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Internship Report on
A STUDY ON EMPLOYEES ATTRITION RATE WITH SPECIAL
REFERENCE TO SHAHI EXPORTS PVT LTD, BYADAGI

Submitted By

Mr. GIREESHNAIK D M

4AL15MBA21

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. VISHWANATH G Y

Associate Professor

Dept. of MBA

AIET-Mijar

EXTERNAL GUIDE

Mr. SOMSHEKAR K DODMANI

HR Manager

Shahi Exports Private Limited

Byadagi



Department of MBA

Alva's Institute of Engineering and Technology

Shobhavana campus, Mijar, Moodbidri, DK

2015-2017



SHAHI EXPORTS PVT. LTD.

CIN: U18101DL2005PTC138730

DATE-05/05/2017

TO WHOM SO EVER IT MY CONCERN

This is to certify that Mr. GIREESHNAIK D.M Student of MBA ALVA'S Engineering and Technology Moodbidri, has done "A STUDY OF EMPLOYEES ATTRITION RATE" project work in our organization during the period from January to March-2017 and shown his keen interest on the subject as well as activities held at Shahi Exports Pvt Ltd, Byadgi.

We found him sincere in his in his efforts to study and learn various aspects related to his project work.

We wish him success in his future tenure.

For Shahi Exports Pvt Ltd,

~~For, SHAHI EXPORTS PVT LTD~~

~~AUTHORISED SIGNATURE~~
~~Authorized signatory.~~

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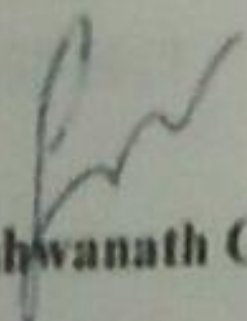
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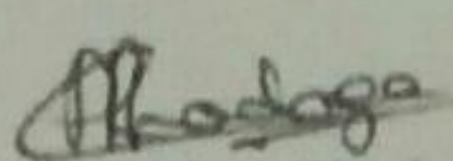
Date: 15 May 2017

CERTIFICATE


This is to certify that **Mr. Gireeshnaik D M**, bearing **USN 4AL15MBA21**, 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 Employees Attrition Rate with special reference at Shahi Exports Private Limited, Byadagi**" is prepared by him under the guidance of, **Dr. Vishwanath G Y**, 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. Vishwanath G Y

Project Guide


Prof. P. Ramakrishna Chadaga

Dean - MBA


Dr. Peter Fernandes

Principal

DECLARATION

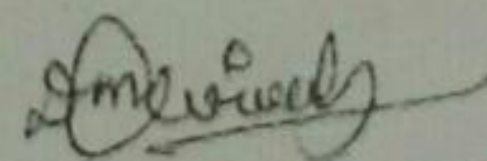
I, GIREESHNAIK DM, hereby declare that the internship report entitled "A Study on Employee Attrition Rate" with reference to Shahi Exports Private Limited, Byadagi. Prepared by me under the guidance of DR.VISHWANATH, faculty of MBA Department, Alva's Institute of Engineering and Technology and external assistance by Mr SOMSHEKAR K DODMANI, HR Manager, Shahi Exports Private Limited, Byadagi.

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: 15-05-2017



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 Master of Business Administration.

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

I am thankful to **Mr. Somshekar K Dodmani**, Shahi Exports Private Ltd, Byadagi 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.

(GIREESHNAIK DM)

USN: 4AL15MBA21

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EXECUTIVE SUMMARY

The study was conducted at Shahi Exports Private Ltd, Byadagi. The title of this project is Employee Attrition Rate. This research was conducted for the 10 weeks and is to be submitted to the fulfilment of requirements of the award of Master of Business Administration. The main aim of this study is to know improve and provide certain attrition rate and giving certain suggestions to the company based on the study. It helps to increase their need of their future growth and the better work environment in the organization.

This project is mainly contain Company and Industry profile, Objectives, Need, SWOT Analysis, Research Methodology based on the Primary and Secondary Data, Data Analysis and the Interpretation, Findings, Suggestions and the Conclusion those are relating to the study of Employees Attrition Rate.

A questionnaire was prepared to get relevant information by the respondents. it was distributed to the 100 employees in the organization. Where the primary data was collected with the help of formal and informal interaction with the manager, and the secondary data was collected with the help of journals, records of the organization, company website and the published data.

The research is conducted to get a clear outlook about the attrition rate which is provided in the company. The main objectives of this study is to understand the rate support to improve the motivation level of the employees, and to identify new welfare measures and to manage these employee attrition rates in the company and also increase the efficiency of the workers so that the productivity will increase by the continues performance by the employees in the organization.