

PROJECT REPORT ON

**“A STUDY ON EMPLOYEE ENGAGEMENT AND JOB
SATISFACTION WITH REFERENCE TO CAMPCO CHOCOLATE
FACTORY, PUTTUR”**

Submitted By

VANDANA SHENOY N

(4AL21BA102)

Submitted To



VISVESVARAYA TECHNOLOGICAL UNIVERSITY BELGAVI

In partial fulfilment of the requirements for the award of the degree of
MASTER OF BUSINESS ADMINISTRATION

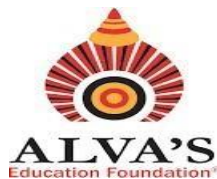
Under the guidance of

Internal Guide

DR. VISHNU PRASANNA K N
Professor PG Department of
Business Administration
Alva's Institute of Engineering
and Technology,
Mijar, Moodbidri.

External Guide

Mr. Radhesh Kundalpady
HR Manager, Campco chocolate
factory
Puttur



ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY
SHOBHAVANA CAMPUS MIJAR, MOODBIDRI
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CERTIFICATE

This is to certify that, Ms.Vandana Shenoy N, Reg No: 4AL21BA102, IInd year MBA student of Alva's Institute of Engineering and Technology, Mijar, Moodbidre, has completed the Project work on the subject of "A study on employee job engagement and job satisfaction with reference to Campco Chocolate Factory", Puttur, she has visited factory in the month of April & May-2023 and collected relevant data to fulfill her course. During this period her conduct and performance are found good. We wish her all the best for future endeavors.

Laxmana S. Dongre
DY. GENERAL MANAGER

Ms. Vandana Shenoy N
Reg No: 4AL21BA102,
IInd year MBA,
Alva's Institute of Engineering and Technology,
Mijar, Moodbidre.



☎ 0824-2888200, ⓘ info@campco.org,
🌐 www.campco.org, www.campcochocolates.com





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CERTIFICATE

This is to certify that **VANDANA SHENOY N** bearing **USN 4AL21BA102** is a bonafide student of Master of Business Administration course of the Institute in 2021-23, affiliated to Visvesvaraya Technological University, Belgaum. Project report titled "**A STUDY ON EMPLOYEE ENGAGEMENT AND JOB SATISFACTION WITH REFERENCE TO CAMPCO CHOCOLATE FACTORY, PUTTUR**" is prepared by her under the guidance of **Dr. Vishnu Prasanna K N, 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

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

☎ 08258-262724 (O), 262725 (P)

✉ principalaiet08@gmail.com

🌐 www.aiet.org.in

DECLARATION

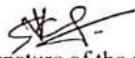
I Vandana Shenoy N, hereby declare that the project report entitled "A Study On Employee Engagement And Job Satisfaction With Reference To Campco Chocolate Factory, Puttur" prepared by me under the guidance of Dr. Vishnu Prasanna K. N, Professor M.B.A Department, Alva's Institute of Engineering And Technology.

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 Universities/Institution.

Place: Mijar

Date:09-09-2023


Signature of the student

ACKNOWLEDGMENT

I would like to take this opportunity to express my sincere gratitude to all those who have helped me throughout this project. It gives me immense pleasure to acknowledge all those who have rendered encouragement and support for the successful completion of this work.

I express my deep sense of gratitude to my internal guide **Dr Vishnu Prasanna K. N** Professor MBA Department, for his constant support and encouragement to carry out my project successfully without much difficulty.

I would like to express my sincere thanks to **Dr Peter Fernandes**, Principal of Alva's Institute of Engineering and Technology, Mijar, Moodabidri.

I am grateful to **Mrs Priya Sequeira**, HOD of the MBA department, Alva's Institute of Engineering and Technology, Mijar, Moodabidri whose timely suggestions and encouragement support me to complete this project.

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Executive Summary

This project report on “A Study on Employee Engagement and Job Satisfaction at Campco Chocolate Factory, Puttur” carried out for a period of 6 weeks under the guidance of Dr. Jayashri Shetty, Department of Master of Business Administration, is submitted in partial fulfilment of the requirement for the award of Master of Business Administration.

This study examines the dynamics of employee engagement and job satisfaction within Campco Chocolate Factory, a leading player in the chocolate manufacturing industry. The primary objective of this research is to gain a comprehensive understanding of the current state of employee engagement and job satisfaction among the factory's workforce and to identify areas for improvement.

Through a well-structured survey, collected data from 50 employees across various departments and levels of seniority. Our findings highlight a positive picture for Campco Chocolate Factory. This suggests that Campco has successfully cultivated an environment where employees are invested in their roles and the company's mission.

Furthermore, job satisfaction levels were generally favorable, with employees expressing contentment with their compensation, benefits, and the overall work environment. However, the study did uncover some areas of concern, particularly in terms of communication and opportunities for career advancement. These aspects require closer attention to ensure continued employee satisfaction and growth.

In conclusion, this study underscores Campco Chocolate Factory's strong foundation in employee engagement and job satisfaction while shedding light on areas for refinement. The organization's commitment to addressing these concerns will not only boost overall employee morale but also contribute to its continued success in the competitive chocolate manufacturing industry.