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Internship Report on

**A STUDY ON EMPLOYEE SATISFACTION TOWARDS COMPENSATION
AND BENEFITS AT YAJAMANA INDUSTRIES, MAVINAKATTE**

Submitted By

Mr. BHARATH KUMAR SHETTY

4AL15MBA08

Submitted to



VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELGAUM

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

MASTER OF BUSINESS ADMINISTRATION

Under the guidance of

INTERNAL GUIDE:

Prof. Gurudatt Somayaji

Faculty

Department of MBA

AIET, Mijar

EXTERNAL GUIDE

Mr. Madhav Nayak

HR Manager

Shri Lakshmi Venkataramana

Yajamana Industries Mavinakatte



MBA Department

Alva's Institute of Engineering and Technology

Shobhavana campus, Mijar, Moodbidri, DK

2015-2017

TIN - 299/0821893

Managing Partner,
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YAJAMANA
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SHRI LAKSHMI VENKATARAMANA YAJAMANA INDUSTRIES

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Date 11.03.2017

CERTIFICATE

This is to certify that Mr. Bharath Kumar Shetty (Reg No. 4AL15MBA08), student of Alva's Institute of Engineering & Technology Mangalore has completed his project "Employee Satisfaction towards Compensation and benefits" in our Organisation January 4th 2017 to March 4th 2017.

We wish you all the success in your future endeavors

For SHRI LAKSHMI VENKATARAMANA YAJAMANA INDUSTRIES

Managing Partner





ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY

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Date: 15 May 2017

CERTIFICATE

This is to certify that **Ms. Bharath Kumar Shetty** bearing USN 4AL15MBA08, is a bonafide student of Master of Business Administration course of the Alva's Institute of engineering and Technology (2015-2017), affiliated to Visvesvaraya Technology University, Belgaum.

The Internship report on "**A Study on Employee satisfaction towards compensation and benefits at Yajamana Industry, Mavinakatte,**" is prepared by him under the guidance of **Prof. Gurudatt Somayaji**, in partial fulfilment of the requirements for the award of the degree of Master of Business Administration of Visvesvaraya Technological University, Belgaum Karnataka.


Prof. Gurudatt Somayaji

Project Guide


Prof. P. Ramakrishna Chadaga

Dean- MBA


Dr. Peter Fernandes

Principal

DECLARATION

I, **BHARATH KUMAR SHETTY**, hereby declare that the internship report entitled "**A STUDY ON EMPLOYEE SATISFACTION TOWARDS COMPENSATION AND BENEFITS**: with reference to "**SHRI LAKSHMI VENKATARAMANA YAJAMANA INDUSTRIES MAVINAKATTE**" prepared by me under the guidance of **PROF GURUDATT SOMAYAJI**, faculty of Department of M.B.A, Alva's Institute of Engineering and Technology and External assistance by **Mr. MADAV NAYAK, HR MANAGER, YAJAMANA INDUSTRY MAVINAKATTE**.

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

I have undergone a summer internship for a period of Twelve 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: 16-5-2017

Signature of the student

ACKNOWLEDGEMENT

Completion of task in an 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.

Firstly I thank almighty God for showering his blessing and keeping me in good health throughout the tenure of the project

.I'm very thankful to Visvesvaraya Technological University for giving opportunity to undertake this project study as a part of the fulfilment of Mater of Business Administration.

I am extremely grateful to my research guide **Prof. Gurudatt Somayaji**, Department of Business Administration, for his valuable advice and guidance rendered to me complete this project successfully.

I am thankful to **Mr.T.Varadaraja Pai**, Managing Partner Shri Lakshmi Venkataramana Yajamana Industries Mavinakatte for granting permission and providing requisite information regarding the project.

It's my privilege to thank our principle, **Dr.Peter Fernandes** for giving me the opportunity to take up this project. At the outset I would like to acknowledge my gratitude to **Prof. P 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 there are heart full of thanks to my parents and family members for the continual encouragement and blessings and also my friends for their support to finish my project successfully.

(Bharath Kumar Shetty)

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EXECUTIVE SUMMARY

The study was conducted at Shri Lakshmi Venkatarama Yajamana Industries Mavinakatte; title of this project is Employee satisfaction towards compensation and benefits. This research was conducted for the 10 weeks and is submitted to the partial fulfilment of requirements of the award of master of business administration. The main aim of this study is to know the certain factors improve the job satisfaction level also bring good result for the company and to the individual career. And provide valuable suggestion to the company.

The project contains company profile and industry profile, objectives, needs, swot analysis, research methodology, data analysis and the interpretation, findings, suggestions and conclusion relating to this study.

A questionnaire was prepared to get relevant information. It was distributed to 200 employees in the organization. Where the primary data which was collected with the help of observation, direct interaction with HR Manager and the employees and with structured questionnaire and also the secondary data which was collected with the help of magazines, company website, journals and library.

The research is conducted to get a clear idea about the job satisfaction level of the employees in the organization. The main objectives of this study are to identify the factor that influence the job satisfaction of the employees and provide valuable suggestion to improve the satisfaction level of employees. And to know the satisfaction plays an important role in performance of the employees.

To increase the productivity of employees in the organization one has to appreciate the performance of the employees and also motivate the employees. Another outcome of this is the increased motivation among employees to work hard.