

**“A Study On Training And Development And Its Impact On Employee Performance
With Special Reference To Solara Active Pharma Science, Mangalore”**

Submitted by

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Submitted to



VISVESVARAYA TECHNOLOGY UNIVERSITY, BELGAVI

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

MASTER OF BUSINESS ADMINISTRATION

Under the guidance of

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TO WHOM SO EVER IT MAY CONCERN

This is to certify that **Ms. Meghana G U** Reg No. 4AL22BA042 pursuing her MBA in Alvas Institute of Engineering and Technology bearing has successfully completed her project work in our company 6 weeks as part of her academic curriculum.

We wish her good luck in her future endeavours.

For Solara Active Pharma Sciences Limited


f Authorised Signatory



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Accredited by NBA (CSE & ECE)

Date: 09/09/2024

CERTIFICATE

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DECLARATION

I, Meghana G U hereby declare that the Project report entitled "**A Study On Training And Development And Its Impact On Employee Performance**" with reference to **Solara Active Pharma Science, Mangalore**" prepared by me under the guidance of **Johnson Fernandes**, faculty of M.B.A Department, Alvas Institute of engineering and technology and external assistance by **Jyothi Pais, Hr, Solara Active Pharma Science**. I also declare that this Project work is towards the partial fulfilment 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 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 : 20/9/2024



Signature of the Student

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Executive summary

This report explores how training and development affect employee performance at Solara Active Pharma. It is divided into six chapters, each covering important parts of the study.

Chapter 1 gives an Introduction to the company. It talks about the company's vision, mission, quality standards, and its range of products and services. The chapter also covers the ownership, operations, infrastructure, and a brief look at the financial status and promoters of the company.

Chapter 2 covers the Conceptual Background and Literature Review. It explains the main ideas around employee training and performance, and also reviews previous studies related to this topic, helping to set the stage for this research.

Chapter 3 focuses on the Research Design. It explains the problem the study is addressing, why the study is needed, the objectives, the scope, and the methods used for data collection and analysis. It also discusses the limitations of the research. Tools like correlation and chi-square tests were used to examine the link between training and employee performance.

Chapter 4 is about the Data Analysis and Interpretation. This chapter looks at the collected data and explains the key findings, showing how training programs are impacting employee performance at Solara Active Pharma.

Chapter 5 presents the Findings, Suggestions, and Conclusion. It summarizes what was discovered through the data analysis, provides suggestions on improving training programs, and concludes on the overall impact of training on employee performance.

Finally, Chapter 6 contains the Annexure, which includes supporting documents such as questionnaires, and a Bibliography listing the sources used in the report.

The main goal of this study is to understand how training programs influence employee performance and to provide recommendations to make these programs more effective for the company.