

PROJECT REPORT ON
“A STUDY ON EFFECTIVENESS OF EMPLOYEES WELL BEING
PROGRAMS AND ITS IMPACT ON THE PERFORMANCE OF THE
EMPLOYEES WITH REFERENCE TO SYNGENE INTERNATIONAL
LIMITED, MANGALORE”

SUBMITTED BY:

ALISHA MARIA

4AL22BA007



SUBMITTED TO:

VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI

In partial fulfillment of the requirement for the award of the degree of
MASTER OF BUSINESS ADMINISTRATION

Under the guidance of

INTERNAL GUIDE

Mrs. Harshitha V Shetty

Assistant. Professor

AIET, Mijar

EXTERNAL GUIDE

Ms. Vachana

HR Manager

Syngene International Ltd



PG DEPARTMENT OF BUSINESS ADMINISTRATION
ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY
SHOBHAVANA CAMPUS MIJAR, MOODBIDRI
SEPTEMBER-2024

Syngene

Syngene International Limited
MSEZ, Plot No. IP-39, IP-46, & IP-60
IP-25 (Part), & IP -61(Part)
Kalavar Village & Post
Dakshina Kannada,
Mangaluru -574142
CIN: L85110KA1993PLC014937
www.syngeneintl.com

Ref No: AIET/MBA/IP/2023-24/15

Date: 02/AUG/2024

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Ms. Alisha Maria, USN No – 4AL22BA007 a student of MBA From Alva's Institute of Engineering & Technology Moodbidri has successfully completed her practical training in our Human Resources department from 23rd April 2024 to 06 June 2024.

We wish her every success in life

With warm regards,
For Syngene International Ltd.


Nithin MR
Manager – HR





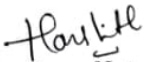
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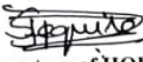
(A Unit of Alva's Education Foundation @ Moodbidri)
Affiliated to Visvesvaraya Technological University, Belagavi
Approved by AICTE, New Delhi & Recognised by Government of Karnataka
Accredited by NBA (CSE & ECE)

Date: 10/09/2024

CERTIFICATE

This is to certify that **Alisha maria** bearing USN **4AL22BA007**, is a bonafide student of Master of Business Administration course of Alva's Institute of Engineering and Technology, Moodbidri for the batch 2022-2024, affiliated to Visvesvaraya Technological University, Belgaum. The Project report on "**A study on effectiveness of employees well being programs and its impact on the performance of the employees with reference to Syngene International limited, Mangalore**", is prepared by her under the guidance of Mrs. Harshitha V Shetty Assistant Professor, in partial fulfilment of the requirements for the award of the degree of Master of Business Administration of Visvesvaraya Technological University, Belagavi Karnataka.


Signature of Internal Guide


Signature of HOD


Signature of Principal
PRINCIPAL
Alva's Institute of Engg. & Technology,
Mijar, MOODBIDRI - 574 225, D.K.

Viva – Voce Examination

HOD
PG Dept. of Business Administration
Alva's Institute of Engg. & Technology
Mijar - 574225

Signature of Internal Examiner
(Name & Affiliation)

Signature of External Examiner
(Name & Affiliation)

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


☎ 08256-262724 (O), 262725 (P) ✉ orincipalaiet08@gmail.com 🌐 www.aiet.org.in

DECLARATION

I, ALISHA MARIA, bearing USN 4AL22BA007 hereby declare that the Project report entitled "A STUDY ON EFFECTIVENESS OF EMPLOYEES WELL BEING PROGRAMS AND ITS IMPACT ON THE PERFORMANCE OF THE EMPLOYEES WITH SPECIAL REFERENCE TO SYNGENE INTERNATIONAL LIMITED, MANGALORE" prepared by me under the guidance of Mrs. Harshitha V Shetty, Assistant Professor, PG Department of Business Administration, Alvas Institute of Engineering and Technology, Mijar, Moodbidri and external assistance by Ms. Vachana, HR, Syngene International Limited, Mangalore.

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, Belagavi. I have undergone a 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: Moodbidri


Signature of the Student

Date: 20-09-2024

ACKNOWLEDGEMENT

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 encouraged and supported for the successful completion of this work.

I would like to express my sincere thanks to Principal Dr. Peter Fernandes, AIET, Moodbidri. And I express my deep sense of gratitude to Mrs. Priya Sequeira HOD of PG department and also to my Internal Guide Mrs. Harshitha V Shetty, Assistant Professor of MBA Department, for the constant support and encouragement to carry out my report successfully without much difficulty. I express my heartfelt thanks for their constant encouragement and support during the entire report.

My profound thanks to Ms. Vachana who took interest in explaining concepts and imparting necessary inputs pertaining to the Project work, without which it would not have been possible for me to complete this work. I am also very thankful to other executives and staff of the company for their co-operation.

I express my deepest gratitude to my parents and family members, and all the staff of the MBA department for their active role in my professional development without which my higher studies would have been just a dream.

Finally, I thank my friends for their valuable suggestions offered to me to complete this study successfully.

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EXECUTIVE SUMMARY

In an Institute we learn about the theoretical concepts. But in the present-day scenario, environment surrounding the business is complex and dynamic. The industries are so much diversified and specialized that it requires us to be nourished with knowledge and skills in the respective field of our specialization. Exposure is the key and it gives the practical knowledge.

For this reason, VTU designed a scheme under which the students of MBA have to undertake the “Project work” for the period of 6 weeks. I have written a report about company’s knowledge and analysis of the problem. This report has been written in simple language including the five chapters.

Project on **“A Study on effectiveness of employees well-being programs and its impact on the performance of the employees with reference to Syngene International Limited, Mangalore”** There are five chapters in this report. The introduction and history of Syngene International Limited are covered in the first chapter. The conceptual backdrown and literature review of the subject under study are presented in the second chapter. The third chapter, on research design, includes the problem statement, justification for the investigation, goals, parameters, research approach, and study limits. The examination and interpretation of the data gathered in questionnaire and personal interview are covered in the fourth chapter. The study's findings, conclusions, and recommendations are covered in the fifth chapter. After that, there is a bibliography that lists the several websites that were used to gather secondary data and the literature study for the project. The Annexure includes the questionnaire used for the study.