

**Internship Report on**  
**A STUDY ON EMPLOYEE ENGAGEMENT AT SHAKTHI TECHNO**  
**PRODUCTS (INDIA) PVT LTD, MANIPAL**

Submitted By

ASHWINI

4AL15MBA05

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**

Dr. R. Wranton ferez

Associate professor

MBA department

AIET Mjar

**EXTERNAL GUIDE**

Vasudev Nayak

Managing director

Shakthi techno Products

Pvt Ltd



**Department of MBA**  
**Alva's Institute of Engineering and Technology**  
**Shobhavana campus, Mijar, Moodbidri, DK**  
**2015-2017**



**SHAKTHI** TECHNO PRODUCTS (INDIA) PVT. LTD.

**POWER FOR GENERATIONS**

Mfg. of Power & Distribution Transformer

An ISO 9001-2008 Certified Company

Plot no : 4-C, Shivalli Ind. Area, Manipal-576 104, Udupi Dist. Karnataka  
Ph. :0820 - 2573577 Fax : 0820 - 2573677 E-mail : shakthitechno@gmail.com

Ref. :

Date: 15.05.2017

**TO WHOMSOEVER IT MAY CONCERN**

This is to certify that Ashwini , (Reg. No. 4AL15MBA05) is a student of MBA . Alva's Institute of Engineering And Technology Moodbidre (D.K) has undergone Industrial Training at SHAKTHI TECHNO PRODUCTS ( INDIA ) PVT.LTD., for a period of 68 Days from 02-01-2017 to 10-03-2017, in partial fulfillment of her course of study.

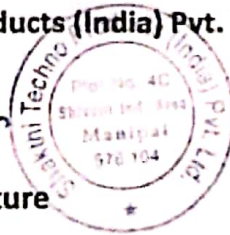
During this period, she has done the work sincerely and her conduct was GOOD.

We wish her success in her future Endeavour.

For Shakthi Techno Products (India) Pvt. Ltd.

*Jagadish*

Authorized Signature





# ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY

A Unit of Alva's Education Foundation (R)

( Affiliated to Visvesvaraya Technological University, Belagavi

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**Date: 15-May-2017**

## Certificate

This is to certify that **Ms. ASHWINI** bearing USN **4LV15MBA05** is a bonafide student of Master of Business Administration course of the Institute (2015-2017), affiliated to Visvesvaraya Technological University, Belgaum.

The internship report on "**Employee Engagement, A Study Conducted at Shakthi Techno Products(India) Pvt Ltd, Manipal**" is prepared by him under the guidance of **Dr. Wranton Perez**, Associate Professor, Department of MBA in partial fulfillment of the requirements for the award of the degree of Master of Business Administration of Visvesvaraya Technological University, Belgaum, Karnataka.

  
15/05/17  
**Dr. Wranton Perez**  
Project Guide

  
**Prof. P. Ramakrishna Chadaga**  
Dean - MBA

  
**Dr. Peter Fernandes**  
Principal

## DECLARATION

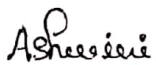
I, Ashwini, hereby declare that the internship report entitled "A Study on Employee Engagement with reference to Shakthi Techno Product Indian Pvt Ltd, Manipal" prepared by me under the guidance of Dr. R Wranton Perez, faculty of MBA Department, Alva's Institute of Engineering and Technology and external assistance by Mr. Vasudev Nayak, Managing Director, Manipal.

I also declare that this internship work is towards the partial fulfilment of the university regulations 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

Date:15/May/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 Master of Business Administration.

I am extremely grateful to my research guide, **Dr. R Wranton Perez** Department of Business Administration, for his valuable advice and guidance rendered to me complete this project successfully.

I am thankful to **Mr. Vasudev Nayak**, Managing Director, **Shakthi Techno Product Indian Pvt Ltd** Manipal, 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.

(Ashwini)

USN:4AL15MBA05

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### **Executive Summary:**

The objective of the project was to study, understanding the concept, studying the employee engagement procedures being followed by the company and examining the feedback received and giving reference of improvement on employee engagement at Shakthi techno product private limited. Employee engagement is associated with Executive many required outcomes. Such as job satisfaction, Intention to stay and job performance. Companies usually have lower a operating cost, higher profits and higher customer satisfaction with superior number of engaging employees. We also expose the roles and accountability in building a more engaged organization of the workforce. There some everyday events that can lead to better employee engagement. It begins with observing at the experience of a new employee and continues all through the employee experience. An engaged employee is identically by workplace behaviors such as losing track of time as they're so observed in the assessment at the pointer This is different from excessive ultimately in direction to give the impression of hard work but one is useful for the employer- employee relationship and one is not.