



Cooperative Education Report

Construction Management Supervision,
E-procurement procedures and Finance
management Mechanisms

Written by

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Siam University

Title Construction Management Supervision, e-procurement procedures and Finance management Mechanisms


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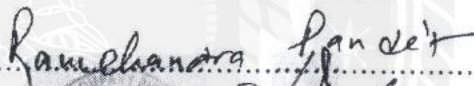
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Abstract

The Undergraduate in Business Administration under the supervisor of Siam University, incorporates an internship program in the 8th semester of this four-year course. The program is developed such that the students get an opportunity to apply their theoretical knowledge in the real working environments. Also, the students pursuing this program get a firsthand account of solving the day to day problems and crisis that arise in any organization.

The implementation of the array of theories and the knowledge corresponding from the academics can only be applied to the practical world and the repercussions be understood through the internship program. Internships not only provide opportunities to gain experience which will help students enter their field of interest but also make them more mature, professional and confident. This phase also helps students realize where they are lacking and what improvisations should be made.

As of the internship program, I selected Nagarjun Construction Company Pvt. Ltd. The selection was made based on the criteria such as giving an opportunity to focus on desired department whilst gaining experience in other departments too, conducive and welcoming environment with ample opportunities to learn.

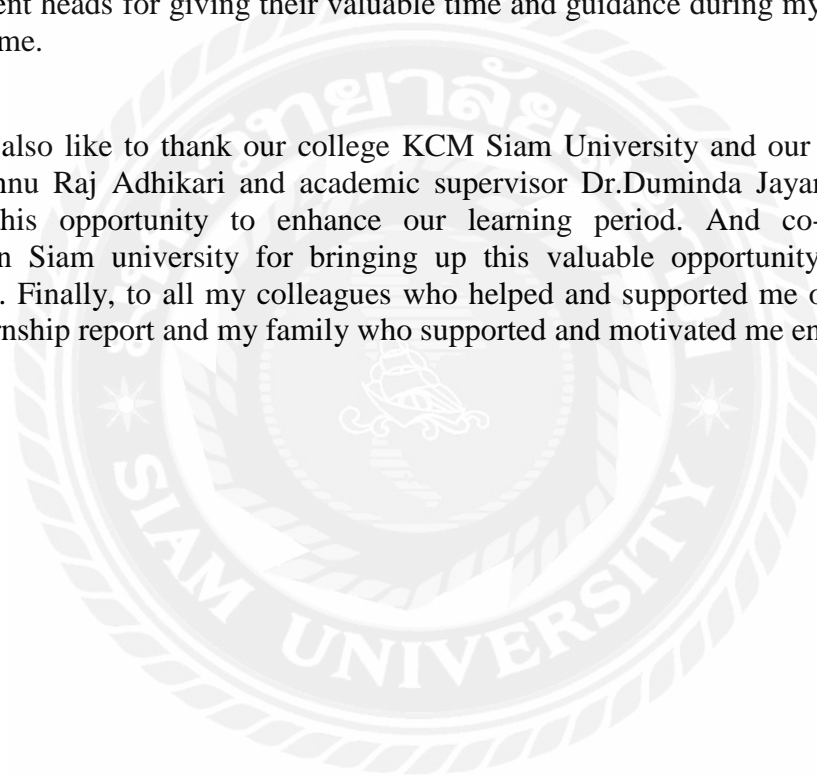
During my internship program, my study was focused on the construction management practices deployed by the company, focusing on the strengths and weaknesses of these practices. The underlying purpose of this analysis was to identify the best practices that can lead to better performance by in Nepal.

Keywords: Construction, Management, e-procurement

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I would especially like to thank Human Resource Department of Nagarjuna Construction Co. Pvt Ltd. (NCC) for selecting me as an intern. I would like to thank all the staffs of NCC for being so kind and co-operative towards me during my internship period. It was a very good learning experience for me to have worked at this company and this was involved many construction practices and challenges. I would like to convey my thankful courtesy to Mr. Deepak Bahadur Singh (Managing Director) NCC Kamalpokari, supervisor Mr. Ram Chandra Pandit who have always encouraged and supported me with their suggestions throughout the internship program. And Nagarjuna Construction Company and department heads for giving their valuable time and guidance during my intership programme.

I would also like to thank our college KCM Siam University and our principal, Mr. Bishnu Raj Adhikari and academic supervisor Dr.Duminda Jayaranjan for giving this opportunity to enhance our learning period. And co-operation education Siam university for bringing up this valuable opportunity to Siam Students. Finally, to all my colleagues who helped and supported me on writing this internship report and my family who supported and motivated me entire time.



Contents

Chapter 1 Introduction	8
1.1 Company profile	8
1.2 Core Business area.....	8
1.3 Organizational Structure	10
1.4 Statement of the report.....	10
1.5 Objectives of the study.....	11
1.6 Limitations of the study	12
Chapter 2: Literature Review	13
2.1 Construction Industry.....	13
2.1.1 Performance of Nepalese construction Industry	13
2.1.2 Construction Supervision:.....	15
2.2 E-procurement procedures in Nepal	16
2.2.1 Online/offline process of e-procurement portals:	17
2.3 Financial Management.....	17
Chapter 3: Methodology	21
Chapter 4 : Results and Discussion.....	23
References	28
Bibliography	30

List of figures

Figure 1: Organization Table of Nagarjun Construction company	10
Figure 2: Organizational Chart for communication level and hierarchy.	21
Figure 3: E-procurement portal Public Procurement Monitoring system (Public Procurement Monitoring Office, 2018)	27
Figure 4: E-procurement portals Public Procurement Monitoring system	27



Abbreviations

NCC : Nagarjun construction Company

FCAN : Federation of Contractors Association of Nepal

PPMO : Public Procurement Monitoring Office

ADB : Asian Development Bank

SBD : Standard Bidding Document

FIDIC : The International Federation of Consulting Engineers

WTO : World Trade Organization

PPP : Public Private Partnership



Chapter 1 Introduction

1.1 Company profile

Nagarjuna Construction Company Pvt. Ltd (NCC) is one of the major construction companies of Nepal. Established in leadership of the chairperson Mr. Bishnu Prasad Phuyal in August 24 1982, NCC is a leading reputed and well equipped civil contractor of Nepal. Ever since its start the company has been within the forefront as one of the foremost tried and true construction companies undertaking and executing contracts of public, semi-public, private and universal concerns. The company's quality of execution has empowered it to be a recognized as course "A" construction company by HMG service of works and transport. Serving its destinations with awesome competence, involvement and potential, the organization is an amalgam of more than 100 administrative, specialized and authoritative staff. The company is well backed with all the specified resources.

The projects completed by the company comprises of five star Hotels, national standard Highway projects, bridges, Hydropower, irrigation and water supply projects. The fruitful completions of challenging construction contracts attempted and fulfilled within the least time and giving quality exhibitions that have fulfilled our observing clients affirm the greatness in benefit. No matter what the size or complexity of a project, the company approach each one with the ideal outcome in mind from start to finish.

Vision

"To become the leading engineering and construction firm in Nepal"

Mission

1. To build value for the organization in order to become a unique and distinct firm.
2. To remain focused on controlled organizational growth and recognizing those who contribute to this growth.
3. To develop an effective management that stresses productivity, perpetual development of the organization, and instilling work ethics in all personnel.

1.2 Core Business area

1. Highway and Roads: Highway and Roads are being issued notices by Government of Nepal of Department of Road for countries development and maintenance of roads as National competitive bidding to all eligible bidders. Roads make crucial contribution to economic development of a nation and helps nation to uplifts its social benefits as well. As, roads and highway give more broad areas to stimulate social and economic development.

2. Water supply and sanitation: Water supply and sanitation issues notice to competitive bidder from Department of Water supply and sanitation, Government of Nepal. Proper drinking water and hygiene sanitation preventing from diseases is common essential for a society. Drinking water and sanitation where need to provide requires a proper and well-maintenance development.
3. Buildings: A permanent or temporary structured with architectural or civil engineering patterns where covered with walls, paints and roofs built for a purpose. Many government or private offices needs to build an office to operate their daily activities from a certain place where they need land and buildings so in order to function their activity they issues tender notices for construction companies.
4. Bridges: Building bridges for comfort activities of connecting two points, where they are build for better livelihood developments. A bridge is structural built over water such as rivers, canals and roads for the purpose of providing passage for easy operations where Government of Nepal issues tender notices when bridge is needed to construct with full details of operating activity.
5. Irrigation Projects: Irrigation is essential for cultivating crops and agriculture where controlled amount of water is supplied. Irrigation water projects have been working towards improving the development of agriculture productivity and their proper managements with landscapes and providing water where to dry soils or where there is less rainfall period.

1.3 Organizational Structure

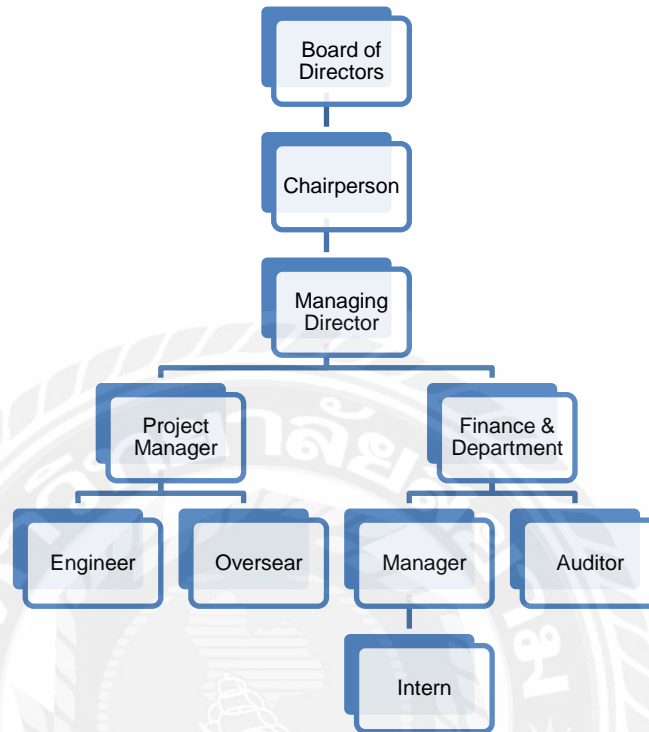


Figure 1: Organization Table of Nagarjun Construction company

1.4 Statement of the report

Nepal has started its process into the era of building modern Nepal in terms of infrastructure advancement. Infrastructure improvement exercises are expanding quickly which his making rise to opportunity of occupations as well. There's co-relation between improvement of development industry and financial advancement of a nation. Being a under-developing nation, Nepal offers promising work openings for the temporary workers in highways, drinking water and sanitation Roads and Air terminals, Water system and Hydropower, Real State and Housing and Public Private Organization in infrastructure improvement. More imperatively, on the off chance that there's a political solidness government and it gives more accentuation on advancement plans and approaches, not as it were this sector but the entire nation will stand to advantage. Government organizations and departments ought to moreover center on pulling in foreign coordinate venture within the division. On the other hand, the Nepalese development industry, which is still respected as in development arrange, can play a vital part to elevate the financial and socio status of nearby individuals by creating such foundations. Nepalese Development Industry contributed around 10 to 11 rates to GDP and it employments around 35 percent of government budget. It is assessed that this division is making work openings to almost one million

individuals so it produce business next to rural segment within the nation. Essentially approximately 60 percentages of the nation's advancement budget is went through through the utilize of contractors. (Federation of Contractors Association of Nepal) (FCAN, 2016). From here we can say that construction industry is an important sector on improving productivity enrichment activities where it will have a positive source in the social and economic growth of the nation.

Within the final two decades, there has been significant advance within the construction industry. During this time , the Nepalese contractors has been able to upgrade their administration ability, progress working capacity, monetary and technological advancement and obtain appropriate construction supplies. As a result, other contractors have been developing their work competence and take part in mega development operations. So, there are several companies rising in construction sector for building their brands and desire of financial rewards.

1.5 Objectives of the study

The main objective of the program was to provide an exposure to working environment and the basic operational activities of the corporate firms. Apart from this, the objective also remains to understand the scope of operating a business in Nepal to facing working social and political conditions, managerial, administrative and interpersonal skills: through the core and distinctive competencies in Nepal, whereas specific objectives are as below:

1. To gain the practical insight of the real working conditions: While working on a particular or any company under their supervision and analyzing their work environment can help to enhance the working activities where I wanted to develop my skills and knowledge, thereby improving my career prospects.
2. To gain an experience to work independently to formulate project like this report: Working independently to formulate such projects will help me build my interpersonal skills and learning skills too. I will know more about my need to be improvement qualities to inculcate my professional etiquettes and personal relation network.
3. To learn how to face with the real life challenges: The internship will help me how to analyze the problems and be more familiar with certain problems that could come in any way and then to be take decisions calmly and stress-free where solutions can be corrected easily.
4. To be familiar with construction management work ethics: My working as an internee in a company I will know the basic working conditions in construction sector. Their management strategies and approaches to fulfill the demands by supplying the raw material or goods and services.
5. To be familiar to the banking services practice in construction sector, rules and regulations Nepal: All the paper works and documentation from purchasing bid

bond to submitting the bid bonds is carried through all banks procedures such as credit line, security bond to bank guarantees are processed through the bank procedures.

6. To be familiar to corporate culture of Construction field in Nepal and Abroad: After working as a internee I had a knowledge that development is essential for social and economic growth of the country where physical and infrastructures development comes with big budget amounts where there's a proper requirement and criteria for fulfilling those bills for quantities on investing those projects.

1.6 Limitations of the study

The internship program was basically a very good concept but still there were limitations regarding the internship program. They are as follows:

1. Due to many financial policy of the company interns were only given simple routine works rather than core operations.
2. Due to limited time period, knowing the operations of each and every department in detail was not possible.
3. Being one of the reputed construction companies, they had great work load and due to this reason they couldn't give us enough time as required by us.

Chapter 2: Literature Review

2.1 Construction Industry

Whereas mankind has been building structures for centuries, the industry itself formally started as early as 3,000 a long time back, when Egyptians to begin with started organizing and building expansive structures from stone and prepared brick. In North America, the roots of the development industry coincide with the rise of farming and they require for homes as more pilgrims arrived within the colonies. The most punctual buildings in North America were grist plants, water plants, windmills, and homes. It was not until 1796, with the primary iron-frame building in Britain that the next major breakthrough in building plan happened, with cast-iron columns that permitted designers and construction contracts to build structures higher than ever before. Ancient construction period from 19th century, structures were being built 14 and 15 structural tall buildings and prepared with mechanical lifts, forerunners to cutting edge high rises that raise more than 100 stories. (Construction History, 2018)

Nowadays, the development industry is still testing modern materials and unused strategies of building with useful sources and manufactured tool items for building any tall structural or pattern buildings. These modern items are planned to resist normal catastrophes, such as seismic tremors and hurricanes. The industry is additionally moving toward less conventional models such as design-build, in which the same development company completes both the plan and development of the venture and looking for ways to moderate normal assets and ended up more naturally inviting. (Construction History, 2018)

The development industry offers numerous sorts of occupations and positions for all sorts of laborers, those with degrees, those without, talented laborers, and untalented specialists. Degree experts within the industry ordinarily work as planners, engineers, extend supervisors, or location directors. These experts may too be portion of deals and showcasing or other employments such as publicizing, human assets, and bookkeeping that are portion of each company. No degree laborers or those with relate degrees or certifications may be enlisted as plan professionals or collaborators, location administrators, client relations or benefit agents, materials facilitators, or comparative positions. Talented laborers must as a rule total formal preparing or an disciple program and they ordinarily center on a particular exchange such as brickwork or brick work or welding. Incompetent specialists are enlisted as laborers on development locales to functions gear and give the physical labor required. (Baral, 2009)

2.1.1 Performance of Nepalese construction Industry

Nepalese construction sector contributes approximately ten to eleven percentages to nation GDP and job opportunities almost thirty five percent of government

budget. Construction industry assessed that this division is making trade openings to nearly one million people so it create trade next to agrarian fragment inside the country. Basically nearly 60 rates of the nation's change budget is went through utilize of temporary laborers or temporary workers. (Federation of Contractors Association of Nepal) (FCAN, 2016). From above statement it can be understood that construction industry plays an important role on developing infrastructure development and improvement on nation growth projects with positive human empowerment while developing country's economical growth.

With competitive construction industry market nowadays we can find many branded and several companies in Nepalese market for construction supplies. Some of the renowned companies like J.C. Bamford, Komatsu, Case, Caterpillar and Tata development bargain for heavy equipment such as truck tippers, wheel loaders, truck loaders, backhoe loaders, rollers, etc Some of other companies like, Mahindra, Kawasaki, Ashoka, Hyundai and Doosan. Moreover such brands provide different development supplies. The major chunk clients for hardware are temporary workers, whereas construction companies and other government departments and other trade industries that required those equipments in order to provide services. Be that as it may, with improvement work being cut back the commerce of development has moreover dropped down these days. The common problem is financial or budget which is not being provided on specific time of fiscal year. Moreover, other changes need to be confront by Nepalese Construction sector are need of standard pre-qualification criteria beneath the modern Obtainment Act, nonattendance of a adjusted and standard offering record, hazy government Rules and Directions, need of development gear and workshop, Endorsement of the Most reduced Offered, Tax assessment Framework, Delay in Installment, Cost Alter, Brain Deplete, Inaccessibility of Development Materials etc. (Baral, 2009) (FCAN, 2016)

Nepal has entered into the time of building modern Nepal. Improvement exercises are expanding day by day which his making break even with opportunity of business as well. There's relationship between improvement of development industry and financial advancement of a nation. Being a creating nation, Nepal offers promising business openings for the temporary workers in Streets and Airplane terminals, Water system and Hydropower, Genuine State and Lodging and Open Private Association in framework improvement. More importantly, on the off chance that there's a steady government and it presents advancement plans and policies, not as it were this segment but the complete country will stand to advantage. Government ought to moreover center on pulling in remote coordinate venture within the segment. There is need of new changes to Nepalese construction industry as it's just started their foundation on development process which is need of uplift stage for better infrastructures and development for nation growth on their citizens and nation economical growth as well, this development can bring change in socio and economy of a nation helping government on generating their revenues. (Nepalese construction Industry)

2.1.2 Construction Supervision:

Development either little or enormous ventures, supervision incorporates a imperative part on completing ventures not as it were on time but moreover avoiding from misfortune that can be either mishaps or costs on obtaining materials or making use of appropriate utilization on assets, so we are able say that supervisory on capacities such as legitimate arranging and assignment of works, making legitimate choices, counseling on performing errands and completion of works, giving legitimate authority on building team spirit, and guaranteeing workforce association. Supervision is for the most part imperative work to be performed on development fields to form beyond any doubt the work is done right with all the rules and directions acts on running a development ventures and guaranteeing wellbeing & security overseen legitimately. (SGS) Development supervision makes a difference to oversee development ventures on time and budget whereas satisfying all the fundamental rules and controls assembly quality benchmarks. Whether the companies included in development of buildings, thruways and streets, foundations advancement by co-ordination of representatives and mobilizing human control too the utilization or assets and crude materials. Supervision on development can offer assistance to direct the ventures not as it were completing the ventures on time, on budget as well in significance with quality guidelines of ventures. (Koutsogiannis, 2017)

Key principles for effective supervision are as follows:

1. The supervision of actions must be surveyed or watched authentically that their abilities are well distributed and characterized.
2. Proper right person for the projects must be selected with well-developed experience and necessary skills for supervisory actions such as building networking, professionalism communication and safety measures. Also, to gain regard and trust from others as well.
3. Supervisors should be responsible on performing their rightful duties while achieving their proper rights and well-being forward actions.
4. Supervisors need to have knowledge on utilizing time resource and well managed team in order to build co-operative coordination
5. The Supervisor need to execute the plan of proper management, examination and well surveillances in order to measure for projected direction. (Principles of construction management, 2016)

Word-of-mouth benefit is frequently given to the arrangement of supervision on location. To be successful, supervision must be systematically and fundamentally considered. Its arrangement must be arranged, overseen and checked. Anything less will see lacking supervision proceed to be a highlight of the numerous mischance that happen on development destinations.

2.1.3 Construction value in the Country

To have an aim on exploring new ways to develop the industries by developing the basic infrastructures where the budget are funded by Government of Nepal, Asian Development Bank and World Bank. It helps to boost not only construction industry but as a whole economic and social growth of nation. It helps to explore new possible ways to find viable solutions to development challenges of developing nation. It helps to activate the government provision of education, health care and infrastructure. Construction companies should recognize relationship between construction and development goes hand in hand by building a proper environment. It helps to increase government revenues also.

2.1.4 Role of Construction Sector in country

Construction industry is the critical divisions in nation economical growth. Construction sector contributes helps the nation towards the growth of its GDP and construction work is exceptionally critical and plays imperative part within the development of foundation that's basic for the advancement of all other divisions. In Nepal, almost 10 percent of the GDP is contributed by the development division and is one of the biggest managers. It is evaluated that this segment is making work opportunities to more than one million individuals within the nation. Nepalese Contractors are presently sparing a gigantic sum of foreign money from its flight to overseas by outside contractors. Therefore construction industry inputs to overall business growth. In this manner any improvement made to this division it will bring positive changes towards generating the growth and increase in nations economy . In creating nations around sixty percent of the national budget is spent on improvement or maintenance of development process. (Santosh Baral, 2009)

2.2 E-procurement procedures in Nepal

E-procurement methods is the partner of e-sourcing where usage of the obtainment cycle which is concerned with the demanding, getting, and compromise of the gotten merchandise as restricted to the investigation, sell off, and grant that takes put within the sourcing cycle. It is basically the robotization of the non-strategic and value-based exercises that devour the lion's share of a buyer's time, but one that comes with expanded undertaking level perceivability of all buys. (esourucing forum, 2007).E-procurement (electronic procurement, sometimes also known as supplier exchange) is the business-to-business or business-to-government purchase. We can define that it's a internet portal system where purchase and sale of tender notices published by the government monitoring office is issued through the internet where companies get electronic information compatibility and venture assets arranging. (E-procurement, 2018)

Uses of electronic communications means for public procurement transaction:

1. Inviting for competitive bidding,

2. Issuing notice for bid,
3. Issuing notice for similar interest,
4. Inviting to services and trades,
5. Transmit bid or pre-qualifying documents,
6. Receive documents ,proposals and competitive bids,
7. Submission of pre-qualified documents,
8. Making Payments and
9. Exchanging of notices (Public Procurement Monitoring Office, 2018)

2.2.1 Online/offline process of e-procurement portals:

Online process: Open substances need to transfer the necessary files and need to input the information as required within the indicated modules and at final offered report is produced by the framework. In this handle, bidder can too input the information in online modules as indicated within the framework i.e. indicated online modules are too displayed in bidder side. Online modules are enacted when open a substance chooses an open obtainment checking workplaces reports arrange is chosen. (Public Procurement Monitoring Office, 2018)

Offline process: Open substances ought to make the bid document offline/manually and they can upload the offered record within the system. Bidders have to be downloading the offered archive, fill the essential data within the downloaded record, and at that point the arranged report is transferred whereas offering. When Asian Development Bank (ADB), World Bank, Proportion the report sort is chosen (Public Procurement Monitoring Office, 2018).

Production and Demo system:

Two clone systems are available publicly:

1. Production: It's a framework for genuine offering handle for submitting and online offered records for any records accommodation for contract ventures. (Public Procurement Monitoring Office, 2018)
2. Demo server: It's a framework for preparing reason where archives can be watched and learned their model handle for submitting a contract ventures. (Public Procurement Monitoring Office, 2018)

2.3 Financial Management

Finance Management Mechanism means planning, organizing, directing and controlling the financial activities such as procurement and utilization of funds of the enterprise. Financial management implies applying common administration standards to money related assets of the undertaking. (What is financial mechanisms?, 2018)

Scope/Elements

1. Investment decisions includes investment in fixed assets (called as capital budgeting). Speculations in current resources are too a portion of venture choices called as working capital choices. (Financial Management meaning, scopes and functions)

2. Financial decisions - They relate to the raising of fund from different assets which can depend upon choice on sort of source, period of financing, fetched of financing and the returns subsequently. (Management study course, 2018)

- i. Dividend decision - The fund director should take choice with respects to the net profit dispersion. Net benefits are by and large separated into two:
 - a) Dividend for shareholders- Dividends and the rates of it has to be decided.
 - b) Retained profits- Amount of retained earning has to be summarized which will rely upon increase and diversification plans of the enterprise. (Management study course, 2018)

Functions of Financial Management

- Estimation of capital requirements: A finance manager has got to make estimation with respects to capital prerequisites of the company. This will depend upon anticipated costs and benefits and future programs and policies of a concern. Estimations need to be made in a satisfactory way which increments gaining capacity of endeavor.
- Determination of capital composition: Once the estimation has been made, the capital structure ought to be chosen. This includes brief- term and long- term obligation value examination. This will depend upon the extent of equity capital a company is having an extra reserves which got to be raised from exterior parties.
- Choice of sources of funds: For additional funds to be procured, a company has many choices like-
 - a) Issuance of shares and debentures to the public.
 - b) Loans to be taken from banks, financial institutions and sources.
 - c) Public investments to be drawn like in form of bonds.

Choice of factor will depend on relative merits and demerits of each source and period of financing.

- Investment of funds: The finance manager has to take decisions on allocation of funds into suitable investments so that there is safety on funds and regular profits is possible.

- Disposal of surplus: The net profits decision has to be made by the finance manager. This can be done in two ways:
 - a) Dividend declaration – by identifying the rate of dividends and other returns like bonus.
 - b) Retained profits - The amount has to be decided which will depend upon expansion, innovational, diversification plans of the organization.
- Management of cash: Finance manager has to make decisions with regards to cash management. Cash is required for many purposes like payment of wages and salaries, payment of electricity and water bills, payment to creditors, meeting current liabilities, maintenance of enough stock, purchase of raw materials, etc.
- Financial controls: The fund manager has not as it were to arrange, secure and utilize the stores but he moreover should work out control over funds. This will be done through numerous procedures like proportion examination, monetary estimating, fetched and benefit control, etc (Management study course, 2018)

Monetary administration hypothesis will help us on components of money related situating and give instruments, when put into hone it'll help us to attain the budgetary objectives of the organization. In reality monetary administration hypothesis isn't continuously so simple to take after, since monetary administration is based on a number of distinctive viewpoints:

- a) Like procurement and allotment of resources
- b) Outsourcing
- c) Streamlining generation codes
- d) Risk management
- e) Investment ideas
- f) Rate of interest
- g) And profits on investment. (Management study course, 2018)

2.4 Main Financing Mechanisms for Infrastructures Projects

Government Funding: The Government may select to finance a few or all of the capital speculation in a extend and see to the private division to bring in skill and proficiency. This is often by and large the case in a so-called Design-Build-Operate extend where the administrator is paid a knot entirety for completed stages of development and will at that point get an working charge to cover operation and support of the venture. Another illustration would be where the Government chooses to source out the respectful works for the extend through conventional procurement and then brings in a private administrator to function and keep up the offices or give the benefit.

Corporate or On-Balance Sheet Finance: The private administrator may acknowledge to fund a few of the capital speculation for the extend and choose to finance the extend through corporate financing – which would include getting fund for the extend based on the adjust sheet of the private administrator instead of the project itself. This can be regularly the component used in lower esteem ventures where the cost of the financing isn't critical sufficient to warrant a venture financing instrument or where the administrator is so expansive that it chooses to support the venture from its claim adjust sheet.

The advantage of corporate fund is that the cost of subsidizing will be the cost of subsidizing of the private administrator itself and so it is regularly lower than the cost of funding of venture fund. It is additionally less complicated than extend fund. In any case, there's an opportunity cost connected to corporate financing since the company will as it were be able to raise a constrained level of fund against its value (obligation to equity proportion) and the more it contributes in one extend the less it'll be accessible to finance or contribute in other ventures. (Public-Private-Partnerships In Infrastructure Resource Center, 2015)

Chapter 3: Methodology

A Systematic approach and methodology need in order to do any type of study and prepare report on that study. An intense research has to be done in order to get the appropriate results. This internship report has been designed to give clear picture of the opportunity performed in Nagarjuna Construction Company Pvt. Ltd. (NCC).

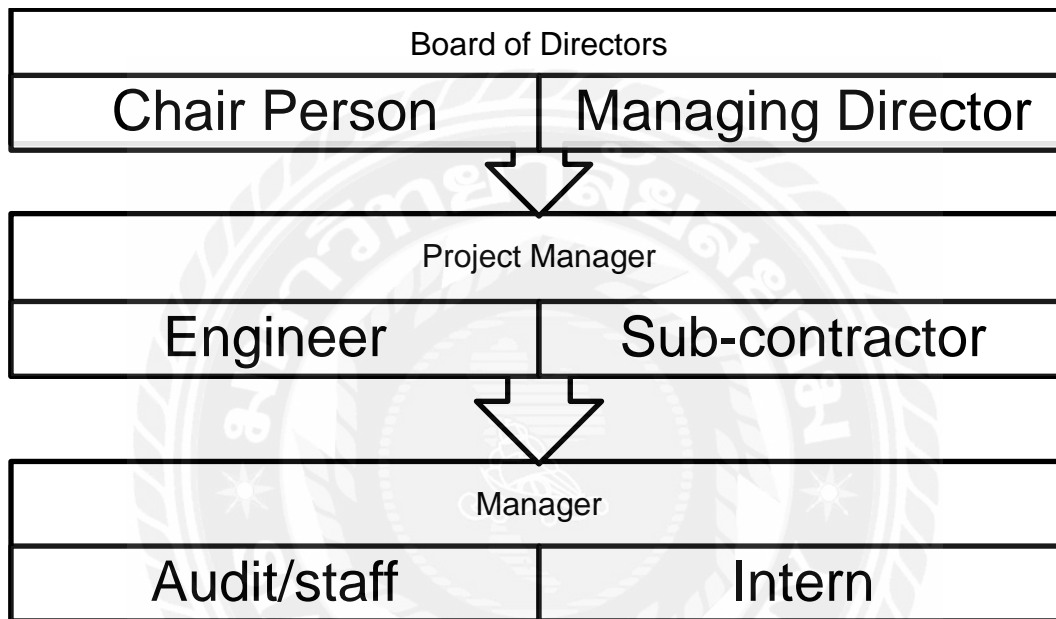


Figure 2: Organizational Chart for communication level and hierarchy.

3.1 Roles & Responsibilities

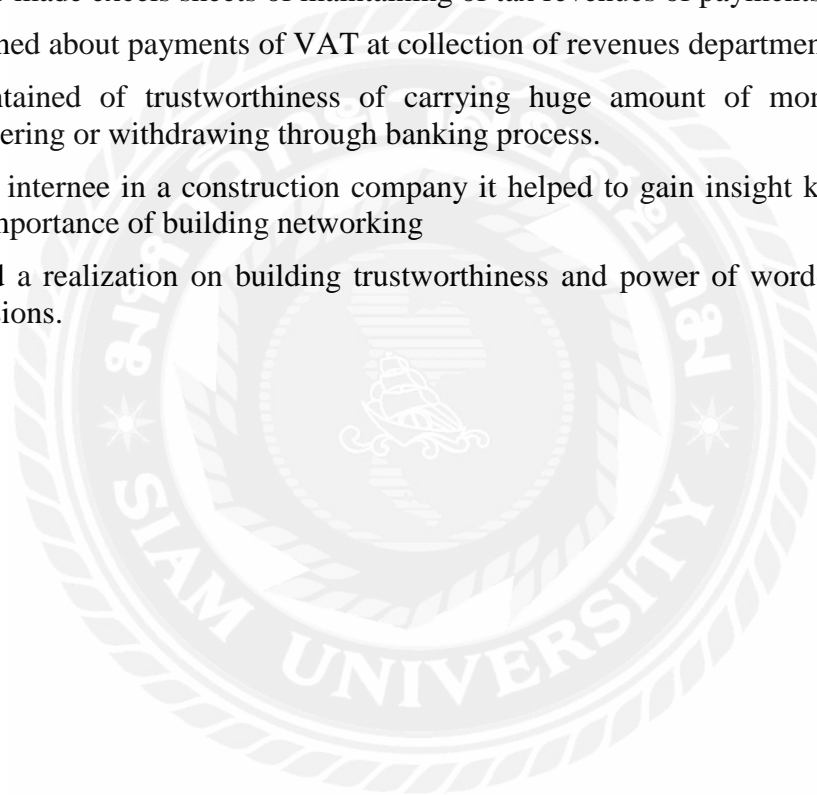
My internship started with an operational department and site supervision while giving the most importance to the problem are, my roles and jobs were stated below:

My primary job was to check the tender notices issued by the government of Nepal on works of construction sectors.

Secondly, I checked the websites by log in on e-procurement procedures and reviewing the information on projects details and their criterion requirements.

1. I was responsible for the flow of information from supervisor to the project owner regarding the project.

2. I did the roles on making the arrangements of documentation on the recommendation of supervisor through banking procedures and specification of the project manager.
3. I even engaged on updating the flow of information on project development information.
4. I also involved in arrangement to all construction equipment of their paper works and machines updates, human-power and material requirement as Technical team and departments.
5. I also made excels sheets of maintaining of tax revenues of payments.
6. Learned about payments of VAT at collection of revenues departments.
7. Maintained of trustworthiness of carrying huge amount of money when delivering or withdrawing through banking process.
8. As a internee in a construction company it helped to gain insight knowledge on importance of building networking
9. I had a realization on building trustworthiness and power of word-to-mouth decisions.



Chapter 4 : Results and Discussion

1. To gain the practical understanding of the genuine working conditions: Whereas working on a specific or any company beneath their supervision and analyzing their work environment can offer assistance to improve the working exercises where I needed to create my abilities and information, in this manner moving forward my career prospects. Being involvement in the company it helped me to enhance my professionalism quality by responding the customer relationship and working scenarios where I learnt to be more active and enthusiastic on learning the procedures of filling the bid bonds forms and their paper works required by the rules and standards of the projects.

2. To gain an involvement to work independently to define extends: Working freely to define such ventures will offer assistance me construct my interpersonal aptitudes and learning aptitudes as well. I will know more around my ought to be change qualities to teach my proficient etiquettes and individual connection organize. Working independently will help me focus on my works and need to be improvements on my works by realizing the mistakes of experience which will help me take suitable decisions on arising of any such problems.

3. To learn how to confront with the corporate life challenges: The internship will offer assistance me how to analyze the issues and be more commonplace with certain issues that seem come in any way and at that point to be take choices calmly and stress-free where arrangements can be redressed effortlessly. The internship programmed help to build my confronting skills while dealing with corporation level managers

4. To be recognizable with development administration work morals: My working as an internee in a company I know the essential working conditions in development segment. Their administration methodologies and approaches to fulfill the requests by providing the raw material or products and administrations.

5. To be recognizable to the banking administrations practice in construction segment, rules and regulations Nepal: All the paper works and documentation from obtaining offered bond to submitting the offered bonds is carried through all banks methods such as credit line, security bond to bank ensures are handled through the bank methods.

6. To be recognizable to corporate culture of Construction industry in Nepal: After working as a internee I had a information that advancement is basic for social and financial development of the nation where physical and frameworks improvement comes with enormous budget where there's a legitimate necessity and criteria for satisfying those bills for amounts on contributing those projects

7. Learned about the e-procurement systems and procedures of the country: Gave me insights about how robotizing of these non-strategic and value based experiences could devour the lion's share of a buyer's time. Also, learned about key factors under the procedures which are- determining the construction company title, amount of the bid bond, amount of the security bid, annual construction turnover, and pervious constructions done by the company. The intern helped manage these information's and reported to the supervisor.

The intern learnt a major thing i.e. not to always rely upon one best way of doing thing, different problems must be handled according to the premises they occur in. Finally, many things were learnt that all will help the intern to work in hostile and competing environment in future in any construction company. Senior management must obviously support administrators and their part. They must moreover appear positive commitment to location supervision through, for case, adequate budgetary venture in supervision. Some of the findings that were found during the involvement in the organization were as stated below:

1. Leadership

Supervisors must appreciate leadership quality and give more emphasis on enhancing the leadership progress where they show their best attributes and become a role model to other employees on their behavior and actions.

2. Communication

Proper communication between employees, supervisors and management is important within an organization's supervisory arrangements because effective and proper sound information can always enhance the productivity of the management team and organization by decoding the information.

3. Employee involvement

Supervision can be vital for accomplishing representative inclusion, and regularly the administrator can be the interface between laborers and location administration. This may lead to progressed wellbeing and security benchmarks on location.

4. Clear roles and responsibilities

On the off chance that representatives, bosses and group pioneers are not clear approximately their parts and duties this has the potential to antagonistically affect security execution. The supervisory courses of action hence got to make these parts and obligations clear.

5. Training and competence

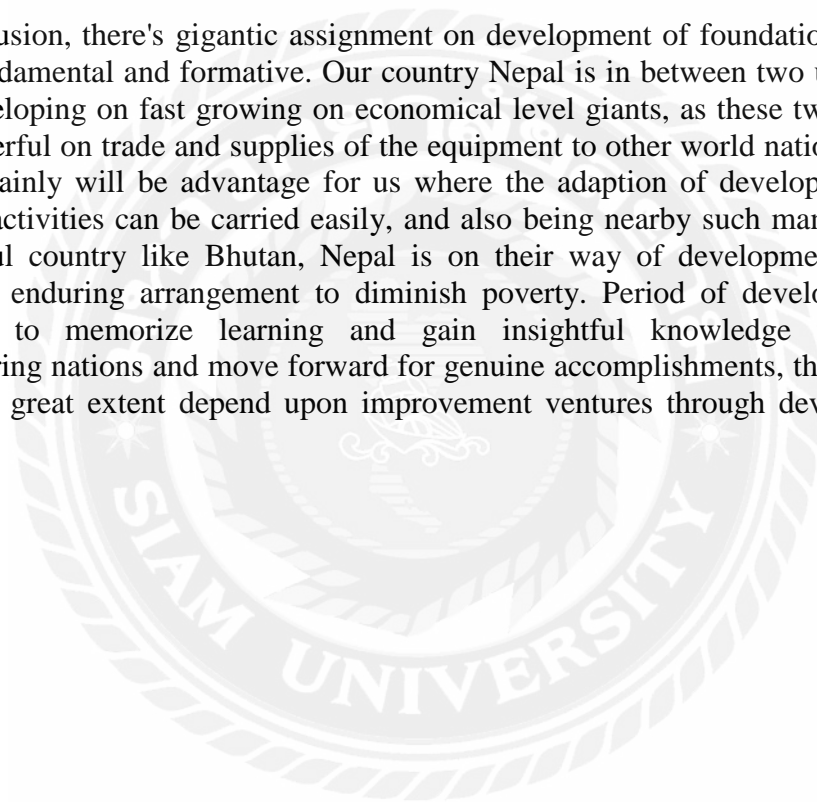
Supervisors ought to be appropriately selected and, like all work force on development locales, they have to be competent. This will include a few level of preparing. For case the Construction Industry Preparing Board (CITB)

offers a two-day preparing course for development location security bosses. The preparing ought to cover both the specialized nature of supervision and other aptitudes such as authority, communication and group working.

6. Networking

Networking can be built by professionalism of communicating with clients or government officials which helps to run the organization with smooth operational activities. Building networking skills will enhance opportunities to prepare career goals. It also brings increase in communication skills and influence nature.

In conclusion, there's gigantic assignment on development of foundation offices, both fundamental and formative. Our country Nepal is in between two upgrading and developing on fast growing on economical level giants, as these two nations are powerful on trade and supplies of the equipment to other world nation as well will certainly will be advantage for us where the adaption of development and trading activities can be carried easily, and also being nearby such managed and respectful country like Bhutan, Nepal is on their way of development and to discover enduring arrangement to diminish poverty. Period of development is wealthy to memorize learning and gain insightful knowledge from the neighboring nations and move forward for genuine accomplishments, this process can to a great extent depend upon improvement ventures through development industry.



Chapter : 5 Conclusions

Although my internship in Nagarjun Construction Company has ended, I am sure the knowledge and skill set that I have acquired while working here will guide me through the next phase of my life. Not only did I meet my personal objectives set at the beginning but working in real working conditions helped me gain experiences beyond those objectives and goals. Some of it is as below:

1. The intern also could implement theoretical knowledge into real working scenarios and could see how good managements could tackle any management problems.
2. Working in one of the most dynamic industries, my greatest learning was to achieve the art of working under pressure. This also helped me enhance my communication as well as interpersonal skills, proper attitudes and prerequisites of professionalism and personality as a Sub-contractor.
3. The internship also gave me exposures and knowledge about real life business scenarios and problems that will guide me through the next phase of my life as a sub-contractor. The internship also gave me insights about how proper human resource management could help make the construction process efficient.
4. One of the brightest sides of this internship was, the intern gained knowledge about the e-procurement procedures and system of the country. And also, knew about the laws and regulations that bind all the construction companies in Nepal
5. It has reinforced the theoretical base in me and gave practical dimensions to it.
6. In a nutshell, the internship was a very valuable on the job training. It has left me more mature, more confident, a bit wiser and better candidate for the next job.
7. Furthermore, the intern also gained knowledge of a construction transition phase, and how various issues such as culture, attitudes, norms, values and group dynamics affected the analytical skills and decision making inside the construction company. The internship also helped me realize how different problems of similar nature should be handled according to the scenario they occur in.

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