

**“A STUDY ON EMPLOYEE BENEFIT AND WELFARE AND ITS IMPACT  
ON EMPLOYEE PERFORMANCE WITH SPECIAL REFERENCE TO  
CARDOLITE SPECIALITY CHEMICALS INDIA LLP, BAJPE”**

**BY**

**AFNAN SALEEM BAJI**

**4AL18MBA06**



**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. Johnson Fernandes**

**Asst. Professor**

**AIET, MIJAR.**

**EXTERNAL GUIDE**

**Mr. Shivarajan Punja**

**CARDOLITE SPECIALITY  
CHEMICALS INDIA LLP.**



**DEPARTMENT OF BUSINESS ADMINISTRATION**

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

**SHOBHAVANA CAMPUS, MIJAR, MANGALORE.**

**APRIL – 2020**



**Cardolite Specialty Chemicals India LLP**  
(A limited liability partnership registered under the LLP Act, 2008)  
LLPIN AAC-1765  
IP-1 & IP-2, Mangalore Special Economic Zone,  
Bajpe, Mangaluru - 574 142, Karnataka, India  
☎ +91- 824 -2888 300

February 18, 2020

## **CERTIFICATE**

(To whomsoever it may concern)

This is to certify that **Ms. AFNAN SALEEM BAJI** [USN: 4AL18MBA06] bonafide student of Alva's Institute of Engineering and Technology Mijar has successfully completed her project "A Study on Employee benefit and welfare and its impact on employee performance" from 1<sup>st</sup> January 2020 to 15<sup>th</sup> February 2020.

During the above period we found her sincere & hard working and she has taken proper initiative and efforts towards completing her project.

We wish her all the best in her future endeavors.

For **Cardolite Specialty Chemicals India LLP**

Authorised Signatory



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**Registered Office:**  
No. 61-63, Dr. Radhakrishnan Salai,  
Mylapore, Chennai - 600 004, India.



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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

24 June 2020

### CERTIFICATE

This is to certify that, AFNAN SALEEM BAJI bearing USN 4AL18MBA06, 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 "A STUDY ON EMPLOYEE BENEFIT AND WELFARE AND ITS IMPACT ON EMPLOYEE PERFORMANCE WITH SPECIAL REFERENCE TO CARDOLITE SPECIALITY CHEMICALS INDIA LLP, BAJPE", is prepared by her under the guidance of Johnson Fernandes, 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.

Johnson Fernandes  
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, MOODIBIRI - 574 225, D.K.

### **DECLARATION**

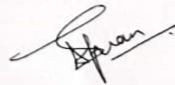
I, **AFNAN SALEEM BAJI**, hereby declare that the project report entitled "A Study On Employee Benefit And Welfare And Its Impact On Employee Performance With Special Reference To Cardolite Speciality Chemicals India LLP, Bajpe" is prepared by me under the guidance of prof. Johnson Fernandes, Assistant Professor, Department of Business Administration, Alva's Institute of Engineering & Technology and external assistance by Mr. Shivanjan Punja (HR) , Cardolite Speciality Chemicals India LLP.

I also declare that the project 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 the project for a period of 6 weeks. I further declare that this report 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, Moodabidri**

**Date : 26/06/2020**



**Signature of the student**

## **ACKNOWLEDGEMENT**

I am happy to take this opportunity to extend my sincere thanks to all those who have supported me, directly and indirectly.

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With sincere regards

Afnan Saleem Baji

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## **EXECUTIVE SUMMARY**

A Project titled “A study on employee benefit and welfare and its impact on employee performance with special reference to Cardolite Speciality Chemicals India LLP, Bajpe”. The main intention of this study is to understand the various benefits and welfare measures in the organization. The primary information which consists of open end questions and close end questions and company records are used as secondary data. This study used the simple analytical methods like pie charts are used to examine the data collected.

This study includes chapter first that is Introduction of company and industry profile, chapter second covers conceptual background and literature review, chapter third includes research design, chapter fourth deals with analysis and interpretation and fifth chapter includes findings, suggestions and conclusions. Through this I have emphasized more on employee performance which will increase when there is employee benefits and welfare and also it motivates employees to work better in organization.

In this study it was found that employee benefits and welfare measures are provided by the organization is satisfied by the employees to large extent. Organization's welfare measures is good, trustworthy based on this questionnaire are prepared. In this analysis it is found that employees are well satisfied by various welfare measures and that leads to retain the employees in the organization for future.