

PROJECT REPORT ON
“A STUDY ON VARIOUS HR PRACTICES AND ITS IMPACT ON
EMPLOYEE PRODUCTIVITY WITH SPECIAL REFERENCE TO
SWITCHGEAR AND CONTROL TECHNICS PVT LTD BANGALORE”

Submitted by

NIREEKSHA

USN: 4AL22BA048

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 KP
Assistant Professor
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EXTERNAL GUIDE

Mr. Preetham
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ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY,
MOODABIDRI
PG DEPARTMENT OF BUSINESS ADMINISTRATION
SEPTEMBER-2024



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

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

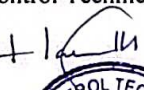
Sub: Completion of internship with Switchgear and Control Technics Pvt. Ltd.

This is to certify that "Ms.Nireeksha" 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



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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 Nireeksha bearing USN 4AL22BA048, 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 Various HR Practices and its Impact on Employee Productivity with Special reference to Switchgear and Control Technics Private Limited, Bangalore", 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

Viva – Voce Examination

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DECLARATION

I, NIREEKSHA, bearing USN 4AL22BA048 hereby declare that the Project report entitled **“A Study on various HR practices and its impact on Employee Productivity with special reference to Switchgear and Control Technics Pvt Ltd Bangalore”** 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. Preetham, HR, SCTPL Bangalore.

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

Nireeksha
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 of Business Administration and my Internal Guide Mrs. Amritha Kumar KP, Assistant 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. Preetham, 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 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 information and analysis of the problem. This report has been written in simple language including the five chapters.

Project on “A Study on various HR practices and its impact on Employee Productivity with special reference to Switchgear and Control Technics Pvt Ltd Bangalore”

There are five chapters in this report. The introduction and history of SCTPL 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 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.