

**“A STUDY ON IMPACT OF HRM PRACTICES ON EMPLOYEE PERFORMANCE
WITH SPECIAL REFERENCE TO CANARA BANK YEDAPADAVU”**

Submitted by

CHAYA SHETTY

4AL21BA113



Submitted to

VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELGAVI

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

MASTER OF BUSINESS ADMINISTRATION

Under the guidance of

INTERNAL GUIDE

Mr. Prajwal BK

Assistant Professor

Department of MBA AIET Mijar

EXTERNAL GUIDE

Mrs. Nayana Naik

Manager Canara bank

Yedapadavu, Mangalore



PG DEPARTMENT OF BUSINESS ADMINISTRATION

ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY

SHOBHAVANA CAMPUS, MIJAR, MOODBIDRI

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केनरा बैंक
भारत सरकार का उपक्रम

Canara Bank

A Government of India Undertaking

[Sufficiently Appropriate]



Together We Can

Date: 16-08-2023

CERTIFICATE

This is Certified that, Chaya Shetty, (USN 4AL21BA113), MBA Student of "Alva's Institute of Engineering and Technology, Moodbidri", has completed her project work on "A Study on Impact of HRM Practices on employee performance" with special reference to Canara bank Yedapadavu (DP0657) from 17-04-2023 to 27-05-2023.

During this period, interest evinced by her in completing the project work was good. She has found to be keen in learning and displaying good conduct and character.

कृते केनरा बैंक
For CANARA BANK

प्रबन्धक / मैनेजर
Manager / Senior Manager
बैंक यदपडवु, द.का. जिला
Thenka Yedapadavu, D.K. District



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Date: 01-09-2023

CERTIFICATE

This is to certify that **CHAYA SHETTY** bearing **USN 4AL21BA113** 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 IMPACT OF HRM PRACTICES ON EMPLOYEE PERFORMANCE WITH SPECIAL REFERENCE TO CANARA BANK, YEDAPADAVU"** is prepared by her under the guidance of **Mr. Prajwal B K**, 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. MOODSIDRI - 574 225, D.K

Shobhavana Campus, Mijar, Moodbidri - 574225, Mangalore, Karnataka, India

08258-262724 (O), 262725 (P)

principalaiet08@gmail.com


www.aiet.org.in

DECLARATION

I, Chaya Shetty(4AL21BA113) hereby declare that the Project report entitled “**A study on Impact of HRM Practices on Employee Performance**” With special Reference to Canara Bank Yedapadavu prepared by me under the guidance of Mr. Prajwal BK, Assistant professor, PG Department of Business Administration, Alva’s Institute of Engineering and Technology and external assistance by Mrs. Nayana Naik, Manager, Canara Bank Yedapadavu. 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: Mijar

Date:31/08/2023


Signature of the Student

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EXECUTIVE SUMMARY

The present executive summary provides an overview of a comprehensive study conducted to examine the "Impact of HRM Practices on Employee Performance" with specific reference to Canara Bank, a prominent banking institution. The study aimed to assess the effectiveness of various Human Resource Management (HRM) practices implemented within the organization and their influence on employee performance. The findings from this study provide valuable insights for Canara Bank's management and HR teams, as well as other organizations in the banking sector, to optimize their HRM strategies and foster a high-performance work culture. It is recommended that further research be conducted to track the long-term impact of these HRM practices on employee performance and organizational success.

This report is divided into five chapters. First chapter is about Introduction, Industry profile and company profile which is all about the company in which internship has 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, hypotheses and limitations of the study.

Fourth chapter is about analysis and interpretation of the data which is collected by the Canara bank employees through the questionnaires by using tables and graphs which helps to know the various factors about the Canara bank HRM practices and, how its impact to employee performance

Fifth chapter is about findings, conclusion and suggestions based on the study. Then it contains bibliography which is about the various journals I have studied, and the questionnaires.

The source of data referenced here is primary data by using questionnaires which is collected from the employees and secondary data which refers to the company official website