

Internship Report on
A STUDY ON EMPLOYEE MORALE AND ITS IMPACT ON JOB SATISFACTION
AT RITTAL INDIA PVT LTD, Doddaballapura

Submitted By

Mr. Manoj N

4AL15MBA37

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:

Mrs. Reema Agnes Frank

Assistant Professor

Department of MBA

AIET, Mijar.

EXTERNAL GUIDE

Ms. Pooja C G

Sr Executive HR

Rittal India Pvt LTD

Doddaballapura



Department of MBA

Alva's Institute of Engineering and Technology

Shobhavana campus, Mijar, Moodbidri, DK

2015-2017



Date: 11-03-2017

Rittal India Private Limited
No. 23 & 24
KIADB Industrial Area
Veerapura
Doddabailapur-561 203
Bengaluru District

☎ +91(0)80 3372 0700
☎ +91(0)80 3372 0866
✉ info@rittal-india.com
🌐 www.rittal-india.com
CIN: U31100KA1994FTC015641

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Manoj N (USN 4AL15MBA37), student of Second Year, MBA (HR & Marketing) from Alva's Institute of Engineering & Technology, Mijar has done internship in our organization, Rittal India Private Limited, for a period of Ten Weeks Months from January to March, 2017.

The internship was done on "A Study on Employee Morale and its Impact on Job Satisfaction".

During his internship, we found him sincere and hardworking. We wish him all the best in his future endeavors.

For Rittal India Pvt Ltd

Pooja C G
Human Resources



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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: principalaiet08@gmail.com, Web: www.aiet.org.in

Date: 15- MAY- 2017

CERTIFICATE

This is to certify that **Mr. Manoj N** bearing **USN 4AL15MBA37**, 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 "**A Study on Employee Morale and its impact on Job satisfaction**" is prepared by him under the guidance of **Prof. Reema Agnes Frank**, in partial fulfilment of the requirements for the award of the degree of Master of Business Administration of Visvesvaraya Technological University, Belgaum Karnataka.

Prof. Reema Agnes Frank

Signature of Internal Guide

Prof. P. Ramakrishna Chadaga

Signature of HOD

Dr. Peter Fernandes

Signature of Principal

DECLARATION

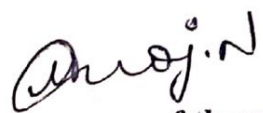
I, **Manoj N**, hereby declare that the Internship report entitled “**Employee Morale and its impact on Job satisfaction**” with reference to “**RITTAL INDIA PVT LTD, Doddaballapura**” prepared by me under the guidance of **Prof. Reema Agnes Frank**, faculty of MBA Department, Alva’s Institute of Engineering and Technology and external assistance by **Ms Pooja C G, Sr executive HR, RITTAL INDIA PVT LTD**.

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: 20/5/2017


Signature of the student

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.

Here by 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 internal guide **Prof. Reema Agnes Frank**, Department of Business Administration, for her regular supervision and valuable suggestions.

I am deeply indebted to **Mr. Dinesh A U**, GM-HR & Admin, **Ms. Pooja C G**, Sr executive HR and all HR Staff members, **RITTAL INDIA PVT LTD**, 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 **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 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.

Mr. Manoj N

USN: 4AL15MBA37

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EXECUTIVE SUMMARY

A project report titled "A Study on employee morale and its impact on job satisfaction at Rittal India Pvt LTD Doddaballapura, Bangalore". The research is conducted to get a clear view about the employee morale and their job satisfaction level of the employees. The main aim of this study is to know the level of morale of the employees working in Rittal India Pvt LTD and to provide a valuable suggestion to the company based on the study.

A questionnaire was prepared to get accurate information. It was distributed to 100 employees in the organisation. The primary data collected with the help of questionnaire, observation and interview. Secondary data was collected through the company brochures, magazines, website and journals.