

**PROJECT REPORT ON**  
**“A STUDY ON FACTORS LEADING TO WORK STRESS AND ITS IMPACT ON**  
**EMPLOYEE PERFORMANCE WITH SPECIAL REFERENCE TO GRASIM**  
**INDUSTRY LTD, KARWAR”**

**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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AIET Mijar.

**EXTERNAL GUIDE**

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**PG DEPARTMENT OF BUSINESS ADMINISTRATION**  
**ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY**  
**SHOBHAVANA CAMPUS, MIJAR, MOODBIDRI.**

**2022-23**



19<sup>th</sup> August, 2023

CERTIFICATE

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Ms. Divya R Naik ( USN: 4AL21BA029), a student of MBA, from Alva's Institute of Engineering & Technology, Mijar has successfully completed her Internship in our organization for the period of 6 weeks.

During the Internship her conduct was found to be good.

We wish her all success in her future endeavors.

For Grasim Industries Limited,  
Chemical Division Karwar

Shailendra M Naik  
Dy. Officer- HR



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# ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY

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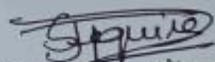
Accredited by NAAC with A+ Grade and NBA (CSE & ECE)

Date: 01-09-2023

## CERTIFICATE

This is to certify that **DIVYA RAJENDRA NAIK** bearing **USN 4AL21BA029** is a bonafide student of Master of Business Administration course of the Institute in 2021-23, affiliated to Visvesvaraya Technological University, Belgaum. Project report on " **A STUDY ON FACTORS LEADING TO WORK STRESS AND IT'S IMPACT ON EMPLOYEE PERFORMANCE WITH SPECIAL REFERENCE TO GRASIM INDUSTRY LTD., KARWAR**" is prepared by her under the guidance of **Mr. Johnson Fernandes, 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.

  
Signature of Internal Guide

  
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## DECLARATION

I, DIVYA RAJENDRA NAIK (4AL21BA029), hereby declare that the project report entitled **"A STUDY ON FACTORS LEADING TO WORK STRESS AND IT'S IMPACT ON EMPLOYEE PERFORMANCE WITH SPECIAL REFERENCE TO GRASIM INDUSTRY LTD, KARWAR"** prepared by me under the guidance of Mr. Johnson Fernandes, faculty of M.B.A Department, Alva's Institute of Engineering and Technology, Mijar and external assistance by Mr. Shailendra M Naik, HR manager, Department of Human Resource, Grasim industries, Karwar.

I also declare that this Project work is towards the partial fulfillment 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 for 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

  
Signature of the Student

Date: 14/09/2023

## **ACKNOWLEDGEMENT**

I would like to take this opportunity to express my sincere gratitude to all those who have helped me throughout this Project. It gives me immense pleasure to acknowledge all those who have encouraged and supported for the successful completion of this work.

I would like to express my sincere thanks to Principal **Dr. Peter Fernandes**, AIET, Moodbidri. And I express my deep sense of gratitude to my internal guide **Mr. Johnson Fernandes, Assistant Professor of MBA department**, for constant support and encouragement to carry out my report successful without much difficulty. I express my heartfelt thanks for their constant encouragement and support during the entire report.

My profound thanks to **Mr. Shailendra M Naik, Human Resource Manager**, who took interest in explaining concepts and imparting necessary inputs pertaining to the project work, without which it would not have been possible for me to complete this work. I am also very thankful to other executives and staff of the company for their cooperation.

I am privileged to thank **Mrs. Priya Sequeira, HOD**, Department of business administration, Alva's institution of engineering and technology, Mijar

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## **EXECUTIVE SUMMARY**

The Project work on **“A Study on Factors Leading to Work Stress and It’s Impact on Employee Performance with Special Reference to Grasim Industries Ltd, Karwar”**, as required by the Alva’s Institute of Engineering & Technology, PG Department of Business Administration, Visvesvaraya Technological University, Belagavi.

The study was conducted for the period of 6 weeks. The main objective of this study is to understand the impact of work stress on employee performance.

This report is divided into five chapters. First chapter is about Introduction and history of the concept work stress. Second chapter shows Conceptual background and Literature review of the topic studied. Third chapter is about Research design which contains statement of the problem, need for the study, objectives, scope of the study, research methodology, hypotheses and limitations of the study. Fourth chapter is about analysis and interpretation of the data which is collected by the employees of Grasim industries visiting the organization through the questionnaires by using tables and graphs. Fifth chapter is about findings, conclusion and suggestions based on the study. Then it contains bibliography which is about the various websites used to collect the literature reviews and secondary data for the project. Annexure contains the questionnaire and the balance sheet of Grasim Industries, Karwar.