

**PROJECT REPORT ON**  
**"A STUDY ON FINANCIAL PLANNING OF SALARIED EMPLOYEES**  
**AND TAX SAVING STRATEGIES WITH REFERENCE TO LAMINA**  
**FOUNDRIES LIMITED, NITTE, KARKALA"**

**SUBMITTED BY**

**S V RAHUL**

**4AL21BA065**



**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**

MRS. HARSHITHA SHETTY  
Assistant professor

PG Department of business administration

AIET, Mijar

**EXTERNAL GUIDE**

MR. AVINASH  
HR. Manager,

Lamina Foundries Ltd.



P G DEPARTMENT OF BUSINESS ADMINISTRATION  
ALVAS INSTITUTE OF ENGINEERING AND TECHNOLOGY  
SHOBHAVANA CAMPUS MIJAR, MOODBIDRI

2022 – 2023

## CERTIFICATE FROM THE ORGANISATION

	<b>Lamina Foundries Limited</b>		
Regd. office & Works: NITTE-574 110, Karkala taluk, Udupi dist., Karnataka State, India Tel: 91-08258-298890 * Email: <a href="mailto:foundrysales@lamina.co.in">foundrysales@lamina.co.in</a> * CIN: U85110KA1981PLC004151			
Accounts : 17-19, Balkampady Industrial Area, New Mangalore-575011, Karnataka, India Tel: 91-0824-2407364 * Web: <a href="http://www.laminafoundries.com">www.laminafoundries.com</a>			

Ref: LFN/HRD/0132/2023-2024

Date: 27.5.2023

### TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. S.V.Rahul (USN 4AL21BA065) MBA the bonafide student from Alva's Institute of Engineering & Technology Mijar has undergone Project work on "A STUDY ON FINANCIAL PLANNING OF SALARIED EMPLOYEES AND TAX SAVING STRATEGIES" with reference to Lamina Foundries Ltd., Nitte from 18<sup>th</sup> April to 27<sup>th</sup> May 2023.

During the project work he has shown keen interest towards learning various aspects.

We wish him all the best for his future endeavours.

For LAMINA FOUNDRIES LTD.

  
Authorised Signatories

AN IATF 16949 : 2016 COMPANY

## CERTIFICATE FROM THE HOD



### 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 **S V RAHUL** bearing **USN 4AL21BA065** 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 FINANCIAL PLANNING OF SALARIED EMPLOYEES AND TAX SAVING STRATEGIES WITH REFERENCE TO LAMINA FOUNDARIES LIMITED, NITTE, KARKALA"** is prepared by him 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.

  
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, MOODIBERI - 574 225, D.K

Shobhavana Campus, Mijar, Moodbidri - 574 225, Mangalore, Karnataka, India  
08258-262724 (O), 262725 (P) | principal@alva.org | www.alva.org

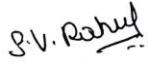
## DECLARATION

I, S V RAHUL, hereby declare that the Project report entitled "A STUDY ON FINANCIAL PLANNING OF SALARIED EMPLOYEES AND TAX SAVING STRATEGIES WITH REFERENCE TO LAMINA FOUNDRIES LIMITED, NITTE, KARKALA" prepared by me under the guidance of Mrs. Harshitha V Shetty, faculty of M.B.A Department, Alvas Institute of Engineering and Technology, Mijar and external assistance by Mr. Avinash, HR Manager, Limina Foundries Limited, Nitte, Karkala.

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

  
Signature of the Student

Date: 02/09/2023

# Acknowledgement

With regard to the project work conducted on **LAMINA FOUNDRIES LIMITED, NITTE, KARKALA**. I would like to thank each and everyone who have helped me by offering their guidance and all the required help provided to me in the process of study.

Firstly, I would like to express my gratitude to my guide Mrs. Harshitha Shetty, Assistant Professor, Department of Business Administration, AIET for his excellent guidance, timely suggestions and support.

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

I express my sincere gratitude to Mr. Avinash, HR. Manager, Lamina Foundries limited, Nitte, Karkala who cooperated and spent his valuable time and shared the information with me.

## Table of contents

Sl. No	Contents	Page No's
<b>Executive Summary</b>		
<b>Chapter-1</b>	Introduction	<b>01-08</b>
<b>Chapter-2</b>	Literature Review	<b>09-14</b>
<b>Chapter-3</b>	Research design	<b>15-17</b>
<b>Chapter-4</b>	Data Analysis and interpretation	<b>18-50</b>
<b>Chapter-5</b>	Summary of Findings, suggestions and Conclusion	<b>51-52</b>
<b>Bibliography</b>		
<b>Annexures</b>		

### **List of tables and graphs**

<b>Sl. No</b>	<b>Particular</b>	<b>Page No</b>
<b>4.0</b>	The table showing the age of the Subjects	<b>19</b>
<b>4.1</b>	The table showing the gender of Subjects	<b>20</b>
<b>4.2</b>	The table showing the annual Income of Subjects	<b>21</b>
<b>4.3</b>	The table showing the factors considered by the Subjects for increasing the size of savings	<b>22</b>
<b>4.4</b>	The table showing the types of investment Subjects prefer	<b>23</b>
<b>4.5</b>	The table showing Subjects' Annual savings	<b>24</b>
<b>4.6</b>	The table shows the initiative recommended by Subjects to create awareness among salaried employees about investment	<b>25</b>
<b>4.7</b>	The table shows type of investment plan Subjects prefer in future.	<b>26</b>
<b>4.8</b>	The table showing the time horizon for investment	<b>27</b>
<b>4.9</b>	The table showing Subjects' investment trends in recent years.	<b>28</b>
<b>4.10</b>	The table showing exemptions which provide Subjects with more tax benefits.	<b>29</b>
<b>4.11</b>	shows Subjects about Life Insurance as a tax savings instrument.	<b>30</b>
<b>4.12</b>	The table showing respondent percentage of expenditure	<b>31</b>

<b>4.13</b>	The table showing respondent NPS as a tax-saving instrument	<b>32</b>
<b>4.14</b>	The table showing percentage of investment by the respondent	<b>33</b>
<b>4.15</b>	Table showing Subjects' purpose of the savings	<b>34</b>
<b>4.16</b>	Table showing Subjects can save a portion of their salary each month	<b>35</b>
<b>4.17</b>	Table showing the percentage of salary saved by the Subjects	<b>36</b>
<b>4.18</b>	Table showing the percentage of monthly salary used to repay the loan	<b>37</b>
<b>4.19</b>	Table showing Subjects when they formulate tax plan during the financial year	<b>38</b>
<b>4.20</b>	Table showing Subjects taxable income expected in 2028 to be higher or lower than today	<b>39</b>
<b>4.21</b>	Table showing the respondent's percentage of the emergency fund out of saving	<b>40</b>
<b>4.22</b>	Table showing Subjects' satisfaction with current tax planning strategies	<b>41</b>
<b>4.23</b>	Table showing Subjects' awareness of exemption under section-10	<b>42</b>
<b>4.24</b>	Table showing advice that Subjects take while investing	<b>43</b>
<b>4.25</b>	Table showing Subjects' rating concerning knowledge about personal finance.	<b>44</b>
<b>4.26</b>	Table showing Subjects' way through which improve knowledge of personal finance	<b>45</b>



<b>4.27</b>	Table showing respondent's importance concerning emergency fund	<b>46</b>
<b>4.28</b>	Table showing the respondent well knowledge about understanding of the pay slip & the components related to taxes &deductions	<b>47</b>
<b>4.29</b>	Table showing how frequently Subjects review & rebalance your investment portfolio	<b>48</b>
<b>Objective-1</b>	To analyse the saving-investment behaviour of salaried employees	<b>49</b>
<b>Objective-2</b>	To study financial planning done by salaried employees.	<b>50</b>

## **EXECUTIVE SUMMARY**

This study is conducted on "**A STUDY ON FINANCIAL PLANNING OF SALARIED EMPLOYEES AND TAX SAVING STRATEGIES WITH REFERENCE TO LAMINA FOUNDRIES LIMITED, NITTE**". This project report provides the general information about HR practices in MCF, Mangalore.

The study was conducted for the period of 6 weeks. The main objective of this study is to understand the reward system and its impact on employee motivation.

In the 1<sup>st</sup> chapter, you will find the details about the industry and company profile of Lamina Foundries Limited, 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 3<sup>rd</sup> chapter will explain about Statement of the problem, Need for the study, Objectives, Scope of the study, Research methodology, Hypotheses, Limitations, Chapter scheme.

In the 4<sup>th</sup> chapter you will find analysis and graphical representations on the data collected from the sample population choose from the company.

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

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