

**Internship Report on**  
**A study on effectiveness of Training and development and its impact on employee**  
**performance with special reference to SKF Elixer.**



Submitted By

**Mr Sanath Kumar**

**USN: 4LV15MBA18**

Submitted to

**VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELGAUM**

*In partial fulfillment 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.**

**EXTERNAL GUIDE**

**Ms. Harinakshi Rai**

**HR Manager**

**SKF Elixer, Moodbidri**



**Department of MBA**

**Alva's Institute of Engineering and Technology**

**Shobhavana campus, Mijar, Moodbidri**

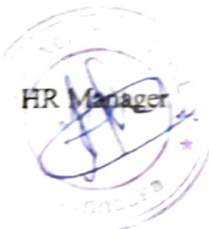
**2015-2017**

10.03.2017

**CERTIFICATE**

This to certify that **Mr.Sanath Kumar** bearing **USN NO 4LV15MBA18** student of **MBA at Alvas's Institute Engineering and Technology, Mijar** has undergone project cum internship work on "**A Study on effectiveness of training and development and its impact on employee performance with special reference to SKF Elixer**" from **02.01.2017** to **10.03.2017** in our organization.

During the period of his project work, has been found to be keen learning, hardworking and displayed good conduct and character.





## 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

Email : principalalet08@gmail.com, Web:www.alet.org.in

Date: 15-05-2017

### CERTIFICATE

It is hereby certified that **Mr. SANATH KUMAR** bearing **USN 4LV15MBA18** 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 Effectiveness of Training and Development and its impact on employee performance with special reference to SKF Elixer**" 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.P. Ramakrishna Chadaga

Dean-MBA

Dr. Peter Fernandes


Principal

## DECLARATION

I **Sanath Kumar** hereby declare that the internship report entitled "A study on effectiveness of Training and Development and its impact on employee performance with special reference to SKF Elixer". Prepared by me under the guidance of **Prof. Johnson Fernandes** , 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.



Signature of the student.

Place: Mijar

Date: 15-05-2017

## 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**, for his regular supervision and valuable suggestions.

I am deeply indebted to **Ms. Harinakshi Rai** 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 Fernandes** 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.

SANATH KUMAR

(4LV15MBA18)

## TABLE OF CONTENTS

CHAPTER NO	CONTENT	PAGE NO
1	INTRODUCTION	1-6
2	INDUSTRY AND COMPANY PROFILE	7-14
3	THEORETICAL BACKGROUND	15-21
4	DATA ANALYSIS AND INTERPRETATION	22-57
5	FINDING, SUGGESTION AND CONCLUSION	58-62
	BIBLIOGRAPHY	63
	ANNEXURE	64-67

## EXECUTIVE SUMMAY

The report is the product of internship or project work conducted at SKF Elixer Bannadka, Moodbidri from 02-01-2017 to 10-03-2017 the purpose of the study is to make detail organization study based on observation, interaction and discussion and also to make in dept study of chosen area. The report is divided into various chapters such as General introduction, Industry profile, Company profile, Data analysis, Findings, Suggestion and conclusion.

Managing Human recourse in today's dynamic environment is becoming more and more complex as well as important. Reorganization of people as valuable resource in the organization increases trends in employee maintenance, job security and training and developmental activities. Training and developmental activities understood as the imparting new skill to employee to meet with job related competencies and which helps in increasing productivity of organization and increases efficiency of employees.

Structured questionnaire was prepared and discussed personally with respondent to get their response. The findings indicates that majority of the employees are well aware of the training and developmental activities of the organization. Training and developmental activities conducted in organization has found effective.