

**PROJECT REPORT ON**  
**“A STUDY ON IMPACT OF HRM PRACTICES ON EMPLOYEE BEHAVIOUR**  
**WITH REFERENCE TO DECCAN PLAST INDUSTRIES PRIVATE LIMITED,**  
**KONAJE”**

**SUBMITTED BY**  
**AYESHA IBRAHIM**  
**USN: 4AL22BA011**

**Submitted to**



**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. Amritha Kumar K P**

**Assistant Professor**

**AIET, MIJAR**

**EXTERNAL GUIDE**

**Mr. Nizamuddin**

**Manager**

**Deccan Plast, Konaje**



**ALVA'S**  
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**ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY,**

**MOODABIDRI**

**PG DEPARTMENT OF BUSINESS ADMINISTRATION**

**2023-24**

CIN: U25111KA2008PTC039964



## DECCAN PLAST INDUSTRIES PRIVATE LIMITED

Plot No. 10-A, KIADB Industrial Area, Pajeer-Kairangala Village, Bantwal Taluk,  
D.K., Karnataka - 574153. Mob: 9845080722, e-mail: deccanplastipl@gmail.com

Date: 09/09/2024

This is to certify that MS. AYESHA IBRAHIM (USN:4AL22BA011) pursuing MBA degree at ALVAS INSTITUTE OF ENGINEERING & TECHNOLOGY, MOODABIDRI, has completed her Project titled "A STUDY ON IMPACT OF HRM PRACTICES ON EMPLOYEE BEHAVIOUR WITH REFERENCE TO DECCAN PLAST INDUSTRIES PVT.LTD.KONAJE,MANGALORE", from April 23<sup>rd</sup> to June 6<sup>th</sup> 2024.

We found that the student is dedicated and committed to her work.

We wish her every success in the future endeavours.

For Deccan Plast Industries Pvt.Ltd,

*N. O. G. - 1114*

Authorised Signatory





# 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 NBA (CSE & ECE)

Date: 09/09/2024

## CERTIFICATE

This is to certify that **Ayesha Ibrahim** bearing USN 4AL22BA011, 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, Belagavi. The Project report on "A study on impact of HRM practices on employee behaviour with reference to Deccan Plast Industries Private Limited", is prepared by her under the guidance of Mrs. Amritha Kumar KP, 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  
Alva's Institute of Engg. & Technology,  
Moodbidri - 574 225, D.K.

Viva – Voce Examination

HOD  
PG Dept. of Business Administration  
& Technology  
(Alva's Institute of Engineering & Technology,  
Moodbidri - 574 225, D.K.)

Signature of Internal Examiner  
(Name & Affiliation)

Signature of External Examiner  
(Name & Affiliation)

### **DECLARATION**

I, **AYESHA IBRAHIM**, bearing USN 4AL22BA011 hereby declare that the Project report entitled "**A study on impact of HRM practices on employee behaviour with reference to Deccan Plast Industries Private Limited**" prepared by me under the guidance of Mrs. Amritha Kumar KP, Assistant Professor, PG Department of Business Administration, Alvas Institute of Engineering and Technology, Mijar, Moodbidri and external assistance by Mr. Nizamuddin, Manager, Deccan Plast Industries Private Limited, Konaje.

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: 23-09-2024**

## **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 my Internal Guide Mrs. Amritha Kumar KP, Professor of MBA Department, for the constant support and encouragement to carry out my report successful without much difficulty. I express my heartfelt thanks for their constant encouragement and support during the entire report.

My profound thanks to Mr. Nizamuddin, 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 finally members 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 specialisation. 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 impact of HRM practices on employee behaviour with reference to Deccan Plast Industries Private Limited, Konaje”**

There are five chapters in this report. The introduction and history of Deccan Plast Industries Private Limited are covered in the first chapter. The conceptual background 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 the 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.