

PROJECT REPORT
ON
“A STUDY ON ROLE OF HR IN CREATING A SUSTAINABLE WORKPLACE
WITH SPECIAL REFERENCE TO NEW MANGALORE PORT AUTHORITY
(NMPA), MANGALORE”

SUBMITTED BY

SAHANA

4AL22BA079

SUBMITTED TO



VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELGAVI

In partial fulfillment of the requirement for the award of the degree of
MASTER OF BUSINESS ADMINISTRATION

Under the guidance of

INTERNAL GUIDE

Mrs. Harshitha V Shetty

Assistant Professor

AIET, Mijar

EXTERNAL GUIDE

Mr. Karthik Salian

Dy. Manager

NMPA, Mangalore



P G DEPARTMENT OF BUSINESS ADMINISTRATION
ALVAS INSTITUTE OF ENGINEERING AND TECHNOLOGY
SHOBHAVANA CAMPUS MIJAR, MOODBIDRI

SEPTEMBER - 2024



ನವ ಮಂಗಳೂರು ಬಂದರು ಪ್ರಾಧಿಕಾರ
ನವ ಮಂಗಳೂರು ಪತ್ತನ ಪ್ರಾಧಿಕಾರಣ
NEW MANGALORE PORT AUTHORITY
(Fully Solar Powered)

ಭಾರತ ಸರ್ಕಾರ (ಪತ್ತನ, ಪೊತ ಪರಿವಹನ ಔರ ಜಲಮಾರ್ಗ ಮಂತ್ರಾಲಯ)
Govt of India (Ministry of Ports, Shipping and Waterways)
ಪಣಂಬೂರು ಪಣಮ್ಬೂರ Panambur / ಮಂಗಳೂರು ಮಂಗಳೂರು Mangalore - 575010

75
Azadi Ka
Amrit Mahotsav



No. 5/1/TRG/Intern/2024-25

Date: 23.04.2024

To,

Head of Department
P G Dept. of Business Administration
Alva's Institute of Eng. & Technology
Mijar

Sir,

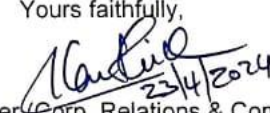
Sub: Permission to undergo Project work at New Mangalore Port Authority-Reg.

With reference to the subject cited above, it is informed that permission is hereby accorded to the following student of II year MBA, Alva's Institute of Eng. & Technology, Mijar to undergo Project work at New Mangalore Port Authority on 23.04.2024 & 06.06.2024.

1. Ms. Sahana (USN: 4AL22BA079)

The enclosed general instructions in Appendix B are to be strictly followed by the student during the above mentioned period for receipt of the certificate from New Mangalore Port Authority.

Yours faithfully,


Dy. Manager (Corp. Relations & Comm.)

ಉಪ ಪ್ರಬಂಧಕ-ಕಾರ್ಪೊರೇಟ್ ಸಂಬಂಧ ಁವಂ ಸಂಚಾರ
Dy. Manager-Corporate Relations & Communications
ನವ ಮಂಗಳೂರು ಪತ್ತನ ಪ್ರಾಧಿಕಾರಣ
New Mangalore Port Authority
ಪಣಬೂರು / Panambur - 575010

Copy submitted to Secretary, NMPA for information only.

ದೂರವಾಣಿ / ದೂರಭಾಷ / Phone : 0824- 2407341, 2887399

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An ISO 9001:2015, 14001:2015, 45001: 2018 & ISPS Compliant Port



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: 10/09/2024

CERTIFICATE

This is to certify that **Sahana** bearing **USN 4AL22BA079**, 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, Belgaum. The Project report on "**A study on role of HR in creating a sustainable workplace with special reference to New Mangalore Port Authority (NMPA), Mangalore**", is prepared by her under the guidance of Mrs. Harshitha V Shetty 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

Viva – Voce Examination

HOD
PG Dept. of Business Administration
Alva's Institute of Engg. & Technology
Mijar - 574225

Alva's Institute of Engg. & Technology,
Mijar. MOODBIDRI - 574 225, D.K

Signature of Internal Examiner

(Name & Affiliation)

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DECLARATION

I SAHANA, hereby declare that the project report entitled "**A Study on role of HR in creating a sustainable workplace with special reference to New Mangalore Port Authority (NMPA), Mangalore**" prepared by me under the guidance of Mrs. Harshitha. V. Shetty, Assistant Professor, Alva's Institute of Engineering and Technology Moodbidri and external assistance by Mr. Karthik Salian, Dy. Manager NMPA.

I also declare that this Project work is towards the partial fulfillment of the university regulation for the award of degree of Master of Business Administration by Vivesvaraya Technological University, Belgavi. I have undergone a 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 from any other University.

Place: Moodbidri

Date: 20/9/2024 .

Sahana.
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 the successful completion of this work.

It is my foremost duty 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 and also to my internal guide Mrs. Harshitha V Shetty, Assistant Professor of the MBA department, for her constant support and encouragement to carry out my report successfully without much difficulty.

I express my heartfelt thanks for their constant encouragement and support during the entire report.

My profound thanks to Mr. Karthik Salian, Dy. Manager NMPA, who took interest in explaining concepts and imparting necessary inputs pertaining to the organization study, 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.

Finally, I express my sincere thanks to my parents, family, friends, and all the staff of the MBA department, whose support and encouragement kept me going in times of need. My deepest thanks to you all. They are all indeed the reason for the successful completion of this report.

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

Project on **“A Study on role of HR in creating a Sustainable Workplace with special reference to New Mangalore Port Authority (NMPA), Mangalore”**. There are five chapters in this report. The introduction and history of NMPA are covered in the first chapter. The conceptual backdrown 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.