

**“A STUDY ON WELFARE MEASURES AND EMPLOYEE SATISFACTION AT
MANGALORE CHEMICAL AND FERTILIZER, MANGALORE”**

BY

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4AL17MBA32



VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELGAUM

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

MASTER OF BUSINESS ADMINISTRATION

Under the guidance of

INTERNAL GUIDE

Prof. Yogesh Dixit,

Asst. Professor

AIET

EXTERNAL GUIDE

P SURESH

Dy.General Manager- HR

MCF, MANGALORE



DEPARTMENT OF BUSINESS ADMINISTRATION

ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY

Shobhavana campus, Mijar, Moodbidri

April-2019



HRD: TRG: 2019
February 18, 2019

C E R T I F I C A T E

This is to certify that Ms. Nidhishri Krishna Shetty (Reg.No.USN:4AL17MBA32) studying MBA (HR & Marketing) at Alva's Institute of Engineering & Technology, Mijar undergone Project Work from 03.01.2019 to 16.02.2019, at Mangalore Chemicals & Fertilizers Limited, Panambur, Mangalore.

During the period of her Project Work, she has been found to be keen in learning, hardworking and displayed good conduct & character.

P SURESH
DEPUTY GENERAL MANAGER-HR



ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY

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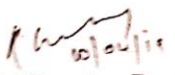
Date: 9th April 2019

Certificate

This is to certify that Ms. NIDHISHRI KRISHNA SHETTY bearing USN 4AL17MBA32 is a bonafide student of Master of Business Administration course of the Institute (2017-19) affiliated to Visvesvaraya Technological University, Belagavi.

The project titled "A STUDY ON WELFARE MEASURES AND EMPLOYEE SATISFACTION AT MANGALORE CHEMICAL AND FERTILIZERS, MANGALORE" is prepared by her under the guidance of Prof.Yogesh Dixit, Assistant Professor, Department of Business Administration, in partial fulfillment of the requirements for the award of the degree of Master of Business Administration by Visvesvaraya Technological University, Belagavi, Karnataka.


Prof.Yogesh Dixit
Internal Guide


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EXECUTIVE SUMMARY

A project titled “a study on employee satisfaction and Welfare Measure at Mangalore Chemical and Fertilizer, Mangalore. The main intention of this study is to understand the employee satisfaction by welfare measures in the organization. The primary information was obtained by questionnaire which consists of open end questions and close end questions and company’s proof are used as a resource of secondary data. This study used the simple analytical methods like pie charts are used to examine the data collected.

The organization tries to provide all types of services it will be helpful to the company as well as employees. This is not only for the satisfaction but try to progress the talent of the mutual employees and the company. If the capacity of the employees and the organization develop then they can face struggle easily.

In this study it was found that welfare measures are provided by the organization is successfully satisfied by their employees. In this study, methods were used that welfare Measures are provided by the organization are good, Trustworthy, Compassion and tangibles, based on these dimensions questionnaires are prepared. In this analysis it is found that employees are well satisfied by these measures and that leads to preserve the employees in the organization for upcoming.