

Internship Report on
A STUDY ON EMPLOYEE JOB SATISFACTION AT RAINBOW P.V.C
RIGID PIPES, MANIPAL

Submitted By

Ms. SHARAL JOVITA PEREIRA

4LV15MBA23

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:

Dr. R. Wranton Perez

Associate Professor

AIET, MIJAR

EXTERNAL GUIDE

Mr.K.M Mohammed Imran

Managing Director

Rainbow PVC Rigid Pipes

Manipal



Department of MBA

Alva's Institute of Engineering and Technology

Shobhavana campus, Mijar, Moodbidri, DK

2015-2017



MANUFACTURES OF RIGID P.V.C. PIPES

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Date:10-03-2017

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Miss **SHARAL JOVITA PEREIRA**, bearing a Reg. No **4LV15MBA23** student of **Alva's Institute of Engineering and Technology, Mijar, Moodubidri** has attended the Project work in our organization on the topic "**EMPLOYEE JOB SATISFACTION**" for the practical purpose with Reference of **Rainbow Pipes Manipal** " from 02.01.2017.to 10.03.2017.

During the course of project work she has taken keen interest and acquired adequate knowledge about the Employee Job Satisfaction

Her conduct and character were found to be good during the project work.

The Management wishes her a very success and a bright future in her academic career.

For **RAINBOW PIPES**

MANAGING PARTNER

Partner

RAINBOW PIPES MANIPAL,



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. Sharal Jovita Pereira**, bearing **USN 4LV15MBA23**, 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 Job Satisfaction at Rainbow Rigid PVC Pipes, Manipal**" is prepared by her under the guidance of **Dr. R Wranton Perez**, Associate Professor, Department of MBA in partial fulfilment of the requirements for the award of the degree of Master of Business Administration of Visvesvaraya Technological University, Belgaum Karnataka.

Dr. R Wranton Perez

Project Guide

Prof. P. Ramakrishna Chadaga

Dean - MBA

Dr. Peter Fernandes

Principal

DECLARATION

I, Sharal Jovita Pereira, hereby declare that the internship report entitled A Study on Employee Job Satisfaction at Rainbow Rigid P.V.C Pipes, Manipal prepared by me under the guidance of Dr.R.Wranton Perez, Associate Professor of MBA Department, Alva's Institute of Engineering and Technology and external guidance by Mr. Mohammed Imran, HR Manager, Rainbow Rigid P.V.C Pipes, Manipal.

I also declare that this internship work is towards the partial fulfillment 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: 15.05.2017



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 **Dr. R. Wranton Perez**, Assistant Professor, Department of Business Administration, for his valuable advice and guidance rendered to me complete this project successfully.

I am thankful to **Mr.K.Mohammed Imran**, HR Manager, Rainbow Rigid P.V.C Pipes, for granting permission and providing requisite information regarding the project.

It's my privilege to thank our principle, **Dr.PeterFernandes** 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 faulty members of the department of Business Administration, Alva's Institute of Engineering and Technological, 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.

(Sharal Jovita Pereira)

USN: 4LV15MBA23

EXECUTIVE SUMMARY

The study was conducted at Rainbow Rigid PVC Pipes, manipal. The title of this project is Employee job satisfaction. 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, swotanalysis, 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, employees and with structured questionnaire and 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 to the employees as another outcome of this is the increased motivation among employees to work hard.