

**A PROJECT REPORT ON  
A STUDY ON WORK-LIFE BALANCE AND ITS IMPACT ON  
EMPLOYEE PRODUCTIVITY WITH SPECIAL REFERENCE TO KAYGEN  
CONSULTING PRIVATE COMPANY LIMITED**

**Submitted By**

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**Submitted To**



**VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI**

**In partial fulfilment of the requirements for the award of the degree of  
MASTER OF BUSINESS ADMINISTRATION**

**Under the guidance of**

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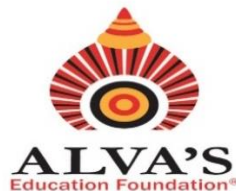
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MAY-2023



Date: May 25, 2023

**CERTIFICATE OF INTERNSHIP**

This is certified that Ms. Archana K student of MBA, Alva's Institute of Engineering and Technology - Mijar, has successfully completed her internship in our organization from 20th April 2023 to 27th May 2023.

During this internship, the candidate was found to be punctual, positive, and performance oriented, we appreciate her contribution.

Best regards,

For Kaygen Consulting Pvt Ltd.

A circular stamp with a signature inside, likely the official seal of the HR Leader.

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# ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY

(A Unit of Alva's Education Foundation @ Moodbidri)

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Date: 01-09-2023

## CERTIFICATE

This is to certify that **ARCHANA K** bearing USN 4AL21BA006 is a bonafide student of Master of Business Administration course of the Institute in 2021-23, affiliated to Visvesvaraya Technological University, Belgaum. Project report titled "A STUDY ON WORK LIFE BALANCE AND ITS IMPACT ON EMPLOYEE PRODUCTIVITY WITH SPECIAL REFERENCE TO KAYGEN CONSULTING PRIVATE COMPANY LIMITED, BANGALORE" is prepared by her under the guidance of Mrs. Harshitha V Shetty, Assistant Professor, PG Department of Business Administration in partial fulfillment of the requirements for the award of the degree of Master of Business Administration of Visvesvaraya Technological University, Belgaum Karnataka.

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## DECLARATION

I, ARCHANA K, hereby declare that the Project report entitled "A Study On Work-Life Balance And Its Impact On Employee's Productivity" with reference to "KAYGEN CONSULTING PRIVATE LIMITED " Bangalore, prepared by me under the guidance of Mrs. Harshitha v shetty, Assistant Professor PG Department of Business Administration, Alva's Institution of Engineering and Technology, Mijar and external assistance by Mr. Anoop Nair, HR Manager, Kaygen Consulting Private Limited. I also declare that this Project work is towards the partial fulfilment of the university Regulations for the award of degree of Master of Business Administration by Visvesvaraya Technological University, Belgaum. I have undergone a summer project for a period of six weeks. I further declare that this Project 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.

Place: Mijar

Date: 9/9/2023



Signature of the Student

## ACKNOWLEDGEMENT

Preparing this project report has been a wonderful experience all together without the assistance of certain special people it would be impossible for me to present this project in its current format. To thank them all individually would be a pleasant task but an Endeavour that would fall short of its mark even with the best intentions however I would like to acknowledge a few key people who have been instrumental in my preparation of this project report.

Firstly, I express my heartfelt thanks to the Visvesvaraya Technological University for including project work as a compulsory paper for MBA students that made me get a best knowledge and it will help me for my better future.

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## **EXECUTIVE SUMMARY**

The project work on “A Study On Work-Life Balance And Its Impact On Employee’s Productivity”. The project was done at Kaygen Consulting Private Limited. It gives clear picture of the Work-Life Balance and Its Impact on Employee’s Productivity for preparing this project. It is very much clear that there is a wide scope for Kaygen Consulting Private Limited.

The organisation is developing day by day. It was very exciting to experience the real corporate world in KAYGEN CONSULTING PRIVATE LIMITED, Bangalore. From this project work on “A Study on Work-Life Balance And Its Impact On Employee’s Productivity” I learnt a comprehensive research initiative that delves into the intricate relationship between work-life balance and employee productivity. This study was designed to provide valuable insights into the dynamics of work-life balance and its direct influence on employee performance within the context of contemporary organizations.

This project is divided into five chapters, each of which covers a distinct area of the company. The initial chapter introduces the industry and company context, highlighting key aspects like company leadership, vision, and offerings. It outlines operational areas, infrastructure, competitors, and potential growth, supported by a SWOT analysis. This chapter sets the stage for understanding the company's position and future possibilities.

In the second chapter, we delved into the theory that supports our study and explored existing research on the topic. We reviewed at least 20 different studies to understand what's already known and identify gaps in the research. This helped us see where our study fits in and what questions still need answers. By looking at a wide range of literature, we gained insights that guided our research and highlighted areas that haven't been explored thoroughly.

In the third part, we defined the main problem, reasons for conducting the study, and set clear goals. We also outlined what our study covers, how we'll conduct it, and the assumptions we're testing. While exploring the topic's boundaries, we acknowledged potential constraints that might affect the study's outcome.

In the fourth chapter, we thoroughly studied the gathered data and used helpful tables and graphs to explain it better. These visuals made it easier to understand important trends and connections in the information. By looking closely at the data, we could figure out the main points we were investigating. These graphs and tables also helped us explain our findings more clearly and made it simpler to make important decisions based on the results.

In the fifth chapter, we summarized our discoveries, drew conclusions, and provided valuable suggestions and recommendations. This chapter serves as a condensed guide for implementing insights gained from the study.