

A study on  
**“Compensation and benefit and its impact on employee job satisfaction with special  
reference to Abharan Motors”**

Submitted by  
**NIKHIL JOHN MENDONCA**  
**4LV17MBA24**

Submitted to



**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

**EXTERNAL GUIDE**

Mr. Vinayak Kamath  
HR executive  
Abharan Motors Pvt Ltd  
Udupi,

**INTERNAL GUIDE**

Johnson Fernandes  
Assistant Professor  
Department of MBA  
AIET, Mijar



**Department of MBA**

**ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY**

**Shobhavana Campus, Mijar, Moodbidri, Mangalore Taluk, D.k -574225**

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H.D. : UDUPI : N H 66, Matur - 576 103 ☎ 98402 32777 / 98452 42999  
KUNDAPUR : N H 66, Thekkatte - 576 231 ☎ 08254 - 272877 / 272977  
KARKALA : N H 13, Pulkeri - 574 104 ☎ 08254-233055 / 233085 / 233155 / 233185  
HETRI : Hebbi Brahmanavar Road - 576 112 ☎ 08253 251588  
ATHRADY : Hirebettu Road - 576 107 ☎ 98454 72500 / 98666 94958  
INDRALI : Railway Station Road, Indrali - 576 102 ☎ 98666 94341  
BYNDLOOR : Souparnika Complex, N H 66, 576 214 ☎ 08254 - 251068 / 98666 94508  
PADUETTERI : Padutetti Karkala Road - 574 111 ☎ 98666 75491  
E-mail: abharan udp.sall@marutidealers.com Visit us at: www.abharanmotors.com

MARCH 6, 2019

## CERTIFICATE

This is to certify that Mr. Nikhil John Mendonca (Reg No 4LV17MBA24 ) student of 2<sup>nd</sup> Year MBA, of Alva's Institute Of Engineering & Technology College Moodbidri has completed his project on "Study On Compensation and Benefits and its impact on employee job satisfaction with special reference to Abharan Motors " in our organization from 03/01/2019 to 18/02/2018.

During his training we found him a dedicated student with a professional attitude and very good job knowledge.

We wish him all the success in his future endeavors.

Vinodh K. Kunnath  
Manager, HR



Car Care at Its Best



## ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY

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 : principalalet08@gmail.com, Web:www.alet.org.in

Date: 10<sup>th</sup> April 2019

### Certificate

This is to certify that **Mr. NIKHIL JOHN MENDONCA** bearing **USN 4LV17MBA24** 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 COMPENSATION AND BENEFITS AND ITS IMPACT ON EMPLOYEE JOB SATISFACTION WITH SPECIAL REFERENCE TO ABHARAN MOTORS PVT LTD, UDUPI**" is prepared by him under the guidance of **Prof. Johnson Fernandes**, 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. Johnson Fernandes**  
Internal Guide

**Dr. R. Wranton Perez**  
HOD, MBA

**Dr. Peter Fernandes**  
Principal  
PRINCIPAL

Alva's Institute of Engg. & Technology,  
Mijar, MOODBIDRI - 574 225, D.K.

## EXECUTIVE SUMMARY

The aim of study is to provide a frame work for more detailed understanding of human resource management in the modern organization. This project also deals with the marketing and financial management of the firm. As this is an automobile dealer, it has to face severe competition in this competitive world. This report is compiled as a concrete attempt to bring out the pros and cons of M/s. Abharan Motors Pvt Ltd., to see whether the findings will be of any help to the organization for its progress.

This report describes the 6 week mandatory internship conducted by the student at Abharan motors PVT Ltd, Udupi. The aim of the project was to study an organization, its structure, departments and its functions. The internship provided the opportunity to connect the theory taught in classrooms to the practical working in real organization.

Abharan Motors is located in the heart of the city Udupi. It has got 9 branches in and nearby Udupi. It is the headquarters for remaining branches. It deals with newly launched cars, with second hand cars, and the service stations.

From the business perspective, an extensive study was done on the ownership pattern, achievements and awards of the company, future growth and prospects. A thorough SWOT analysis was conducted to highlight the strength, weakness, opportunities and threats. Conducting the survey and doing the interpretation, findings giving the suggestions and concluding the study.

The main agenda of my project was to study the compensation and benefits of the employees and its impact on job satisfaction in the organization. Yes Abharan motors so far has got the best compensation and benefit packages so that this has showed its effects on the result which they get from the employees work. The employees in Abharan motors are highly satisfied. As it is a good sign for the company that there is less number of employee turnover and sales have gone up productivity has increased. This brings wealth and goodwill to the organization.