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**Internship Report on  
A STUDY ON EMPLOYEE JOB SATISFACTION AT SANKALP  
ENGINEERING AND SERVICE**

**PUNE**

Submitted By

**Mr.NITHESH KUMAR A.N**

**4AL15MBA48**

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:**

**Prof.JHONSON FERNADES**

Asst professor

Department of MBA

AIET, Mijar.

**EXTERNAL GUIDE**

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**Department of MBA**

**Alva's Institute of Engineering and Technology**

**Shobhavana campus, Mijar, Moodbidri, DK**

**2015-2017**

**SANKALP**

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Date: 10<sup>th</sup> March, 2017

This is certify that Mr.Nithesh Kumar A.N bearing USN No. 4AL15MBA48 student of MBA at ALVAS INSITUTE OF ENGINEERING AND TECHNOLOGY Mijar Moodbidri Mangalore, has undergone Project cum internship work on "EMPLOYEE JOB SATISFACTION at Sankalp Engineering and Services Pvt Ltd", from 08-january-2017 to 10-March-2017 in our organization .

During the period of his Project work, he has been found to be keen learning, hardworking and displayed good conduct and character.

For Sankalp Engineering and Service Pvt. Ltd.



Tukaram Sudrik

Asst. Manager HR, IR & Admin



Place: Pune



## ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY

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### CERTIFICATE

This is certified that Mr. NITHESH KUMAR AN bearing USN 4AL15MBA48 is a bonafide student of the Master of Business Administration course of the institute (2015-17), affiliated to Visvesvaraya Technological University, Belgaum.

The internship report on "A Study on Employee job satisfaction with special reference to Sankalp engineering and services Pune" is prepared by him under the guidance of Johnson Fernandes Asst Prof. Department of MBA in partial fulfilment of the requirements of the award of the Master of Business Administration of Visvesvaraya Technological University, Belgaum, Karnataka.

  
Prof. Johnson Fernandes

Internal guide

  
Prof. Ramakrishna Chadaga

Dean-MBA

  
Dr. Peter Fernandes

Principal

## 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.

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I am extremely grateful to my research guide **Prof.Jhonson Ferndes**, Department of Business Administration, for his valuable advice and guidance rendered to me complete this project successfully.

I am thankful to **Mr. Deepak Sharma** Asst. HR, IR and Admin of sankalp engg.and service Pune, for granting permission and providing requisite information regarding the project.

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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.

(Nithesh kumar A.N)

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## EXECUTIVE SUMMARRY

The study was conducted at Sankalp engineering and services Pune in 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, swot analysis, 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 50 employees in the organization. Where the primary data which was collected with the help of observation. Direct interaction with HR Manager and the employees and with structured questionnaire. And also 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. Another outcome of this is the increased motivation among employees to work hard.