

PROJECT REPORT ON
“A STUDY ON TRAINING AND DEVELOPMENT AND ITS IMPACT ON
EMPLOYEES IN ORGANISATION WITH REFERENCE TO KMF”

Submitted by

Maithri R Shetty

4AL22BA040

Submitted to



VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELGAVI

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

MASTER OF BUSINESS ADMINISTRATION

Under the guidance of

INTERNAL GUIDE

Mrs. Amritha Kumar KP

Assistant professor

Dept. of Business Administration

Alva's Institute of Engineering and Technology,

Mijar – 574225

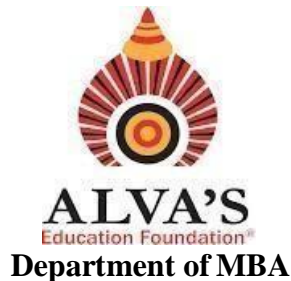
EXTERNAL GUIDE

Mr. Mohan

HR Manager

KMF,Kulshekar

Mangalore



ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY
MIJAR, MOODBIDRI

September 2024

DKMU

ದಕ್ಷಿಣ ಕನ್ನಡ ಸಹಕಾರಿ ಹಾಲು ಉತ್ಪಾದಕರ ಒಕ್ಕೂಟ ನಿಯಮಿತ, ಮಂಗಳೂರು - 575 005

Dakshina Kannada Co-operative Milk Producers' Union Limited



REG.NO.J.R.M./1/JMC/86-87 DT.8-5-86



No.DKMU /ADMN/AD/06/ 3811 /2024-25

Date: 21-09-2024

CERTIFICATE

This is to certify that Miss.Maithri R Shetty student of Alva's College Mijar has undertaken Project Work at our Union Under the guidance of Deputy Manager (Admin) of Dakshina Kannada Co-Operative Milk Producers Union Limited,Mangalore Dairy from 22-04-2024 to 06.06.2024.

We wish her bright future.

MANAGER (ADMIN)
D.K. CO-OP. MILK PRODUCER'S UNION LTD.,
MANGALORE

ಕುಲಶೇಖರ, ಮಂಗಳೂರು - 575 005

KULSHEKAR, MANGALORE - 575 005

GSTIN : 29AAAAD0202C1ZN

Phone : P&I : 9449866486, Engg : 0824 2231556, MD : 2231515

Mangalore Mktg. : 9480818099, Udupi Mktg. : 9148196151

Mangalore Security : 9480818097, Udupi Security : 7975736783,

Manipal Dairy : 0824 2575496

E-mail : mddkmul@gmail.com
Website : www.dkmul.com



ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY

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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 **Maithri R Shetty** bearing USN 4AL22BA040, is a bonafide student of the 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 employees in organisation with reference to KMF", is prepared by him under the guidance of **Mrs. Amritha Kumar K P**, 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

08258-262724 (O), 262725 (P)

principalaiet08@gmail.com

www.aiet.org.in

DECLARATION

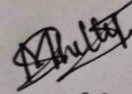
I, **MAITHRI R SHETTY**, USN: 4AL22BA040 hereby declare that the Project report entitled “ **A study on training and development and its impact on employees in organisation with reference to Karnataka Milk Federation**” prepared by me under the guidance of **Mrs.Amritha Kumar K P**, Assistant Professor, PG Department of Business Administration, Alva's Institute of Engineering and Technology and external assistance by **Mr. Mohan**, Head of Human Resource Department and Dakshina Kannada Co-Operative Milk Producers Union Limited, Mangalore Dairy.

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 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 University Institution.

Place: Mijar

Date:20/09/2024



Signature of the Student

ACKNOWLEDGEMENT

I am happy to take this opportunity to extend my sincere thanks to all those who have supported me, directly and indirectly in completing this project work meaningfully

I would like to thank my external guide Mr.Mohan, HR Manager KMF,Kulshekar,Mangalore for their encouragement, suggestion and support throughout the duration of my project.

I would like to thank Dr. Peter Fernandes, principal AIET for his support and encouragement to undertake a purposeful project.

My heartfelt thanks to Mrs. Priya Sequiera , Head, PG Department of Business Administration for giving me the direction for a good project work..

My thanks to my internal guide Mrs.Amritha Kumar KP, Assistant Professor, PG Department of Business Administration, for her feedback and suggestion which have greatly help me in completing this project.

Finally, my gratitude to each and everyone who have been associated with my project.

With sincere regards,

Maithri R Shetty

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Executive Summary

This project titled "A Study on Training and Development and Its Impact on Employees in the Organization with Reference to Karnataka Milk Federation (KMF)" is submitted in partial fulfillment of the requirements for the award of a Master of Business Administration. The project explores the training and development (T&D) programs implemented at KMF and their impact on employee productivity, job satisfaction, and overall professional growth.

The main objective of the study is to evaluate how KMF's T&D initiatives affect employee performance, satisfaction, and the long-term retention of skills. Primary data was collected through surveys conducted with employees who have undergone KMF's training programs, while secondary data was sourced from company reports, academic literature, and relevant industry publications.

Firstly, the project provides an introduction to the organization, including a company profile, an overview of KMF's T&D programs, and a detailed description of its vision, mission, and objectives. Additionally, a SWOT analysis of the organization is presented.

Subsequently, the statement of the problem, research objectives, scope of the study, methodology, and tools used for data collection are discussed. A comprehensive review of the conceptual background of training and development is included, followed by an analysis and interpretation of the data collected. This analysis, supported by figures and descriptive interpretation, aims to identify trends and patterns regarding the effectiveness of T&D initiatives at KMF.

Finally, based on the analysis, recommendations are provided to enhance the impact of training programs, addressing any challenges identified in the study. The project concludes with suggestions to further align T&D initiatives with employee development goals and organizational objectives.