

**PROJECT REPORT ON**  
**“A STUDY ON IMPACT OF WORPLACE SAFETY AND HEALTH**  
**PRACTICES ON EMPLOYEE COMMITMENT AND PERFORMANCE**  
**WITH SPECIAL REFERENCE TO SWITCHGEAR AND CONTROL**  
**TECHNICS PVT LTD BANGALORE”**

**Submitted by**

**VINUTHA C**

**USN: 4AL22BA118**

**Submitted to**



**VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI**

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

**Under the guidance of**

**INTERNAL GUIDE**

**Mrs. Amritha Kumar KP**

**Assistant Professor**

**AIET, Mijar**

**EXTERNAL GUIDE**

**Mr. Preetham**

**Manager-HR & Admin**

**SCTPL, Bangalore**



**ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY,**  
**MOODABIDRI**

**PG DEPARTMENT OF BUSINESS ADMINISTRATION**

**SEPTEMBER-2024**



REF: SCTPL: HR: INT/2024-25  
28<sup>th</sup> May 2024

To,  
Ms.Vinutha C,  
Student of Alva's Institute of Engineering & Technology (AIET)  
Mangaluru-574225

Sub: Completion of internship with Switchgear and Control Technics Pvt. Ltd.

**This is to certify that "Ms.Vinutha C" has successfully completed her internship with Switchgear and Control Technics Pvt. Ltd. from 19<sup>th</sup> April 2024 to 28<sup>th</sup> May 2024. The subject on which internship was carried out is on Human Resources.**

**Her internship was on Human Resources at Switchgear and Control Technics Pvt. Ltd. under the guidance of Mr. Preetham, Manager-HR & Admin. During the period of her internship with us, she was found to be punctual, hardworking, and inquisitive.**

**We take this opportunity to wish her a very bright and successful career ahead.**

For Switchgear and Control Technics Pvt. Ltd,

Authorised Signatory

Harshith Shekar Shetty

Director & CFO



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Switchgear and Control Technics Private Limited



# 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)

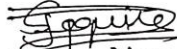
Date: 09/09/2024

## CERTIFICATE

This is to certify that **VINUTHA C** bearing **USN 4AL22BA118**, is a bonafide student of the 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 Effect of Workplace safety and health practices on Employee Performance and Commitment with Special reference Switchgear and Control Technics Private Limited, Bangalore**", is prepared by her under the guidance of Mrs. Amritha Kumar K P, 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  
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Alva's Institute of Engg. & Technology,  
Mijar. MOODBIDRI - 574 225, D.K

Signature of Internal Examiner  
(Name & Affiliation)

Signature of External Examiner  
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### **DECLARATION**

I, VINUTHA C bearing USN 4AL22BA118 hereby declare that the project report on “A Study on Impact of Workplace safety and health practices on Employee commitment and performance with Special reference to Switchgear And Control Technics Pvt Ltd. Bangalore” is prepared by me under the guidelines of Mrs. Amritha Kumar K P, assistant professor, PG departments of business administration, Alva's institute of engineering and technology, Mijar, Moodbidri and external assistance by Mr. Preetham, HR Admin, Switchgear and Control Technics Private Limited BANGLORE.

I also declare that this project work is towards the partial fulfilment of the university regulations for awards of the degree 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:20/09/2024

  
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 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 Mrs. Priya Sequeira, HOD of PG Department of Business Administration and my Internal Guide Mrs. Amritha Kumar KP, Assistant 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 Mr. Preetham, 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**

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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 Impact of Health and Safety Practices on Employee commitment and Performance with special reference to Switchgear and Control Technics Pvt Ltd Bangalore”**

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