

**PROJECT REPORT ON**  
**A STUDY ON TRAINING AND DEVELOPMENT AND IT'S IMPACT ON EMPLOYEE**  
**PERFORMANCE WITH REFERENCE TO SANJIVINI PIPES AND FITTING Pvt Ltd.**

Submitted by

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**4AL18MBA28**

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

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**DEPARTMENT OF BUSINESS ADMINISTRATION**

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

**SHOBHAVANA CAMPUS, MIJAR, MOODBIDRI**

**2018-2020**



**SANJIVINI PIPES & FITTINGS PVT. LTD.**

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**AN ISO 9001 2008 CERTIFIED COMPANY**

Ref No: SPFPL/104/19-20

Dated 18.02.2020

## **Certificate of Internship**

This is to certify that **Ms. Harshita Goudar** (USN:4AL18MBA28), student of MBA of **Alva's Institute of Engineering And Technology Moodbidri - 574225**, has undergone her internship on "**A Study on Training and Development and its Impact on Employee Performance with reference**" in our organization from 06<sup>th</sup> January 2020 to 18<sup>th</sup> February 2020.

During her internship in our Company, we observe that she is very attentive in learning, systematic in her approach towards the study on the topic chosen by her.

At this occasion, we wish her a great success in all her future carrier.



For Sanjivini Pipes & Fittings Pvt Ltd.  
For **SANJIVINI PIPES & FITTINGS (P) LTD.**

**Authorized Signatory**

(Authorized Signatory)



## ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY

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24 June 2020

### CERTIFICATE

This is to certify that, **HARSHITA GOUDAR** bearing USN **4AL18MBA28**, 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 TRAINING AND DEVELOPMENT AND ITS IMPACT ON EMPLOYEE PERFORMANCE WITH SPECIAL REFERENCE TO SANJIVINI PIPES AND FITTING Pvt Ltd.**", 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  
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## DECLARATION

I, **HARSHITA GOUDAR** Reg.No (4AL18MBA28), hereby declare that the project report entitled “ **A study on training and development and its impact on employee performance with special reference to sanjivini pipes and fitting pvt ltd**”, kundapur. Prepared by me under the guidance of **Prof. Johnson Fernandes**, faculty of M. B.A department , Alvas Institute of Engineering and Technology and external assistance by Mr. Srinivas , HR manager, Sanjivini pipes and fitting pvt ltd. I also declare that this project work is towards the partial fulfillment of the university regulations for the award of the degree of Master of Business Administration by Visvesvaraya Technological University , Belgaum. I have undergone a summer project for a period of 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/ deploma from any other university /Institute.



Date: 24/6/2020

HARSHITA GOUDAR

Place: Mijar

MBA

## **ACKNOWLEDGEMENT**

Motivation causing people to act in certain direction is very necessary for the success of any task. It gives me immense pleasure to mention those who motivated me and contributed directly or indirectly for completing this project successfully.

First of all I would like to thank the management of “Sanjivini Pipe and Fitting Pvt Ltd” for giving me the opportunity to do my project at their company and hereby gain some partial experience and business knowledge.

I express my gratitude to Mr. Srinivas at Sanjivini Pipes and Fitting Pvt Ltd for providing the necessary guideline and support, which help me complete the project successfully.

I express my sincere thank to prof. Johnson Fernandes assistant professor department of business administration, Alva’s Institute of Engineering and Technology , for the valuable guidance and support throughout the course of my project work .

I would like to thank my beloved friends and all my well wishers for supporting me in the successful completion of my project report.

Date:24/6/2020

HARSHITA GOUDAR

Place : Mijar

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## **EXECUTIVE SUMMARY**

Every organisation needs to have well trained and experienced people to perform the activities that have to be done. Training and development programme is necessary to raise the skill levels and increase the versatility and adoptability of employees. It is being increasingly common for individual to change the career several times during their working lives. In a rapidly changing society employee training is not only an activity that is desirable but also an activity that an organisation must commit resources to if it is to maintain a viable and knowledgeable work force.

This project contains industry and company profiles, vision, Mission, & Quality policy, SWOT analysis. And it also talks about the training and development in theoretical as well as new trends, objectives of study, research methodology, analysis and interpretation, findings, suggestions and conclusion of the study.

The organisation tries to provide all training and development programme to employees in order to improve their skills and knowledge. It is concluded from the research that training and development programme is an important function performed by the organisation in order to improve the performances and self fulfillment of their workers through various activities. In this research it is concluded that most of the employees are satisfied with the overall training programme only few of them were dissatisfied with the training programme. Organisation needs to take care of fulfillment of organisation goal which can grow along with the employees.