

**A PROJECT REPORT ON
A STUDY ON TRAINING AND DEVELOPMENT AND ITS IMPACT ON
EMPLOYEE PERFORMANCE WITH SPECIAL REFERENCE TO
SRI NAVADURGA INDUSTRIES**

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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TO WHOM SO EVER IT MAY CONCERN

This is to certify that, Ms. Jasmine Rita Dantis (Reg. 4AL21BA115)
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Training and Development and its impact on Employee Performance" with
reference to Sri Navadurga Industries at our organization from 20th April,
2023 to 27th May 2023

During the tenure we found her to be sincere and efficient with good conduct
and aptitude to gain knowledge.

We wish her all the success in her future career.

FOR SRI NAVADURGA INDUSTRIES



Partner



ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY

(A Unit of Alva's Education Foundation @ Moodbidri)
Affiliated to Visvesvaraya Technological University, Belagavi
Approved by AICTE, New Delhi & Recognised by Government of Karnataka
Accredited by NAAC with A+ Grade and NBA (CSE & ECE)

Date: 01-09-2023

CERTIFICATE

This is to certify that JASMINE RITA DANTIS bearing USN 4AL21BA115 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 TRAINING AND DEVELOPMENT AND IT'S IMPACT ON EMPLOYEE PERFORMANCE WITH SPECIAL REFERENCE TO SRI NAVADURGA INDUSTRIES, SACHERIPETE, BOLA, KARNATAKA" 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.


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DECLARATION

I **Jasmine Rita Dantis**, hereby declare that the project report entitled “**A study on Training and Development and its impact on employee performance with reference to Shri Navadurga Industries**” prepared by me under the guidance of Mr. Johnson Fernandes, Assistant Professor of M.B.A Department, Alva’s Institute of Engineering and Technology.

I also declare that this project work is towards the partial fulfilment of the university regulations for the award of the 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

Signature of the student

Date: 25 - 8 - 2023

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I express my deep sense of gratitude to my internal guide **Mr. Johnson Fernandes**, Professor Dept. of the MBA, for his constant support and encouragement to carry out my project successfully without much difficulty.

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EXECUTIVE SUMMARY

This study is conducted on” A STUDY ON TRAINING AND DEVELOPMENT AND ITS IMPACT ON EMPLOYEE PERFORMANCE WITH SPECIAL REFERENCE TO SRI NAVADURGA INDUSTRIES" This project report provides general information about training provided by Sri Navadurga Industries.

The study was conducted for a period of 6 weeks. The main objective of this study is to understand the training and development and its impact on employee performance. In the 1st chapter, you will find the details about the industry and company profile of Sri Navadurga Industries, vision, mission and SWOT analysis of the company.

In chapter 2 you will find details about the conceptual background of the study and literature review.

The 3rd chapter will explain about Statement of the problem, the Need for the study, Objectives, Scope of the study, Research methodology, Hypotheses, Limitations, Chapter scheme.

In the 4th chapter, you will find analysis and graphical representations of the data collected from the sample population chosen from the company.

The chapter 5 is about the findings, suggestions and conclusion of the project.

In the end, the bibliography and annexures are attached relating to the project.

The primary objective of the study is to evaluate the impact of skill development programs on employee performance. The researcher has done a great job of looking into the various ideas around education and growth. Training, the need for analysis, transfer, comprehension management, resistance, and many ideas were thoroughly investigated across a range of sources.