research enabled a better understanding of the cultural aspects of Australia and China.





“For the summer internship I wanted to gain international experience and I wanted to be part of a challenging project. The project was a great experience as I wanted to learn about an industry I did not know much of. I got to know the industry and the company in a very challenging environment. The project had very clear deliverables and my boss and mentor were very helpful in all the steps of the project. I enjoyed the work and I liked the people I met during the project. In general it was an incredible experience.”

Project: To identify new *non-linear growth models* and develop region-wise (Americas | APAC | EMEA) *go-to market strategies* for Enterprise Solutions foray in mid-market package implementation ERP / CRM space.

Outcome: Was also conferred the ‘Outstanding Intern’ Award by Infosys Chairman NR Narayana Murthy, for his contributions to his project.

Topic: Survey of test data generation techniques and the automation of requirement-based regression test suite generation. No existing effective method for the generation of regression test suite.

Project: Created a novel approach to regression test suite generation that focuses on one of the common system requirement models: the *activity diagram*.

Outcome: Conferred the 'Outstanding Intern' Award by Infosys Chairman NR Narayana Murthy, for his contributions to his project.



“Undoubtedly, my experience working on the project was nothing but extremely exciting, absolutely thought-provoking and completely fulfilling. With the guidance of my project mentors, the resulting Proof of Concept from my project will not only be able to generate hundreds of test suites in a matter of seconds but also change the work culture of software testers.”

Claude Mourey
HEC School of Management, Paris
Interned with Europe, Middle East & Africa

“My Instep project and experience not only allowed me to develop my skills but also to discover an amazing country and its culture. The InStep community makes you feel like you are doing a second MBA in terms of people diversity and quality. This experience will remain one of my best memories.”

Project: At Infosys Claude with the EMEA department, focusing on *business development for the French market*.

Outcome: During her 8 weeks internship, she concentrated on 3 global companies of the CAC 40 to analyze their business, identify opportunities for large structured deals (Euros 20 Millions), match them with Infosys capabilities and establish a sales pitch to present to the top management.



Program Structure

APPLICATION

- Program open year around to suit academic calendars worldwide
- Students apply via online application on website www.infosys.com/instepweb

RESUME EVALUATION

- Undergraduate/Masters students evaluated on the basis of grade point average (or equivalent). PhD students assessed on research interests.
- Resumes matched with readily available repository of projects (on our website)
- Telephonic interviews set up to assess candidate's suitability to work on the project
- Candidates informed of decision within a week of interview

ONBOARDING AND SUPPORT

- Project duration is anywhere between 8-12 weeks, depending on candidate's availability and requirements of the project
- Extensive support to help intern prepare for trip and apply for visa (if required)
- Induction program held within the first week of intern's arrival to project site
- Requirements document capturing project deliverables completed within one week of intern's arrival
- Dedicated project mentor, student mentor and "buddy" assigned to intern to help ensure a productive and enjoyable internship
- Regular feedback sessions, workshops with senior management and annual cultural excursion

Internship Package

Monetary

- **Airfare**
- **Visa Fee**
- **Monthly Benefits package**
 - Accommodation
 - Medical insurance
 - Food
 - Free transportation in the city
 - Phone cards
 - Intern excursion
 - Health club membership
- **Monthly Allowance**

Professional & Personal Value-Adds

- Exposure to one of the fastest growing economies in the world
- Meet with the founders-directors of the company
- Real world work experience
- Individual attention from project mentor, student mentor and buddy
- Experience cultures of over 55 different nationalities

