

**“A STUDY ON TRAINING AND DEVELOPMENT AND ITS IMPACT ON
EMPLOYEE PERFORMANCE WITH SPECIAL REFERENCE TO
GURUCHARAN INDUSTRIES, BAIKAMPADY”**

Submitted by

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Submitted to

VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELGAVI

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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Gurucharan Industries, Baikampady



PG DEPARTMENT OF BUSINESS ADMINISTRATION

ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY

SHOBHAVANA CAMPUS, MIJAR, MOOBBIDRI SEPTEMBER-2024

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Certificate

This is to certify that Ms. Shraddha S Shetty (USN No 4AL22BA091), IIIrd Semester MBA student, of Alva's Institute of Engineering & Technology, Moodbidri -574225, has undergone Project Work from 23/04/2024 to 06/06/2024. During her visit, she has acquainted herself with all the departments and successfully completed her Project work.

During the study, we found her quite regular and took keen interest in understanding the organization, sincere, hardworking and enthusiasm to work. We also found her performance and conduct are good.



For **GURUCHARAN INDUSTRIES,**

A handwritten signature in black ink, appearing to be "Shree", written over the printed name "MANAGER".

MANAGER

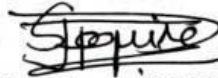
Date: 09/09/2024

CERTIFICATE

This is to certify that **Shraddha S Shetty** bearing **USN 4AL22BA091**, 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 training and development and its impact on employee performance with special reference to Gurucharan industries, Baikampady"**, 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.



Signature of Internal Guide



Signature of HOD

HOD

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Viva – Voce Examination



Signature of Principal

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Signature of Internal Examiner

(Name & Affiliation)

Signature of External Examiner

(Name & Affiliation)

DECLARATION

I SHRADDHA S SHETTY (4AL22BA091), hereby declare that the project report entitled "**A STUDY ON TRAINING AND DEVELOPMENT AND ITS IMPACT ON EMPLOYEE PERFORMANCE WITH SPECIAL REFERENCE TO GURUCHARAN INDUSTRIES, BAIKAMPADY**" 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. Triveni, HR Manager, Gurucharan Industries, Baikampdy, 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

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I like to convey my deep sense of gratitude to my internal guide Mr. Johnson Fernandes Assistant Professor, PG Department of Business Administration, for having guided me on every aspect right from the beginning of the project report. And I also thanking with utmost gratitude to my external guide Mrs. Triveni HR Manager, Gurucharan Industries for giving resources and information about the organization which is very crucial to study and prepare the project report.

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Executive Summary

The present executive summary provides an overview of a comprehensive study conducted to examine the **"A study on training and development and its impact on employee performance with special reference to Gurucharan Industries, Baikampady"** leading manufacturer in the plastic processing and machinery sector. The study aimed to assess the effectiveness of the company's training and development programs and their influence on employee performance. The findings from this study offer valuable insights for Gurucharan Industries' management and HR teams, as well as other organizations in similar sectors, to enhance their training strategies and foster a productive workforce. It is recommended that further research be conducted to track the long-term impact of these training programs on employee performance and organizational success.

This report is divided into five chapters. The first chapter includes the **Introduction, Industry Profile, and Company Profile**, which provide an overview of Gurucharan Industries and the sector in which the company operates. This chapter also outlines the company's mission, vision, and the core products it manufactures.

The second chapter focuses on the **Conceptual Background and Literature Review** related to the study topic, highlighting key theories and prior research on the role of training and development in improving employee performance.

The third chapter is dedicated to the **Research Design**, which includes the statement of the problem, need for the study, objectives, scope, research methodology, hypotheses, and limitations. This section details how the research was conducted, including the use of primary data collected through questionnaires and secondary data from the company's official records.

The fourth chapter presents the **Analysis and Interpretation** of the data collected from Gurucharan Industries' employees using tables and graphs. This analysis identifies the key factors related to the effectiveness of the company's T&D programs and their impact on employee performance.

The fifth chapter contains the **Findings, Conclusion, and Suggestions** based on the study, offering recommendations for improving training programs. The report concludes with a **Bibliography**, citing the various journals and articles reviewed, along with the **Questionnaire** used for data collection.