

PROJECT REPORT ON
“A STUDY ON TRAINING AND DEVELOPMENT AND ITS IMPACT ON
EMPLOYEES PERFORMANCE WITH SPECIAL REFERENCE TO
SWITCHGEAR AND CONTROL TECHNICS PVT LTD, BENGALURU”

Submitted by

Helan K. J

4AL22BA030

Submitted to



VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELGAVI

In the partial fulfilment of the requirements for the award of the degree of

MASTER OF BUSINESS ADMINISTRATION

Under the guidance of

INTERNAL GUIDE

Mr. Johnson Fernandes

Assistant Professor

AIET, Mijar

EXTERNAL GUIDE

Mr. Preetham

HR Admin

SCTPL, Bangalore



PG DEPARTMENT OF BUSINESS ADMINISTRATION
ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY

Shobhavana Campus, Mijar, Moodbidri

September 2024



REF: SCTPL: HR: INT/2024-25
28th May 2024

To,
Ms. Helan K J,
Student of Alva's Institute of Engineering & Technology (AIET)
Mangaluru-574225

Sub: Completion of internship with Switchgear and Control Technics Pvt. Ltd.

This is to certify that "Ms. Helan K J" has successfully completed her internship with Switchgear and Control Technics Pvt. Ltd. from 19th April 2024 to 28th May 2024. The subject on which internship was carried out is on Human Resources.

Her internship was on Human Resources at Switchgear and Control Technics Pvt. Ltd. under the guidance of Mr. Preetham, Manager-HR & Admin. During the period of her internship with us, she was found to be punctual, hardworking, and inquisitive.

We take this opportunity to wish her a very bright and successful career ahead.

For Switchgear and Control Technics Pvt. Ltd,

Authorised Signatory

Harshith Shekar Shetty

Director & CFO



CIN No. U40109KA2004PTC033356
Plot No. 152, Bommasandra Industrial Area,
Hosur Road, Anekal Taluk,
Bengaluru-560 099, India.
Tel : +91-080-28023700 (30 Lines)
E-mail: info@switchgear.in
Website: www.switchgear.in

Switchgear and Control Technics Private Limited



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 **Helan KJ** bearing USN 4AL22BA030, 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 Training and Development and its impact on employee's performance with special reference to Switch Gears and Control Technics Pvt Ltd., Bengaluru", is prepared by her under the guidance of **Johnson Fernandes**, 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

Viva – Voce Examination


Signature of HOD

HOD

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


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

Signature of Internal Examiner
(Name & Affiliation)

Signature of External Examiner
(Name & Affiliation)

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

☎ 08258-262724 (O), 262725 (P)

✉ principalaiet08@gmail.com

🌐 www.aiet.org.in

DECLARATION

I, Helan K.J (4AL22BA030) hereby declare that the project report entitled "A STUDY ON TRAINING AND DEVELOPMENT AND ITS IMPACT ON EMPLOYEES PERFORMANCE WITH SPECIAL REFERENCE TO SWITCHGEAR AND CONTROL TECHNICS PVT LTD" prepared by me under the guidelines of Mr. Johnson Fernands, Assistant Professor, PG departments of business administration, Alva's institute of engineering and technology, Mijar, Moodbidri and external assistance by Mr. Preetham, HR Admin, Switchgear and Control Technics Private Limited Bengaluru.

I also declare that this project work is towards the partial fulfilment of the university regulations for awards of the degree MASTER OF BUSINESS ADMINISTRATION by Visvesvaraya Technological University, Belagavi.

I have undergone a summer project for a period of 6 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.

Date: 09/ 09/ 2024

Place: Mijar



Signature of the Student.

ACKNOWLEDGEMENT

With regard to the project work conducted on Switchgear and Control Technics Private Limited BANGLORE, 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. Firstly, I would like to express my gratitude to my guide Mr. Johnson Fernandes, assistant professor, Department of Business Administration, AIET for his excellent guidance, timely suggestions and support.

I am privileged to thank Mrs. Priya Sequeira, HOD, Department of Business Administration, Alva's Institution of Engineering and Technology, Mijar.

I express my sincere gratitude to Mr. Preetham HR Head and Admin of Switchgear and Control Technics Private Limited who cooperated and spent his valuable time and shared the information with me.

Thank you

Helan K.J

TABLE OF CONTENT

CHAPTER NUMBER	CONTENT	PAGE NO.
1	Introduction: 1.1 Introduction 1.2 Industry profile 1.3 Company profile 1.4 Promoters 1.5 Vision and mission 1.6 Quality policy 1.7 Product and services profile 1.8 Infrastructure facilities 1.9 Competitor's information 1.10 SWOT analysis 1.11 Future growth and prospects 1.12 Financial statement	2-19
2	Theoretical Background and Literature Review 2.1 Conceptual background 2.2 Literature review 2.3 Research gap	21- 30
3	Research Design: 3.1 Statement of the problem 3.2 Need for the study 3.3 Objectives 3.4 Scope of the study 3.5 Research Methodology 3.6 Hypothesis 3.7 Limitation 3.8 Chapter scheme	32- 34
4	Analysis And Interpretation	36- 62

5	Findings, Conclusion, and Suggestions 5.1 Findings 5.2 Conclusion 5.3 Suggestions	64- 66
6	Bibliography	67- 69
7	Annexure	70- 75

LIST OF TABLES

TABLE NO	TITTLE OF THE TABLE	PAGE NO
1.4	The table shows promoters of the company	5
1.12	Table shows Financial statements	17- 19
4.1	Table shows the respondents age	36
4.2	Table shows the respondents gender	37
4.3	Table shows the respondents total work experience	38
4.4	Table shows respondents work experience in current company	39
4.5	Table shows respondents areas they belong to.	40
4.6	Table shows the response regarding how frequently they have participated in training programs offered by the company	41
4.7	Table shows how the performance at work has gently improved as a result of training sessions.	42

4.8	Table shows how confident the respondent is after attending training session.	43
4.9	Table shows the training sessions are relevant to respondents daily job responsibility.	44
4.10	Table shows the skill or knowledge that respondent has gained from training directly impact their job performance.	45
4.11	The table shows how frequently training policy impacts the employees overall job performance	46
4.12	Table shows the training program align well with the company's goals	47
4.13	The table shows the skills employee gained from training help them contribute more effectively to their team's objectives.	48
4.14	Table shows training programs adequately prepare employees to handle new challenges related to the company's goals.	49
4.15	The table shows that the company's investment in training directly impacts its overall success.	50
4.16	The table shows the courses of action are created using the company's long-term objectives in mind.	51
4.17	Table shows the employees improved performance after training contributes overall productivity.	52
4.18	Table shows the company's training program are effective in addressing skill gaps.	53
4.19	Table shows the training strategies align well with my career development goals.	54

4.20	Table shows the training programs prepare employees well for leadership roles.	55
4.21	Table shows continues feedback and coaching have a positive impact on employees performance growth.	56
4.22	Table shows company's performance management system effectively identifies employees training needs.	57
4.23	Table shows training strategies promote a culture of continuous learning within the organization.	58
4.24	The table shows the opinion regarding pro-activeness in adopting new and effective training techniques	59

LIST OF CHARTS

CHART NO	TITTLE OF THE CHARTS	PAGE NO
4.1	Graph shows the respondents age	36
4.2	Graph shows the respondents gender	37
4.3	Graph shows the respondents total work experience	38
4.4	Graph shows respondents work experience in current company	39
4.5	Graph shows respondents areas they belong to.	40
4.6	The graph shows the response regarding how frequently they have participated in training programs offered by the company	41
4.7	Graph shows how the performance at work has gently improved as a result of training sessions.	42
4.8	Graph shows how confident the respondent is after attending training session.	43
4.9	Graph shows the training sessions are relevant to respondents' daily job responsibility.	44
4.10	Graph shows the skill or knowledge that respondent has gained from training directly impact their job performance.	45
4.11	The graph shows how frequently training policy impacts the employees overall job performance	46
4.12	Graph shows the training program align well with the company's goals	47
4.13	Graph shows the skills employee gained from training help them contribute more effectively to their team's objectives.	48
4.14	Graph shows training programs adequately prepare employees to handle new challenges related to the company's goals.	49

4.15	The graph shows that the company's investment in training directly impacts its overall success.	50
4.16	The graph shows the courses of action are created using the company's long-term objectives in mind.	51
4.17	Graph shows the employees improved performance after training contributes overall productivity.	52
4.18	Graph shows the company's training program are effective in addressing skill gaps.	53
4.19	Graph shows the training strategies align well with my career development goals.	54
4.20	Graph shows the training programs prepare employees well for leadership roles.	55
4.21	Graph shows continues feedback and coaching have a positive impact on employee performance growth.	56
4.22	Graph shows company's performance management system effectively identifies employees training needs.	57
4.23	Graph shows training strategies promote a culture of continuous learning within the organization.	58
4.24	Graph shows the opinion regarding pro-activeness in adopting new and effective training techniques	59

EXECUTIVE SUMMARY

The project report titled “A Study on Training and Development and Its Impact on Employee’s Performance with Special Reference to Switchgear and Control Technics Pvt. Ltd.” is submitted in partial fulfillment of the requirements for the award of a Master of Business Administration (MBA). This report comprises an industry profile, company profile, statement of the problem, objectives of the project, methodology, analysis and interpretation, findings, suggestions, and conclusion.

Training and development are essential components in enhancing organizational efficiency and employee performance. This project provides insights into the training tools and strategies implemented by Switchgear and Control Technics Pvt. Ltd. and their direct impact on improving employee productivity and organizational success. The study was conducted over a 6-week period, with the main objective being to assess how training and development initiatives influence employee performance and contribute to the company’s overall efficiency.

The 1st chapter introduces Switchgear and Control Technics Pvt. Ltd., covering its vision, mission, promoters, SWOT analysis, infrastructure facilities, competitors, future growth prospects, and financial statements.

The 2nd chapter delves into the conceptual background of the study, supported by a comprehensive literature review.

The 3rd chapter outlines the statement of the problem, need for the study, objectives, scope, research methodology, hypotheses, limitations, and chapter scheme.

The 4th chapter presents the analysis and interpretation of the data collected from a sample population of Switchgear and Control Technics Pvt. Ltd.

Finally, the 5th chapter provides the findings, suggestions, and conclusions drawn from the study.

A detailed bibliography and annexures are included to support the project analysis and findings.