

PROJECT REPORT ON
“A STUDY ON ASSESSMENT OF HEALTH AND SAFETY AND ITS IMPLICATION ON
EMPLOYEE PERFORMANCE WITH REFERENCE TO SOLARA ACTIVE PHARMA ”

Submitted by

Shramya

4AL22BA093

Submitted to



VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELGAVI

In the partial fulfilment of the requirements for the award of the degree of
MASTER OF BUSINESS ADMINISTRATION

Under the guidance of

INTERNAL GUIDE

Mrs. Harshitha Shetty

Assistant Professor

AIET, Mijar



EXTERNAL GUIDE

Mr. Harsh

Deputy manager

Mangalore

PG DEPARTMENT OF BUSINESS ADMINISTRATION

ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY

Shobhavana Campus, Mijar, Moodbidri

September 2024



SOLARA
Active Pharma Sciences

Communication Address :
Solara Active Pharma Sciences Limited
Plot Nos.120 A&B, 120P & 121, Plot No 36
Industrial Area, Baikampady
New Mangalore-575011, Karnataka, India
Tel : +91 824 2402100,
E-mail : info@solara.com
www.solara.co.in

Ref: SAPS/HRA/2024-25/9025
Date: 17.09.2024

TO WHOM SO EVER IT MAY CONCERN

This is to certify that **Ms. Shramya** Reg No. 4AL222BA093 pursuing her MBA in Alva's Institute of engineering & technology College Moodubidire, Mijar has successfully completed her project work in our company from 23rd April 2024 to 06th June 2024 as part of her academic curriculum.

We wish her good luck in her future endeavours.

For Solara Active Pharma Sciences Limited

for **Authorized Signatory**

Solara Active Pharma Sciences Limited - CIN : L24230MH2017PLC291636

REGD. OFF : 201, Devavrata, Sector 17, Vashi Navi Mumbai - 400703. India / Tel : 91-22-2789 2924 / 2789 3199 / Fax: 91-22-2789 2942



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 **Shramya** bearing **USN 4AL22BA093**, 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 assessment of health and safety and its implications on employee performance with reference to Solara Active Pharma, 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

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

Viva - Voce Examination

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

Signature of Internal Examiner
(Name & Affiliation)

Signature of External Examiner
(Name & Affiliation)

DECLARATION

I Shramya hereby declare that the Project report entitled "A STUDY ON ASSESSMENT OF HEALTH AND SAFETY AND ITS IMPLICATIONS ON EMPLOYEE PERFORMANCE" prepared by me under the guidance of Mrs. Harshita V Shetty Assistant professor, faculty of M.B.A Department, Alva's Institution of Engineering and Technology, Mijar. and external assistance by Mr. Harsh, Manager, Baikampady, 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 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: 19-09-2024


Signature of the Student

ACKNOWLEDGMENT

With regard to the project work conducted on Solara Active Pharma, Mangalore I would like to thank each and everyone who have helped me by offering their guidance and all the required help provided to me in the process of study.

Firstly, I would like to express my gratitude to my guide Mrs. Harshitha Shetty, assistant professor, Department of Business Administration, AIET for her excellent guidance, timely suggestions and support. I am privileged to thank Mrs. Priya Sequeira, HOD, Department of business administration, Alva's Institution of Engineering and Technology, Mijar.

I express my sincere gratitude to Mr. Harsh Prasad Shastri who cooperated and spent his valuable time and shared the information with me.

Place:

Shramya

Date:

4AL22BA093

TABLE OF CONTENT

CHAPTER NO	CHAPTERS	PAGE NO
1	INTRODUCTION	1
1.1	Introduction to the study	2-14
2	CONCEPTUAL BACKGROUND AND LITERATURE REVIEW	15
2.1	Conceptual background	15-16
2.2	Literature review with a research gap	17-23
3	RESEARCH DESIGN	24
3.1	Statement of The Problem	25
3.2	Objectives	25
3.3	Need for the study	25
3.4	Scope of The Study	25-26
3.5	Research Methodology	26
3.6	Limitations	26
3.7	Chapter Schemes	23 27
4	ANALYSIS AND INTERPRETATION	28
4.1	Correlation Analysis	29-30
4.2	Chi-Square Analysis	30-42
4.3	Correlation Analysis	33-35
5	FINDINGS, SUGGESTIONS, AND CONCLUSIONS	36
5.1	Summary of Findings	37
5.2	Suggestions	38
5.3	Conclusion	39
6	REFERENCE	40
6.1	Annexure	41-50

LIST OF TABLES

Sl. No	Particulars	Page No
1.12	Table shows Trend Analysis	12
1.12	Table shows Financial Statement	13-14
3.7	Table shows Chapter Scheme	27
4.1	Table shows to determine the types of risks that workers face as a result of their jobs and how those risks impact worker's output	29
4.2	Table shows to measure the effectiveness of the current health and safety procedures and identify areas that need improvement	30-31
4.3	Table shows to investigate how Solara Pharma employees perform in relation to occupational health and safety policies	33

EXECUTIVE SUMMARY

This study explores the pharmaceutical industry, focusing on India's pivotal role as a global leader in the production and supply of affordable medications, particularly generic drugs and Active Pharmaceutical Ingredients (APIs). India, the third-largest pharmaceutical producer by volume, supplies approximately 8% of the world's APIs. This dominance is underpinned by the country's strong manufacturing infrastructure, research capabilities, and cost-efficient production models.

One of the prominent players in this industry is **Solara Active Pharma Sciences**, which emerged from the merger of API businesses of Strides and Sequent Scientific Ltd. Solara has established itself as a key player in the API segment by specializing in chemical synthesis and process development, covering multiple therapeutic areas, including anti-inflammatory, anti-cancer, and antiviral drugs. The company's focus on sustainable and eco-friendly manufacturing, alongside adherence to global quality standards, has solidified its reputation as a reliable supplier in both regulated and less regulated markets.

Solara operates five advanced manufacturing facilities in India, all of which conform to international standards. Notably, its Puducherry facility recently passed a critical USFDA audit, which showcases its compliance with stringent global regulations. The company's research and development (R&D) efforts are primarily based in Bangalore and Chennai, where Solara is advancing its pipeline with the development of 32 new APIs and the submission of over 70 Drug Master Files (DMFs) to regulatory bodies in the US, EU, and Japan.

Looking forward, Solara has laid out an ambitious growth strategy that involves diversifying its product portfolio, reducing reliance on China for API imports, and capitalizing on its strengths to expand in both regulated and non-regulated markets.

In Conclusion, Solara Active Pharma Sciences exemplifies India's growing influence in the global pharmaceutical landscape. The company's innovative approaches to API development, combined with its focus on sustainability and regulatory compliance, position it as a key player poised for significant growth. Solara's strategic direction, supported by strong R&D and an expanding global footprint, aligns with India's overall objective of maintaining its leadership in the global pharmaceutical sector while contributing to affordable healthcare solutions.