

**A STUDY ON  
AN ANALYSIS OF EMPLOYMENT LAW AND COST OF  
EMPLOYEES BENEFITS AT TRITON VALVES LTD**

Submitted By  
**Mr. ASHWATH HD**  
**4AL18MBA11**



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**

**INTERNAL GUIDE**

**Prof. Abhijith Bekalkar**  
**Assistant Professor**  
**AIET, Mijar**

**EXTERNAL GUIDE**

**Mr. Rajashekar**  
**Executive Human Resources**  
**TRITON VALVES LTD, Mysore**



**POST GRADUATION DEPARTMENT OF BUSINESS ADMINISTRATION**  
**ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY**  
**SHOBHAVANA CAMPUS, MIJAR, MOODBIDRI**

**2018 – 2020**



Date: 15<sup>th</sup> Feb 2020  
Ref: TVL/MYS/HR/20

**Sub : Internship Completion Letter**

We are glad to inform you that Mr. Ashwath HD bearing USN 4AL18MBA11 from ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY Moodbidri , has successfully completed his internship at Triton Valves Ltd from 1<sup>st</sup> January to 15<sup>th</sup> February 2020 .

During his internship , he has exposed to various activities ,we found him extremely inquisitive and hardworking .

We wish him success in his future endeavors.

Regards,

Rajashekhar N  
Executive-Human Resource

**TRITON VALVES LIMITED**  
Mercara Road, Belavadi  
MYSORE-570 018

CIN. No: L25119KA1975PLC002867  
GSTIN NO: 29AAACT6671P1ZJ  
Works : Mercara Road, Belavadi, Mysore - 570 018, INDIA  
R. O.: Sunrise Chambers, 22, Ulsoor Road, Bangalore - 560 042, INDIA

P : + 91 821-2402411 / 75  
F : + 91 821-2402729  
P : + 91 80 -25588965 / 66  
F : + 91 80 -25588483

E : works@tritonvalves.com  
W : www.tritonvalves.com  
E : info@tritonvalves.com





## 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

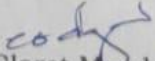
Email : principalaiet08@gmail.com, Web:www.aiet.org.in

24 June 2020

### CERTIFICATE

This is to certify that **MR. ASHWATH HD** bearing USN **4AL18MBA11**, is a bonafide student of PG Department of Business Administration of Alva's Institute of Engineering and Technology, Mijar, affiliated to Visvesvaraya Technological University, Belagavi. The project report titled "**AN ANALYSIS ON EMPLOYEMENT LAW AND COST OF EMPLOYEES WITH REFERENCE TO TRITON VALVES LTD**" is prepared by him under the guidance of **Mr. ABHIJEETH BEKALKAR**, Assistant Professor, PG Department of Business Administration in partial fulfillment of the requirements for the award of the degree of Master of Business Administration of Visvesvaraya Technological University, Belagavi, Karnataka.

  
Mr. Abhijeeth Bekalkar  
Signature of Internal Guide

  
Dr. Claret Mendonca  
Signature of HOD

DEAN  
Dept. of Business Administration  
Alva's Institute of Engg. & Technology  
MIJAR - 574 225

  
Dr. Peter Fernandes  
Signature of Principal  
PRINCIPAL  
Alva's Institute of Engg. & Technology,  
Mijar, MOODBIDRI - 574 225, D.K



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### **DECLARATION**

I, **ASHWATH HD**, hereby declare that the Project report entitled "**A STUDY ON AN ANALYSIS OF EMPLOYMENT LAW AND COST OF EMPLOYEES BENEFITS AT TRITON VALVES LTD**" prepared by me under the guidance of **Prof. Abhijith Bekalkar**, Assistant Professor, faculty of M.B.A Department, ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY, MIJAR and external assistance by **Mr. Rajashekar**, Executive Human Resource, TRITON VALVES LTD, MYSORE. I also declare that the project work is towards the partial fulfilment of the university regulations for the award of the degree of Masters of Business Administration by Visvesvaraya Technological University, Belgaum. I have undergone summer project for six 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:**

**Date:**



**Signature of the student**

## **ACKNOWLEDGEMENT**

Acknowledgement is a valuable feeling expressed to valuable people in our life. I take this opportunity to express my deep sense of gratitude to my external guide **Mr. Rajashekar** for his guidance and allowance for me to undergo summer internship / project in his branch.

I also express my deep sense of my gratitude to my internal guide **Prof. Abhijith Bekalkar**, Assistant Professor, Dept. of MBA at Alva's Institute of Engineering and Technology.

I extend my heartfelt thanks to my beloved HOD Dr. Claret Mendonca and Dr. Peter Fernandez, the Principal of Alva's Institute of Engineering and Technology for their valuable support and motivation.

My deep sense of gratitude to the entire team of TRITON VALVES for their continuous and steadfast support and encouragement during my project.

## **TABLE OF CONTENTS**

<b>CHAPTER</b>	<b>CONTENTS</b>	<b>PAGE NO.</b>
<b>1</b>	<b>INTRODUCTION</b>	<b>1- 5</b>
<b>2</b>	<b>CONCEPTUAL BACKGROUND AND LITERATURE REVIEW</b>	<b>6-16</b>
<b>3</b>	<b>RESEARCH DESIGN</b>	<b>17-19</b>
<b>4</b>	<b>DATA ANALYSIS AND INTERPRETATION</b>	<b>20-32</b>
<b>5</b>	<b>FINDINGS, SUGGESTIONS AND CONCLUSION</b>	<b>33-34</b>
<b>6</b>	<b>BIBLIOGRAPHY</b>	<b>35</b>
<b>7</b>	<b>ANNEXURE</b>	<b>36-37</b>

## **LIST OF TABLES**

<b>SL.NO</b>	<b>PARTICULARS</b>	<b>PAGE NO.</b>
<b>4.1</b>	Table showing the employee benefit expenses	<b>22</b>
<b>4.2</b>	Table showing that comparative expenses of employee benefits in the FY 2019 & 2018	<b>23</b>
<b>4.3</b>	Table showing the comparative expenses of employee benefits in the FY 2018 & 2017	<b>24</b>
<b>4.4</b>	Table showingthat expenses change of employees benefits in the FY 2019-18 & 2018-17	<b>25</b>
<b>4.5</b>	Table showingthose salaries, wages and bonus	<b>26</b>
<b>4.6</b>	Table showing that contribution to provident fund and other funds	<b>27</b>
<b>4.7</b>	Table showing that Staff welfare expenses	<b>28</b>
<b>4.8</b>	Table showingthat Total expenses with part of employee benefits expenses in FY 2019,18 &17	<b>29</b>
<b>4.9</b>	Table showing that employees benefits expenses in percentage	<b>32</b>

### **LIST OF GRAPHS**

<b>SL.NO</b>	<b>PARTICULARS</b>	<b>PAGE NO.</b>
<b>4.1</b>	Graph showing the employee benefit expenses	<b>22</b>
<b>4.2</b>	Graph showingthat comparative expenses of employee benefits in the FY 2019 & 2018	<b>23</b>
<b>4.3</b>	Graph showingthe comparative expenses of employee benefits in the FY 2018 & 2017	<b>24</b>
<b>4.4</b>	Graph showing that expenses change of employees benefits in the FY 2019-18 & 2018-17	<b>25</b>
<b>4.5</b>	Graph showing those salaries, wages and bonus	<b>26</b>
<b>4.6</b>	Graph showingthat contribution to provident fund and other funds	<b>27</b>
<b>4.7</b>	Graph showing that Staff welfare expenses	<b>28</b>
<b>4.8</b>	Graph showing that Total expenses with part of employee benefits expenses in FY 2019,18 &17	<b>29 – 31</b>
<b>4.9</b>	Graph showing that employees benefits expenses in percentage	<b>32</b>



## **EXECUTIVE SUMMARY**

**Triton Valves** is one of the leading manufacturing company and company has good network with strong management backed up by good number of employments in the organization. This company is engaged in the manufacturing of products that are mandatory, through supply chain management it reaches to the various other departments such as marketing, HR and other departments.

**AN ANALYSIS ON EMPLOYMENT LAW AND COST OF EMPLOYEES BENEFITS** is a topic of my study. Employment law is one of the parts in law system which includes the relationship between the employer and the employee. It reveals the official relationship that must be maintained in the work place. Employment law is necessary in every organization because in order to provide justice for the workers and to ensure their safety and to make sure that every employee is treated equally.

The main purpose of my study is to know whether the healthy relationship will be maintained between the employer and the employee. Employee safety is mandatory in the workplace to make sure that employees are well and secured by their employers at their workplace.

Employment law is mandatory in every company because there are some rules and regulations laid by the government which will be helpful for the security of the employment universally. The main intention of the employment law was to provide equal rights towards the employees in the organization. The cost of employment benefits serves as a blue print to get the overall picture of the employer and employee relationship in the company. Therefore , Human Resources are to be treated as the Asset of the company and the company should abide by all the rules and the regulations laid down in the Employment Law .