

PROJECT REPORT ON

**“A STUDY ON IMPACT OF WORK ENVIRONMENT AND TRAINING AND DEVELOPMENT ON
EMPLOYEE SATISFACTION AND ENGAGEMENT WITH SPECIAL REFERENCE TO SYNGENE
INTERNATIONAL LIMITED MANGALORE”**

SUBMITTED BY:

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4AL22BA092



SUBMITTED TO:

VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI

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

MASTER OF BUSINESS ADMINISTRATION

Under the guidance

INTERNAL GUIDE

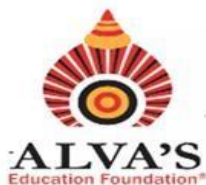
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PG DEPARTMENT OF BUSINESS ADMINISTRATION

ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY

MOODBIDRI

2024

Syngene

Syngene International Limited
MSEZ, Plot No. IP-39, IP-46, & IP-60
IP-25 (Part), & IP-61(Part)
Kalevar Village & Post
Dakshina Kannada,
Mangaluru -574142
CIN: L85110KA1993PLC014937
www.syngeneintl.com

Ref No: AIET/MBA/IP/2023-24/16

Date: 02/AUG/2024

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Ms. Shraddha Shetty USN No – 4AL22BA092 a student of MBA From Alva's Institute of Engineering & Technology Moodbidri has successfully completed her practical training in our Human Resources department from 23rd April 2024 to 06 June 2024.

We wish her every success in life

With warm regards,
For Syngene International Ltd.


Nithin MR
Manager – HR





ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY

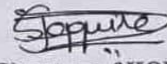
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Accredited by NBA (CSE & ECE)


Date: 09/09/2024

CERTIFICATE

This is to certify that **Shraddha Shetty** bearing USN 4AL22BA092, 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 Impact Of Work environment and Training and Development on Employees Satisfaction and Engagement with Special reference to Syngene International Ltd Mangalore", is prepared by her under the guidance of Mrs. Amritha Kumar KP, 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


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Viva - Voce Examination

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
Signature of Internal Examiner
(Name & Affiliation)

Signature of External Examiner
(Name & Affiliation)

DECLARATION

I, SHRADDHA SHETTY, bearing USN 4AL22BA092, hereby declare that the Project report entitled "A STUDY ON IMPACT OF WORKENVIRONMENT AND TRAINING AND DEVELOPMENT ON EMPLOYEE SATISFACTION AND ENGAGEMENT WITH REFERENCE TO SYNGENE INTERNATIONAL LTD" prepared by me under the guidance of Mrs. Amritha Kumar KP, Assistant Professor, PG Department of Business Administration, Alvas Institute of Engineering and Technology, Mijar, Moodbidri and external assistance by Mrs. Vachana , Syngene International Ltd Mangalore. I also declare that this project work is towards the partial fulfillment of the university regulations for the award of degree of Master of Business Administration by Visvesvaraya Technological University, Belgavi. 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: Moodbidri


Signature of the Student

Date: 20-09-2024

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 Mrs. Amritha Kumar KP, Professor of MBA Department, for the constant support and encouragement to carry out my report successful without much difficulty. I express my heartfelt thanks for their constant encouragement and support during the entire report.

My profound thanks to Mrs. Vachana, who took interest in explaining concepts and imparting necessary inputs pertaining to the Project work, 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.

I express my deepest gratitude to my parents and finally 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.

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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 Impact of Work environment and Training And Development On Employee Satisfaction And Engagement With Special Reference To Syngene International Ltd (Mangalore)”

There are five chapters in this report. The introduction and history of SCTPL are covered in the first chapter. The conceptual backdrop 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.