

PROJECT REPORT ON
“A STUDY ON INFLUENCE OF COMPENSATION AND TRAINING AND ITS
IMPACT ON THE EMPLOYEES' PERFORMANCE WITH REFERENCE TO
CYGNUS SOLUTION PVT LTD MANGALORE”

Submitted by

Prathiksha Shetty

4AL22BA065

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

INTERNAL GUIDE

MRS.PRIYA SEQUEIRA
ASSISTANT PROFESSOR

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SEPTEMBER - 2024



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TO WHOM IT MAY CONCERN

This is to certify that Ms. Prathiksha Shetty (4AL22BA1065), Student of Alva's Institute of Engineering and Technology Moodbidri, has successfully completed her project work in our organisation on the topic "**A Study on Influence of Compensation and Training and its impact on Employee Performance**", from 23.04.2024 to 06.06.2024.

During the period of her internship programme with us, we found her sincere, hardworking, dedicated and result oriented. She worked well as part of the HR team during her project work.

We take this opportunity to thank her and wish her all the best for her future.

Yours faithfully,
For **CYGNUS SOLUTIONS**

A handwritten signature in blue ink, appearing to read 'Pal Prasad'.

PAL PRASAD VARAKALA
Senior Manager - HR



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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 **Prathiksha Shetty** bearing USN 4AL22BA065, 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 influence of compensation and training and its impact on employee performance with reference to cygnus solution, Mangalore**", is prepared by her under the guidance of Mrs. Priya Sequeira, Associate 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
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Viva – Voce Examination

HOD

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Signature of Internal Examiner
(Name & Affiliation)

Signature of External Examiner
(Name & Affiliation)

DECLARATION

I, PRATHIKSHA SHETTY, bearing USN 4AL22BA065 hereby declare that the Project report entitled “ **A study on influence of compensation and training and its impact on the employees' performance with reference to cygnus solution pvt ltd Mangalore**” prepared by me under the guidance of Mrs. PriyaSequeira, Assistant Professor, PG Department of Business Administration, Alvas Institute of Engineering and Technology, Mijar, Moodbidri and external assistance by Mrs sahanahegdeHR department cygnus solution pvt ltd Mangalore .

I also declare 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 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*

Prathiksha
Signature of the student

ACKNOWLEDGEMENT

I wish to convey my gratitude to my internal guide Mrs. Priya Sequeira HOD, PG Department of Business Administration, for having guided me on every aspect right from the beginning of the project report. For giving resources and information about the topic which is very crucial to study and prepare the project report.

My thanks to Dr Peter Fernandes, Principal of Alva's Institute of Engineering and Technology for his whole hearted support in all our endeavors.

I express my genuine thanks to all the teaching faculties and the support staff of the PG Department of Business Administration, Alva's Institute of Engineering and Technology, Mijar, Moodbidri.

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.

TABLE OF CONTENT

CHAPTER NO	CONTENTS	PAGE NUMBER
1.	INTRODUCTION	1-15
2.	CONCEPTUAL BACKGROUND AND LITERATURE REVIEW	16-28
3.	RESEARCH DESIGN	29-32
4.	ANALYSIS AND INTERPRETATION	33-62
5.	FINDINGS, CONCLUSION AND SUGGESTIONS	63-67

LIST OF TABLES

Table No.	Particulars	Page No.
Table 4.1	Indicates overall satisfaction with the current compensation package	33-34
Table 4.2	Indicates perception of fairness in compensation relative to job responsibilities and contributions.	35-36
Table 4.3	Indicates whether dissatisfaction with compensation has influenced thoughts of leaving the company.	36-37
Table 4.4	Indicates beliefs about the impact of compensation changes on motivation and performance.	37-38
Table 4.5	Indicates perception of competitiveness of compensation compared to industry standards.	38-39
Table 4.6	Indicates effectiveness of communication regarding changes in compensation packages.	39-40
Table 4.7	Indicates preferences for additional compensation benefits that could enhance motivation and performance.	40-41
Table 4.8	Indicates perceptions of how effectively the company handles compensation-related concerns.	42-43
Table 4.9	Indicates satisfaction with the company's approach to adjusting compensation based on market conditions or cost of living adjustments.	43-44
Table 4.10	Indicates whether the compensation significantly influences employee performance?	44-45

Table 4.11	Indicates the primary method of training delivery used by the company.	45-46
Table 4.12	Indicates satisfaction with the quality and relevance of received training.	46-47
Table 4.13	Indicates agreement on the impact of training programs on job performance.	47-48
Table 4.14	Indicates perceived effectiveness of training sessions in improving job performance.	49-50
Table 4.15	Indicates satisfaction with how well training programs meet individual skill development needs.	50-51
Table 4.16	Indicates perceptions of the organization and structure of training programs.	51-52
Table 4.17	Indicates opinions on the frequency of training needed to maintain or improve performance.	52-53
Table 4.18	Indicates some of the areas where additional training would be beneficial for improving job performance.	53-54
Table 4.19	Indicates perception of the impact of company-provided training on job performance.	54-55
Table 4.20	Indicates perceived managerial support for the participation in the training and development programs.	55-56
Table 4.21	Indicates frequency of opportunities provided to give feedback on training programs.	57-58

Table 4.22	Indicates perceived need for refresher training to stay current with industry developments.	58-59
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LIST OF GRAPHS

Graph No	Particulars	Page No
Graph 4.1	Indicates overall satisfaction with the current compensation package	33-34
Graph 4.2	Indicates perception of fairness in compensation relative to job responsibilities and contributions.	35-36
Graph 4.3	Indicates whether dissatisfaction with compensation has influenced thoughts of leaving the company.	36-37
Graph 4.4	Indicates beliefs about the impact of compensation changes on motivation and performance.	37-38
Graph 4.5	Indicates perception of competitiveness of compensation compared to industry standards.	38-39
Graph 4.6	Indicates effectiveness of communication regarding changes in compensation packages.	39-40
Graph 4.7	Indicates preferences for additional compensation benefits that could enhance motivation and performance.	40-41
Graph 4.8	Indicates perceptions of how effectively the company handles compensation-related concerns.	42-43
Graph 4.9	Indicates satisfaction with the company's approach to adjusting compensation based on market conditions or cost of living adjustments.	43-44

Graph 4.10	indicates whether the compensation significantly influences employee performance.	44-45
Graph 4.11	Indicates the primary method of training delivery used by the company.	45-46
Graph 4.12	Indicates satisfaction with the quality and relevance of received training.	46-47
Graph 4.13	Indicates agreement on the impact of training programs on job performance.	47-48
Graph 4.14	Indicates perceived effectiveness of training sessions in improving job performance.	49-50
Graph 4.15	Indicates satisfaction with how well training programs meet individual skill development needs.	50-51
Graph 4.16	Indicates perceptions of the organization and structure of training programs.	51-52
Graph 4.17	Indicates opinions on the frequency of training needed to maintain or improve performance.	52-53
Graph 4.18	Indicates some of the areas where additional training would be beneficial for improving job performance.	53-54
Graph 4.19	Indicates perception of the impact of company-provided training on job performance.	54-55
Graph 4.20	Indicates perceived managerial support for the participation in the training and development programs.	55-56
Graph 4.21	Indicates frequency of opportunities provided to give feedback on training programs.	57-58
Graph 4.22	Indicates perceived need for refresher training to stay current with industry developments.	

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 specialization. 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 knowledge and analysis of the problem. This report has been written in simple language including the five chapters.

Project on “A study on influence of compensation and training and its impact on the employees' performance with reference to cygnus solution pvt ltd Mangalore”

The project is divided in five chapters. First chapter is about Introduction and History of the industry and company. 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 of the study, 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 from the employees of the company through the Questionnaire and survey. Fifth chapter is about Findings, Conclusion and Suggestions based on the study. Then it contains Bibliography which is about the various websites used to collect the Literature Review and Secondary Data for the Project. Annexure contains the Questionnaire.