

**“A STUDY ON WORK LIFE BALANCE AND ITS IMPACT ON EMPLOYEE
RETENTION WITH SPECIAL REFERENCE TO SDM MULTISPECIALTY
HOSPITAL, UJIRE.”**

Submitted By

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Submitted to

VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI

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

MASTER OF BUSINESS ADMINISTRATION

Under the guidance of

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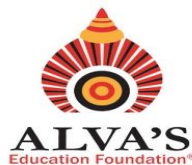
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ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY

MIJAR, MOODBIDRI

2022-24



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DATE : 18/09/2024

CERTIFICATE

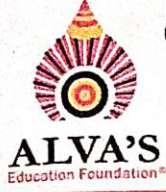
This is to certify that, **Ms. Praneetha J H** , **USN:4AL22BA062** student of **Alva's College Moodbidri**, doing her Final Year MBA, "**A study on work life balance and its impact on employee retention with special reference to SDM Multi-Speciality Hospital Ujire**", has successfully completed her Project in our SDM Multi-speciality Hospital, Ujire.

For S.D.M. Hospital, Ujire


HR Manager

HUMAN RESOURCE MANAGER





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 **Praneetha J H** bearing **USN 4AL22BA062**, 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 Work Life Balance and Its Impact on Employee Retention with Special Reference to SDM Multispecialty Hospital. Ujire**", 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.

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DECLARATION

I PRANEETHA J H (4AL22BA062), hereby declare that the project report entitled **“A STUDY ON WORK LIFE BALANCE AND ITS IMPACT ON EMPLOYEE RETENTION WITH SPECIAL REFERENCE TO SDM MULTISPECIALTY HOSPITAL. UJIRE.”** prepared by me under the guidance of Mr. Johnson Fernandes, Assistant Professor, faculty of MBA Department, Alva’s Institute of Engineering and Technology, Mijar. and external assistance by Mrs. Sowmya, HR Manager, SDM Hospital Ujire. I also declared that this project work is towards the partial fulfilment 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 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.

Place: Mijar

Date: 09/09/2024



Signature of the student

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 my internal guide **Mr. Johnson Fernandes, 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 to the HR Manager and staff of SDM HOSPITAL for their constant encouragement and support during the entire project.

I extend my sincere thanks to my external guide Mrs. Sowmya for her guidance. Finally, I express my sincere thanks to my parents, family, friends and all the staff of MBA department, whose support and encouragement kept me going at times of need. Deepest thanks to you all. They are all indeed the reason for the successful completion of this report.

Thank You,

Place : Mijar

Praneetha J H

Date:

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Executive summary

This study on "Work-Life Balance and Its Impact on Employee Retention at SDM Multispecialty Hospital, Ujire" examines how balancing work and personal life affects employee retention. Through feedback from hospital staff, the research shows that employees with better work-life balance are happier and more likely to stay. Those with poor balance often feel stressed and consider leaving. The study suggests that improving work conditions, offering flexibility, and reducing stress are essential for retaining employees, ultimately benefiting the hospital's long-term success.

This report is divided into five chapters. First chapter is about Introduction, Industry profile and company profile which is all about the company in which internship has done.

Second chapter shows Conceptual background and Literature review of the topic studied.

Third chapter is about Research design which contains statement of the problem, need for the study, objectives, scope of the study, research methodology, hypotheses and limitations of the study. Fourth chapter is about analysis and interpretation of the data which is collected by the Leksa employees through the questionnaires by using tables and graphs.

Fifth chapter is about findings, conclusion and suggestions based on the study. Then it contains bibliography which is about the various journals I have studied, and the questionnaires.

The source of data referenced here is primary data by using questionnaires which is collected from the employees and secondary data which refers to the company official website.