

Internship Report on

**A STUDY ON EMPLOYEE SATISFACTION TOWARDS COMPENSATION AND
BENEFIT AT SIRI GRAMODYOGA SAMSTHE, BELTHANGADY**

Submitted By

Ms. Sushmitha

4LV15MBA32

Submitted to



VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELGAUM

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

MASTER OF BUSINESS ADMINISTRATION

Under the guidance of

INTERNAL GUIDE:

Gurudatt Somayaji

Faculty

Department of MBA

AIET, Mijar.

EXTERNAL GUIDE

Hemanth

Manager

SIRI Gramodyoga Samsthe

Belthangady.



Department of MBA

Alva's Institute of Engineering and Technology

Shobhavana campus, Mijar, Moodbidri, DK

2015-2017



|| OM SHRI MANJUNATHAYA NAMAH ||

Shri Kshetra Dharmasthala Rural Development Project(R)

Personnel-Human Resource Department

Head Office, Dharmasthala-574216. Email: skdrdp@rediffmail.com

Ref no: HRD-343-2016/17

Date: 10.03.2017

CERTIFICATE

This is to certify that **Ms.Sushmitha (USN 4LV15MBA32)**, MBA student of ALVA's College has successfully completed **Project work** Program (Employee's Satisfaction towards compensation & Benefit) in our **Shri Kshethra Dharmasthala Rural Development Project®**. Dharmasthala organized by **SKDRDP- SIRI Gramodyoga Samsthe**. (Duration: 01.01.2017 to 10.03.2017)

During the period, her Conduct and Performance were found good.

We wish her all the best

Thanking you,

Yours faithfully,



(Smt. Mamatha Harish Rao)
Director , P-HRD



ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY

A Unit of Alva's Education Foundation (A)

(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

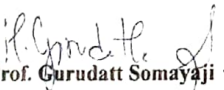
Phone : 08256-262724 (O), 262725 (P), Telefax 08256-262726

Email : principal@alvet06@gmail.com Web : www.alvet.org.in

Date: 15 May 2017

CERTIFICATE

This is to certify that **Ms .Sushmitha** bearing **USN 4LV15MBA32**, 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. Internship report on **"Employee satisfaction towards compensation and benefit"** is prepared by her under the guidance of **Prof. Gurudath somayaji** in partial fulfillment 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, **Sushmitha**, hereby declare that the internship report entitled “**Employee Satisfaction towards compensation and benefit**” with reference to “**SIRI Gramodyoga samsthe, Belthangady**” prepared by me under the guidance of **Prof. Gurudutt Somayaji**, Faculty Department of Business Administration, Alva’s Institute of Engineering and Technology and external assistance by **Mr. Hemanth**, Manager, **SIRI Gramodyoga samsthe, Belthangady**.

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

I have undergone a summer project for a period of 10 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: 15/May/2017

Sushmitha

Signature of the student

ACKNOWLEDGEMENT

I would like to assemblage my whole hearted gratitude to all who have encouraged me and helped me to complete this project work and I would like to extend my thank to various departments heads of the company .

I would like to express my sincere thanks to Mr. Hemanth, manager of SIRI Gramodyoga samsthe for spending his treasured time.

I would like to express my sincere thanks to professor Ramakrishna chadaga, Dean MBA program for his direction and motivation.

I am very grateful to Prof. Gurudatt Somayaji my internal guide for the direction and encouragement during the course of my project.

I am grateful to principal Dr.Peter Fernandes, Alva's institute of Engineering and Technology.

(Ms. Sushmitha)

USN: 4LV15MBA32

LIST OF CONTENT

Chapter no	Particular	Page No's
1	Introduction about the internship	1-4
2	Industry profile and company profile	5-16
3	Theoretical background of the study	17-23
4	Analysis and interpretation of the data	24-53
5	Summary of findings, conclusion and suggestion	54-56
	Bibliography and Webliography	57
	Annexure	58-60

EXECUTIVE SUMMARY

This study is made to concentrate on Employee satisfaction towards compensation and benefit at SIRI Gramodyoga samsthe Belthangady. It consider history of the organization ownership pattern, background, vision and mission of the company, organization chart, competitors information of the SIRI Gramodyoga samsthe organization.

The study is based on the information collected from the respondents through the questionnaire. The data analysis is presented through graphs and on the basis of answer given by the employees. Findings and suggestion are given based on that analysis.

This research work also render precious recommendation to the organization to active on those areas identified where the possibility for growth exist, which could assist the future improvement of the company. Finally I find that SIRI Gramodyoga samsthe is one of the most leading companies in Mangalore.