

**Project Report on**

**"A STUDY ON EMPLOYEE ENGAGEMENT AND ITS IMPACT ON EMPLOYEE  
PRODUCTIVITY WITH SPECIAL REFERENCE TO NMPT, MANGALURU"**

**SUBMITTED BY**

**ZAHIRA BANU**

**4AL21BA111**



**VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI**

In partial fulfillment of the requirements for the award of the degree of

**MASTER OF BUSINESS ADMINISTRATION**

**Under the guidance of**

**INTERNAL GUIDE**

**MR. JOHNSON FERNANDES**  
Assistant professor

PG Department of business administration

AIET, Mijar

**EXTERNAL GUIDE**

**MR. KARTHIK SALIAN,**  
Dy. Manager,

New Mangalore Port Authority,

Panambur, Mangalore - 575 010



**P G DEPARTMENT OF BUSINESS ADMINISTRATION**

**ALVASINSTITUTE OF ENGINEERING AND TECHNOLOGY**

**SHOBHAVANA CAMPUS MIJAR, MOODBIDRI**

**2022-2023**



ನವ ಮಂಗಳೂರು ಬಂದರು ಪ್ರಾಧಿಕಾರ  
नव मंगलूर पत्तन प्राधिकरण  
**NEW MANGALORE PORT AUTHORITY**  
(Fully Solar Powered)

भारत सरकार (पत्तन, पोत परिवहन और जलमार्ग मंत्रालय)  
Govt of India (Ministry of Ports, Shipping and Waterways)  
ಪಣಂಬೂರು ಪಂಚುರ Panambur / ಮಂಗಳೂರು ಮಂಗಲೂರ Mangalore - 575010

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Amrit Mahotsav



**SAGARMALA**  
PORT-LED PROSPERITY

No.5/1/TRG/Intern/2023-24

Date: 07.08.2023

CERTIFICATE

This is to certify that **Ms. Zahira Banu (USN: 4AL21BA111)**  
student of **MBA, Alva's Institute of Engineering & Technology,**  
**MIJAR** has successfully completed her Project work at **New Mangalore**  
**Port Authority from 25.04.2023 to 27.05.2023.**

During this training period, we found her sincere and hard working.

We wish her all the best in her future endeavor.

Dy. Manager (Corp. Relations & Comm.)

उप प्रबंधक-कॉर्पोरेट संबंध एवं संचार

Dy. Manager-Corporate Relations &  
Communications

नव मंगलूर पत्तन प्राधिकरण

New Mangalore Port Authority

पणंबूर / Panambur - 575010

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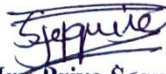
Date: 01-09-2023

## CERTIFICATE

This is to certify that **ZAHIRA BANU** bearing **USN 4AL21BA111** 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 **"EMPLOYEES ENGAGEMENT AND IT'S IMPACT ON EMPLOYEE PRODUCTIVITY WITH SPECIAL REFERENCE TO NMPT PANAMBUR/MANGLORE"** 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



Mrs. Priya Sequeira

DEAN  
Dept. of Business Administration  
Alva's Institute of Engg. & Technology  
MIJAR - 574 225



Signature of Principal  
PRINCIPAL

Alva's Institute of Engg. & Technology,  
Mijar. MOODBIDRI - 574 225, D.K

## Declaration

I, ZAHIRA BANU, hereby declare that the Project report entitled "EMPLOYEE ENGAGEMENT AND IT'S IMPACT ON EMPLOYEE PRODUCTIVITY" with reference to NMPT PANAMBUR / MANGALORE prepared by me under the guidance of Mr. Johnson Fernandes, faculty of M.B.A Department, Alva's Institute of Engineering and Technology and external assistance by Mr. Karthik Salian Dy Manager, New Mangalore Port Panambur. 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 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: *Mirza*

Date: *2/9/2023*

  
Signature of the Student :

# Acknowledgement

I am glad to take this opportunity to thank all those who have supported me to carry on my project work.

I like to convey my deep sense of gratitude to my internal guide Mr. Johnson Fernandes, Assistant professor, PG department of business administration, having guided me on every aspects right from beginning of the project report.

I am thankful to Mr. Karthik Salian Dy manager, New Mangalore Port Panambur, who has permitted me to do this project work and facilitated me throughout the study with his valuable recommendations despite of his extremely busy schedule.

My heart felt gratitude to Mrs. Priya Sequeira HOD, OF PG Department of business administration, Alva's Institute of engineering and technology, Mijar for providing me an opportunity to complete the study.

I express my gratitude to all my lecturers for their valuable guidance, continuous support and help during my project.

I am thankful to my family for giving such beautiful feedback during this project, special thanks to my friends who had supported me to complete this project

Thank you

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## **EXECUTIVE SUMMARY**

This study is conducted on” **A STUDY ON EMPLOYEE ENAGAGEMENT AND ITS IMPACT ON EMPLOYEE PRODUCTIVITY WITH SPECIAL REFERENCE TO NMPT, MANGALURU**”.

This project includes industry profile, company profile, Statement of the problem, Objectives of the study, Methodology, analysis and interpretation, findings, suggestion and conclusion.

In essence, effective employee engagement can help improve employee retention by creating a workplace where employees feel valued, supported, and motivated to contribute their best efforts.

This study gives the opportunities to identify employee’s engagement productivity and how to improve the relationship with employees, and look into factors that are affecting employee engagement impact and employee productivity .

This report is divided into five chapters. First chapter is about introduction, industry profile and company profile in which internship was done. 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, hypothesis and limitations of the study. Fourth chapter is about analysis and interpretation of the data which is collected by the people through the questionnaire by using tables and graphs. Fifth chapter is about findings, conclusion and suggestions based on the study.

To collect the data for the study, primary data is gathered through circulating questionnaire to 100 random first neuro hospital employees and secondary data is collected through company websites and internet and books.

Then it contains bibliography which is about the various sources studied.