

Internship Report on

**"A STUDY ON JOB SATISFICATION AND ITS IMPACT ON EMPLOYEE
PERFORMANCE" with special reference to Eastern Condiments Adimaly**



Submitted By

Mr.Arun George Mathew

USN: 4AL15MBA04

Submitted to

VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELGAUM

In partial fulfilment of the requirements for the award of the degree of

MASTER OF BUSSINESS ADMINISTRATION

Under the guidance of

INTERNAL GUIDE

Prof.Johnson Fernandes

Department of MBA.

A.I.E.T, Mijar, Moodbidri.

Adimaly

EXTERNAL GUIDE

Ms. Lekha

HR Assistant manager

Eastern Condiments,



Department of MBA

Alva's Institute of Engineering and Technology

Shobhavana campus, Mijar, Moodbidri

2015-2017



Eastern Condiments (P) Ltd.

An ISO 22000-2005 & HACCP certified company

ECPL/Proj/17

March 9, 2017

CERTIFICATE

This is certify that Mr. Arun George Mathew (USN - 4AL15MBA04), MBA student of Alva's Institute of Engineering and Technology, Mangalore had conducted a project work titled "A study of Job Satisfaction and its Impact on employee performance with special reference to Eastern Condiments (P) Ltd., Adimali from 2nd January 2017 to 10th March 2017 and submitted his report.

For EASTERN CONDIMENTS (P) LTD

[Signature]
Asst. Manager - HR & Admin



P.B. No: 15, EASTERN VALLEY, ADIMALI - 685 561, KERALA, INDIA.
Phone: 91-04864-222206, 222050, Fax: 04864-222662
GRAMS : EASTERN

CIN No.U15499KL1989PTC005449





ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY

A Unit of Alva's Education Foundation (R)

(Affiliated to Visvesvaraya Technological University, Belagavi

Approved by AICTE, New Delhi & Recognised by Government of Karnataka)

Shobhavana Campus, Mijar, Moodbidri - 574 225, Mangalore, D.K., Karnataka State

Phone : 08258-262724 (O), 262725 (P), Telefax: 08258-262726

E mail : principalaiet08@gmail.com, Web www.aiet.org.in

Date: 15-05-2017

Certificate

This is certify that **Mr. ARUN GEORGE MATHEW** bearing USN 4AL15MBA04 is a bonafide student of the Master of Business Administration course of the Institute (2015-17), affiliated to Visvesvaraya Technological University, Belgaum.

The internship report on "**A Study on job satisfaction and its impact on employee performance with special reference to Eastern Condiments Adimall**" is prepared by him under the guidance of **Johnson Fernandes Asst Prof. Department of MBA** in partial fulfilment of the requirements of the award of the Master of Business Administration of Visvesvaraya Technological University, Belgaum, Karnataka.

Prof. Johnson Fernandes

Internal guide

Prof. Ramakrishna Chadaga

Dean-MBA

Dr. Peter Fernandes

Principal

Declaration

I, Anup George Mathew, hereby declare that the internship report entitled "A STUDY ON JOB SATISFACTION AND ITS IMPACT ON EMPLOYEE PERFORMANCE" is a special reference to Eastern Condiments Adimaly. Prepared by me under the guidance of Prof. Jhonson Fernandez, Department of Business Administration, Alva's Institute of Engineering and Technology and External assistance by.

I also declare that this internship work is towards the partial fulfillment of the university regulation for the award of degree of Master of Business Administration by Visvesvaraya Technological University, Belgaum.

I have undergone a summer project for a period of ten 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

A handwritten signature in black ink, appearing to be 'A. G. Mathew', enclosed within a hand-drawn oval border.

Signature of the student.

Acknowledgement

For the completion of any task in an efficient and effective way within the period of given time, the assistance and hard work of many people are complementary. There is a pleasure to acknowledge to those many people whose timely support went a long way in the completion of project report.

Hereby I make a humble effort to place on record, my sense of gratitude and sincerity to all my well-wishers for the help I received for the successful completion of my project report.

I acknowledge my fullest gratitude to my faculty guide **Prof. Johnson Fernandes** Administration, for his regular supervision and valuable suggestions.

I am deeply indebted to **Ms. Lekha** for granting permission and providing requisite information regarding the project.

First and foremost, I acknowledge my deepest gratitude to **Dr. M Mohan Alva**, Chairmen, Alva's Education Foundation, Moodbidri, for his encouragement for my sports as well as academics.

It's my privilege to thank our principal **Dr. Peter Fernandez** for giving me the opportunity to take up this project. At the outset I would like to acknowledge my gratitude to **Mr. Ramakrishna chadaga**, Dean of Department of Business Administration. My profound gratitude to all the faculty members of the Department of Business Administration, Alva's Institute of Engineering and Technology, Mijar, Moodbidri.

Finally I extend my gratitude to my parents and family members for the continual encouragement and blessings and also my friends for their support to finish my project successfully.

Arun George Mathew

USN: 4AL15MBA04

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EXECUTIVE SUMMARY

This project is the result of my internship program for the past two months placed at Eastern Condiments Adimali. The main objectives of this study is identified the level of satisfaction of employees towards their job. Job satisfaction is very important to any business to performance in market. This project shows that job satisfaction largely related on job promotions, compensation system, working environment, career development, feedback from supervisor, relationship with senior management.

The project was done as part descriptive research and use convenience sampling method for selecting the sample. The primary data are collected through questionnaires and secondary data collected through company records and websites Structured questionnaire is given to 100 employees and the data is collected. The data is analysed percentage, SD, mean and likert scale method. Take utmost care to preparation of questionnaire to till the end of the study. The analysis gives the proper result that majority of the employees are satisfied but some employees are dissatisfied with some factors. The study shows that job satisfaction is effect the performance of employees and productivity of organization. Valuable suggestion and recommendation are also given to the company for their better understanding.