

PROJECT REPORT ON
A STUDY ON ROLE OF HR POLICIES IN PROMOTING INDUSTRIAL
HARMONY, WITH REFERENCE TO LAMINA FOUNDRIES, NITTE, KARKALA

SUBMITTED BY:

DEEPTHI

4AL22BA020



SUBMITTED TO:

VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI

In partial Fulfilment of the requirement for the award of the Degree

MASTER OF BUSINESS ADMINISTRATION

Under the Guidance of

INTERNAL GUIDE

Mrs. Harshitha V Shetty

Assistant Professor

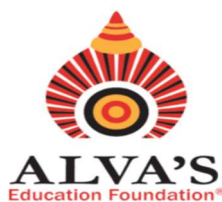
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EXTERNAL GUIDE

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PG DEPARTMENT OF BUSINESS ADMINISTRATION

ALVAS INSTITUTE OF ENGINEERING AND TECHNOLOGY

SHOBHAVANA CAMPUS MIJAR, MOODBIDRI

SEPTEMBER-2024



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Tel: 91-0824-2407364 * Web: www.laminafoundries.com

IATF 16949:2015



Ref: LFN/HRD/ 089/ 2024-2025

Date: 22.06.2024

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Ms. Deepthi.(4AL22BA020) 2nd year MBA the bonafide student from ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY, MOODBIDRI has undergone Project for 6 weeks in our Human Resources Department a partial fulfilment of requirement of Master of Business administration.

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

We wish her all the best for her future endeavours.

For LAMINA FOUNDRIES LTD


Authorised Signatories

AN IATF 16949 : 2016 COMPANY



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: 10/09/2024

CERTIFICATE

This is to certify that **Deepthi** bearing USN **4AL22BA020**, 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 Role of HR Policies in Promoting Industrial Harmony, with reference to Lamina Foundries Nitte, Karkala**" 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

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DECLARATION

I, **DEEPTHI**, bearing USN **4AL22BA020** hereby declare that the project report entitled “**A STUDY ON ROLE OF HR POLICIES IN PROMOTING INDUSTRIAL HARMONY WITH REFERENCE TO LAMINA FOUNDRIES, NITTE, KARKALA.**” Prepared by me under the guidance of Mrs. Harshitha V Shetty, faculty of MBA Department, Alva’s Institute of Engineering and Technology, Moodbidri and external assistance by Mr. Avinash Upadhyaya, HR Manager, Lamina Foundries, Nitte, Karkala.

I also declare that this project work is towards the partial fulfillment of the University Regulations for the award of the Degree of Master of Business Administration by Visvesvaraya Technological University Belagavi. I have undergone a summer project for 6 weeks. I further declare that this project is based on my original study and has not been submitted for the award of any degree from any other University/Institution.

Place: Moodbidri

Date: 20/09/2024

Signature of the Student

Deepthi

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 rendered encouragement and support for the successful completion of this work.

I would like to express my sincere thanks to Principal Dr. Peter Fernandes, AIET, Mijar and I express my deep sense of gratitude to my internal guide Mrs. Harshitha V Shetty Assistant Professor Department of MBA, for constant support and encouragement. I would like to thank our, HOD of PG Department of Business Administration, Mrs. Priya Sequeira, Alva's Institute of Engineering and Technology, Mijar.

My profound thanks to Mr. Avinash Upadhyaya, HR Manager Lamina Foundries, Nitte, Karkala, who took an 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.

Finally, I would like to thank my family, and friends whose undying support and encouragement kept me going at times of need. They are all indeed the reason for the successful completion of this project.

S. NO.	TABLE OF CONTENTS	PAGE NO.
CHAPTER 1	INTRODUCTION, INDUSTRY PROFILE & COMPANY PROFILE	1-17
	<ul style="list-style-type: none"> • Industry Profile • Company Profile • Promoters • Vision, Mission & Quality Policy • Product & Services • Infrastructure Facilities • Competitors information • SWOT Analysis • Future growth & Prospectus • Financial statement 	
CHAPTER 2	CONCEPTUAL BACKGROUND AND LITERATURE REVIEW	18-27
	<ul style="list-style-type: none"> • Conceptual background of the study • Literature Review 	
CHAPTER 3	RESEARCH DESIGN	28-32
	<ul style="list-style-type: none"> • Statement of Problem • Need of study • Objectives of Study • Scope of study • Research methodology • Limitations of study • Chapter scheme 	
CHAPTER 4	DATA ANALYSIS AND INTERPRETATION	33-41
CHAPTER 5	FINDINGS, SUGGESTIONS AND CONCLUSION	42-48
	BIBLIOGRAPHY	49-50
	ANNEXURE	51-59

LIST OF TABLES

Table No	Particulars	Page No
4.1	Table showing the analysis the current HR Policies and Practices implemented by the company.	34
4.2	Table showing the evaluation of the impact of HR Policies on overall organizational performance.	36
4.3	Table showing determination of the efficiency of HR Policies in fostering workplace harmony.	38
4.4	Table showing what factor motivates the employees most to perform well at work.	40
4.5	Table showing how often employees consult the HR Department for work-related issues.	41

LIST OF GRAPHS

Graph no.	Particulars	Page no.
4.4	Graph showing what factor motivates most to perform well at work.	40
4.5	Graph showing how often employees consult the HR Department for work-related issues.	41

EXECUTIVE SUMMARY

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

For this reason, VTU designed a scheme under which the students of MBA have to undertake the “Project work” for 6 weeks. I have written a report about the 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 Role of HR Policies in Promoting Industrial Harmony, With the Reference of Lamina Foundries, Nitte, Karkala”**. There are five chapters in this project report. The introduction and history of Lamina Foundries Ltd. 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.