

**A PROJECT WORK ON
EMPLOYEE ENGAGEMENT WITH REFERENCE TO
MANIPAL TECHNOLOGIES**

SUBMITTED BY

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SUBMITTED TO



VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI

In the partial fulfillment of the requirements for the award of the degree of

MASTER OF BUSINESS ADMINISTRATION

Under the guidance of

INTERN GUIDE

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ASSISTANT PROFESSOR
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EXTERNAL GUIDE

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MANIPAL



DEPARTMENT OF MASTER OF BUSINESS ADMINISTRATION

ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY

Shobhavana Campus, Mijar, Moodbidri

2018 - 2020



Manipal Technologies Limited

MTL/HRTA/1920/163

15th February, 2020

To Whomsoever It May Concern

Subject: Internship Completion certificate for Ms. Rajeshwari V.S

Dear Sir/Madam

We hereby state on record that Ms. Rajeshwari V.S has completed Internship in our Human Resource Department of Manipal Technologies Limited from 7th January, 2020 to 15th February, 2020 and the location of her internship was Manipal.

During this period of internship, she has successfully met the objectives of the Training as set at the beginning of the Training. We found her hard working and resourceful.

We wish Ms. Rajeshwari V.S all success in her future endeavors.

Thanking you
Yours Sincerely


Vidya Shenoy
Manager HR

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A Unit of Alva's Education Foundation (R)

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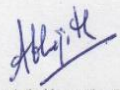
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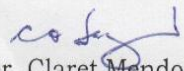
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24 June 2020

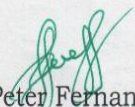
CERTIFICATE

This is to certify that Rajeshwari V S bearing USN 4AL18MBA55, 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 on " A Study on Employee Engagement with reference to Manipal Technologies" is prepared by her under the guidance of Mr. Abhijeeth Bekalkar, Asst.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
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Dr. Peter Fernandes
Signature of Principal
PRINCIPAL
Alva's Institute of Engg. & Technology,
Mijar, MOODBIDRI - 574 225, D.K.

DECLARATION

I Rajeshwari VS, hereby declare that the project report entitled “Employee Engagement with reference to Manipal Technologies” prepared by me under the guidance of Prof. Abhijeeth Bekalkar, faculty of MBA Department, Alva’s Institute of Engineering and Technology and external assistance by Mrs. Vidya Shenoy, HR manager Manipal Technologies. I also declare that this project work is towards the partial fulfillment 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 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 from any other university/institution.

Place: Moodbidri

Date: 04 July 2020



Signature of the Student

ACKNOWLEDGMENT

First and foremost I wish my sincere gratitude towards all those who have been helpful to me in getting this mighty task to a successful end.

I Acknowledge my fullest gratitude to my faculty guide Prof. Abhijeeth Bakalkar, Department of Business Administration, for his regular supervision and valuable suggestions. I would like to thank Mrs. Vidya Shenoy, Manipal Technologies Limited, for helping me to complete my project in an esteemed organization.

It's my privilege to thank our principal Dr. Peter Fernandes for giving me the opportunity to take up this project. My profound gratitude to all the faculty members of the Department of Business Administration, Alva's Institute of Engineering and Technology, Mijar, Moodbidri.

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EXECUTIVE SUMMARY

This report describes the 6 weeks mandatory internship conducted by the student at Manipal Technologies Limited. The reason behind choosing this project is that: Nowadays Employee engagement plays an important role in the organization. It contributes to a good working environment where people are productive, ethical and accountable. This report focuses on how employee can be engaged at the workplace and how the company takes step to keep the employee engaged.

Most organization today realize that a 'satisfied' employee is not necessarily 'the best' employee in terms of loyalty and productivity. It is only an 'engaged employee' who is intellectually and emotionally bond with the organization, feels passionate about the goals of organization and are committed towards its values.

The research gave aid in understanding the area of relationship between employee engagement and retention level and how it interplay between individual differences and engagement level in the organization.

The report also includes a survey (questionnaire) comprising of multiple choice options which covers the feedback of 50 respondents. It is indicated in the pictorial representation in the form of pie charts and comparative means have been used to analyzed and interpret the data using convenient sampling method.

Employee engagement directly reflects how employees feel about their relationship with the boss. Also, if the supervisors are not super engaged, their negative attitude towards the work will flow down to the energy levels of the employee hampering their performance, and pushing forward not-engaged behaviors. Therefore, to have engaged employees you need super engaged supervisors. The regular feedback is also the key to engage employees and improve their motivation and morale.