

A PROJECT REPORT ON
"A STUDY ON HR PRACTICES AND ITS IMPACT ON EMPLOYEE BEHAVIOUR
WITH REFERENCE TO MANGALORE CHEMICALS AND FERTILIZERS,
MANGALORE"

SUBMITTED BY

SAKSHI

4AL21BA068



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. PRAJWAL.B.K

Assistant professor

PG Department of business administration

AIET, Mijar

EXTERNAL GUIDE

MR.DEEKSHITH SHETTY,

HR. Manager,

MCF,

Mangalore- 575 010



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

2022 - 2023

Date: 10.08.2023

CERTIFICATE

This is to certify that **Ms. Sakshi**, (USN.4AL21BA068) **MBA** student of "Alvas Institute of Engineering and Technology, Moodbidri", has done her project work on "A study on HR practices and its impact on employee behavior with reference to MCF at Mangalore Chemicals & Fertilizers Limited from 17th April 2023 to 27th May 2023.

During the period of her project, she has been found to be keen in learning and displaying good conduct & character.

Wishing her all the best in her career.



Chetan Mendonca
Joint General Manager - HR



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 **SAKSHI** bearing USN 4AL21BA068 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 HR PRACTICES AND ITS IMPACT ON EMPLOYEE BEHAVIOUR WITH REFERENCE TO MANGALORE CHEMICALS AND FERTILIZERS, MANGALORE" 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, MOODBIDRI - 574 225, D.K

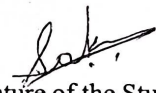
Declaration

I, SAKSHI, hereby declare that the Project report entitled **“A STUDY ON HR PRACTICES AND ITS IMPACT ON EMPLOYEE BEHAVIOUR WITH REFERENCE TO MANGALORE CHEMICALS AND FERTILIZERS, MANGALORE”** prepared by me under the guidance of MR. Prajwal B K, faculty of M.B.A Department, Alva's Institute of Engineering and Technology, Mijar and external assistance by MR. Deekshith Shetty, HR Manager.

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


Signature of the Student

Date: 2-09-2023

Acknowledgement

With regard to the project work conducted on **MANAGLORE CHEMICALS AND FERTILIZERS, MANGALORE**, 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.

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EXECUTIVE SUMMARY

This study is conducted on "**A STUDY ON HR PRACTICES AND ITS IMPACT ON EMPLOYEE BEHAVIOUR WITH REFERENCE TO MANGALORE CHEMICALS AND FERTILIZERS, MANGALORE**". 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 1st chapter you will find the details about the industry and company profile of Mangalore Chemicals and Fertilizers, Mangalore, vision, mission and SWOT analysis of the company.

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

The 3rd 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 4th 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.