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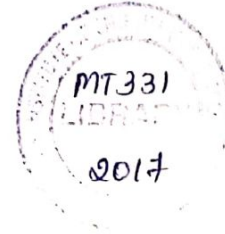
Internship Report on
A STUDY ON EFFECTIVENESS OF PERFORMANCE APPRAISAL AT
MANDOVI MOTORS, MANGALORE

Submitted By

Mr. POOJARI DINAKAR RAMESH

4LV15MBA01

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:

MR. JOHNSON FERNANDES

Asst Prof

Department of MBA

AIET, Mijar.

EXTERNAL GUIDE

RAGHAVENDRA

HR Manager

Mandovi motors

Mangalore



Department of MBA

Alva's Institute of Engineering and Technology

Shobhavana campus, Mijar, Moodbidri, DK

2015-2017



MANDOVI MOTORS PRIVATE LIMITED

(AUTHORISED DEALER FOR MARUTI SUZUKI VEHICLES)

MARUTI SUZUKI

Way of Life!

Arvind Building, Balmatta Road, Hampankatta, Mangalore - 575 001

Ph.: Sales: 0824-2410128, Fax: 0824-2422877, Mob.: 9980180128

Website: www.mandovimotors.in Email: sales@mandovi.net

TIN: 29460330141 STC No.: AACCM4309HSTD01 PAN: AACCM4309H CIN: U34300KA1999PTC024799

Ref: MANG/HRD/2667/2017-18

Date: 24/04/2017

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Poojari Dinakar Ramesh, bearing Reg. No. 4LV15MBA01, student of Alva's Institute of Engineering and Technology, Shobhavana Campus, Mijar, Moodbidri, D.K., has completed his project work towards the partial fulfillment of the requirements for the course of Master of Business Administration in our organization.

He has worked as an Intern from 02nd Jan 2017 to 13th March 2017 on the topic "A study on Effectiveness Of Performance Appraisal at Mandovi Motors Pvt Ltd" Mangalore.

He has discharged the responsibilities to the satisfaction of his superiors and fellow staff. His conducts and character was good during the period of internship.

We wish him good luck.

RAJESH BHAT M
Asst. Manager HR

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A Unit of Alva's Education Foundation (R)

(Affiliated to Visvesvaraya Technological University Belagavi

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CERTIFICATE

This is certified that **Mr. POOJARI DINAKAR RAMESH** bearing **USN 4LV15MBA01** 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 Effectiveness of performance appraisal at Mandovi Motors, Mangalore**" 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

DECLARATION

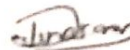
I, POOJARI DINAKAR RAMESH, hereby declare that the Internship report entitled "A STUDY ON EFFECTIVENESS OF PERFORMANCE APPRAISAL" with reference to "MANDOVI MOTOR MANGALORE" prepared by me under the guidance of Prof. JOHNSON FERNANDES, faculty of MBA Department, Alva's Institute of Engineering and Technology and external assistance by RAGHAVENDRA HR MANAGER, MANDOVI MOTORS MANGALORE.

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:



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. JOHNSON FERNANDES**, Department of Business Administration, for her regular supervision and valuable suggestions.

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. Poojari Dinakar Ramesh)

USN: 4LV15MBA01

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EXECUTIVE SUMMARY

The project entitled "A study on effectiveness of performance appraisal with reference to mandovi motors, Mangalore is submitted in partial fulfilment of the requirement of the award of master of business administration.

The main objective of the study is to identify the performance appraisal method incorporated in the organization. The organization has incorporated behavioural anchored rating scale method to evaluate the performance of employees. The employees are satisfied with the performance appraisal system incorporated in the organization. They require continuous feedback associated to their performance. Appraisal feedback helps the employees to identify their skill intensity and also to identify the training space to a larger level.

The data are collected with the help of questionnaire which are distributed among the employees at mandovi motors. From 100 respondent data have been collected. The data for the report were also collected from the secondary source as well.