

Internship Report on
**“A STUDY ON PERFORMANCE APPRAISAL AT KARNATAKA SOAPS AND
DETERGENTS LIMITED, BANGALORE”**

By
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Submitted to



VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI

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

MASTER OF BUSSINESS ADMINISTRATION

Under the guidance of

INTERNAL GUIDE

Prof. Shiny Joseph
Department of Business Administration
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EXTERNAL GUIDE

Sri. T. Krishna Shetty
HRD officer
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Limited



Department of MBA

Alva's Institute of Engineering and Technology

Shobhavana campus, Mijar, Moodbidri

2015-2017

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ಕರ್ನಾಟಕ ಸಾಬೂನು ಮತ್ತು ಮಾರ್ಜರ್ ನಿಯಮಿತ
(ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಸ್ವಾಮ್ಯಕ್ಕೆ ಒಳಪಟ್ಟಿದೆ)

Karnataka Soaps & Detergents Limited
(A Government of Karnataka Undertaking)



No.KS&DL/HRD/59[C]-A/2016-17/ 338

Date:10.03.2017

CERTIFICATE

This is to certify that Ms.Monisha.S, MBA student USN:4AL15MBA43 of Alva's Institute of Engineering and Technology, Shobhavana Campus, Mijar,Moodbidhri -574 225. Affiliated to Visvesvaraya Technological University, Belgaum, has done "Internship"work in the field of "A Study on Performance Appraisal" at KS & DL, Bangalore-560 055, from:02.01.2017 to 10.03.2017.

During her Internship work in our Company, we found her Character & Conduct to Excellent..

We wish her success in Life and Career.

ASST.GENERAL MANAGER
(Human Resource & Development)

LAXMAN. L.D

Asst. General Manager (HRD)
Karnataka Soaps and Detergents Ltd,
Bangalore-560 055

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Certificate

This is to certify that **Ms. Monisha S** bearing **USN 4AL15MBA43** is a bonafide student of Master of Business Administration course of the Institute (2015-17), affiliated to Visvesvaraya Technological University, Belgaum.

The internship report on "**A study on Performance Appraisal at Karnataka Soaps and Detergent Limited**" is prepared by her under the guidance of **Mrs. Shiny Joseph, Assistant 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.


Mrs. Shiny Joseph.
Project Guide


Prof. P. Ramakrishna Chadaga
Dean - MBA


Dr. Peter Fernandes
Principal

DECLARATION

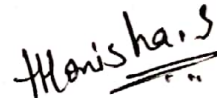
I, **Monisha.S**, hereby declare that the internship entitled, “**A STUDY ON PERFORMANCE APPRAISAL AT KARNATAKA SOAPS AND DETERGENTS LIMITED, BANGALORE**” is prepared by me under the guidance of Prof. Shiny Joseph, Department of M.B.A, Alva’s Institute of Engineering and Technology and external assistance by Sri. T.Krishna Shetty Karnataka Soaps and Detergents Ltd., at Bangalore.

I also declare that this internship work is toward the partial fulfilment of the university regulation for the award of degree of Master of Administration by Visvesvaraya Technology University, Belgaum.

I have undergone a summer project for a period, 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 from any other University/Institution.

Place: Mijar, Moodbidri

Date: 22/5/2017



Signature of the student

ACKNOWLEDGEMENT

Completion of a task by shaping and achieving the objective is often a result of valuable contribution from number of individuals, directly or indirectly.

Firstly, I thank almighty God for showering his choicest blessing and keeping me in good health throughout the tenure of the project.

I am thankful to **Sri.T Krishna**, HRD officer in Karnataka Soaps And Detergents Limited, Bangalore and his staff for granting permission and providing requisite information regarding the project.

I am deeply indebted to my faculty guide **Prof. Shiny Joseph**, Senior Associate Professor, Department of Business Administration, for her regular supervision and valuable suggestions.

I wish to express my heartfelt gratitude to a number of people who have been associated with me throughout this project. At the outset, I would like to acknowledge my gratitude to **Prof. Ramakrishna chadaga**, Dean of Department of Business Administration.

It's my privilege to thank our respected principal **Dr. Peter Fernandes** for giving me the opportunity to take up this project. My profound gratitude to all the faculty members of the Department of Business Administration, Alva's Institute of Engineering and Technology, Mijar, Moodbidri.

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EXECUTIVE SUMMARY

A project report titled "A STUDY ON PERFORMANCE APPRAISAL AT KARNATAKA SOAPS AND DETERGENTS LIMITED, BANGALORE"

Performance appraisal exists in all the organization. It is very essential and effective way to evaluate an employees in the organization in order to raise the satisfaction and morale of the employees towards the organization, though its applications are very useful in present era.

Top administration in any of the organization cannot have the track on each and every employees in the association. So in order to have an easy flow in the organization, performance appraisal technique is been adopted.

Karnataka Soaps and Detergents Limited are using rating scale technique to appraise the performance of individual in the organization. Performance refers to how efficiently and effectively an individual can display and perform a particular task within a specific period of time.

The project is about studying the satisfaction level of employees of KS&DL regarding the performance appraisal practiced in the company. My survey was restricted for a period of 10 weeks. In this particular period whatever the information is been gathered for this study has been analyzed and interpreted. The data sequence is collected by the employees.

When the data is been investigated and the outcomes was a successful classification which is followed for performance appraisal in KS&DL. This survey has helped a lot in understanding the performance appraisal in practical as well as in a realistic application.