

**A PROJECT REPORT ON**  
**“A STUDY ON EMPLOYEE JOB SATISFACTION WITH REFERENCE TO**  
**ITC PVT LTD”**

**Submitted By**  
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**Submitted To**



**VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELGAUM**

*In partial fulfilment of the requirements for the award of the degree of*

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

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

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

**2020**



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**TO WHOMSOEVER IT MAY CONCERN**

This is to certify that Mr. Mahendra G.M. of USN : 4AL18MBA39 a student of MBA Alva's Institute of Engineering & Technology , Moodbidri - 574225. He has done the project on topic of "Study on employee job satisfaction" with reference to ITC Pvt. Ltd., Bangalore from 1st January 2020 to 14th February 2020.

He has done this Study under the guidance of Mr. Paramesh Y.G. of HR Department.

He has completed this Study to the satisfaction of all concerned.

We wish his all the best in his future endeavors.

ITC LIMITED

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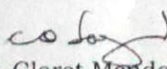
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### CERTIFICATE

This is to certify that, **MAHENDRA G.M.** bearing USN **4AL18MBA39**, 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 JOB SATISFACTION WITH SPECIAL REFERENCE TO ITC LTD., BANGALORE**" is prepared by him 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.

  
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## DECLARATION

I, Mahendra.G.M Reg. no 4AL18MBA39, hereby declare that the project report entitled “ A STUDY ON EMPLOYEE JOB SATISFACTION” with reference to “ ITC PVT LTD” is prepared by me under the guidance of Mr. Johnson Fernandes, Assistant Professor of Department of MBA, Alva’s Institute of Engineering and Technology, Mijar and external assistance by Mr, Paramesh YG, HR manager at ITC PVT LTD, BENGALURU.

I also declare that this project work is towards the partial fulfilment of the university regulation for the award of degree of master of business administration by Visvesvaraya technological university, Belgaum.

I have undergone a summer project for a period of 6 weeks. I further declared that this project is based on the original study undertaken by me and has not been submitted for award of any degree/ diploma from any other university/ institution.



DATE: 04 July 2020

MAHENDRA.G.M

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## ACKNOWLEDGEMENT

The satisfaction and euphoria that accompany the successful completion of any task would be incomplete without expressing the sense of gratitude towards those who made it possible, whose constant guidance and encouragement served as a beckon of light.

A special note of gratitude goes to the organization 'ITC Pvt Ltd' for providing me an opportunity to undergo the 6-week project.

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I am gratefully indebted to my internal guide Johnson Fernandes, Assistant Professor, Dept. of MBA, AIET, for encouraging me and for his constant support throughout the course of the study and helping me completing it successfully.

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### Executive summary

As per the curriculum of Visveswaraya technological university the students of MBA have to undergo an internship program of 6 weeks to have a practical experience. This is an essential academic requirement, which is followed by comprehensive report writing usually the choice of organization is based on the area of specialization of the student. This internship furnishes the student with an exposure into the practical world. They are able to look different concepts, given books take up a form and come to life.

I have under taken the project at ITC PVT LTD in Sadahalli, Bangalore. It is one of the major manufacturers and marketers of tobacco products all over India. For the project work I was assigned as trainee under HR department for the considerable time duration which helped me to gain insight about the type of work they do and study the function of organization. This project includes industry and company profile, conceptual background of the study, literature review, research design, analysis and interpretation of the data collected, study findings, suggestions given to the organisation and conclusion.

The main intention of this study was to understand employee job satisfaction and factors which influence on employee job satisfaction. Highly satisfied employees are assets to an organization and they are able to generate greater results and organization can retain them easily.

Study indicates that employees are satisfied to a greater extent with the training and development opportunities provided, safety equipment in the job, leave policy, compensation structure, growth and advancement opportunity in the job. This indicates that employees have positive attitude towards their job and organization.

The field experience received during the project helped me to understand the concepts and difficulties involved in employee job satisfaction and how retaining plays an important role in an organization.