

**“A STUDY ON EFFECTIVENESS OF TRAINING AND DEVELOPMENT & ITS
IMPACT ON EMPLOYEE PERFORMANCE AT ARVIND MOTORS 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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DEPARTMENT OF BUSINESS ADMINISTRATION

ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY

MIJAR, MANGALORE

(2018-2020)



ARVIND MOTORS PRIVATE LIMITED

TATA MOTORS

Commercial Vehicle Dealer

TO WHOMSOEVER IT MAY CONCERN

Date:- 17.02.2020

This is to certify that **Mr. ROLWIN WILSTON CARLO (USN NO: 4AL18MBA59)**, student of 4th Semester MBA of **Alva's Institute of Engineering and Technology, Mijar, Moodbidri** has successfully completed his project work on "A STUDY ON EFFECTIVENESS OF TRAINING AND DEVELOPMENT AND ITS IMPACT ON EMPLOYEE PERFORMANCE AT ARVIND MOTORS PRIVATE LIMITED" in our organization from **03rd January 2020 to 17th February 2020** in partial fulfillment of his course study.

We wish him success in his future endeavors.

For Arvind Motors Pvt. Ltd.

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24 June 2020

CERTIFICATE

This is to certify that, **ROLWIN WILSTON CARLO** bearing USN **4AL18MBA59**, 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 EFFECTIVENESS OF TRAINING AND DEVELOPMENT & ITS IMPACT ON EMPLOYEE PERFORMANCE AT ARVIND MOTORS PVT.LTD**", 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 **Rolwin Wilston Carlo**, student of 4nd semester MBA, **Alva's Institute of Engineering And Technology**, Mijar bearing **USN: 4AL18MBA59** hereby declare that the Project report entitled "**A STUDY ON EFFECTIVENESS OF TRAINING AND DEVELOPMENT & ITS IMPACT ON EMPLOYEE PERFORMANCE AT ARVIND MOTORS PVT.LTD**" prepared by me under the guidance of **Prof. JOHNSON FERNANDES**, Faculty of department of MBA, AIET and external assistance by **MS.REENA, Deputy Manager HR , Arvind Motors Private Limited.**

I also declare that this 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 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/diploma from any other University / Institution.

Place: Mijar

Date: 14/06/2020



Signature

ACKNOWLEDGEMENT

I would like to extend our heartiest thanks with a deep sense of gratitude and respect to all those who provides me immense help and guidance during my training period.

I would like to thank my external guide **MS.REENA, Deputy Manager HR**, **Arvind Motors Private Limited** and the entire staff for their constant encouragement, suggestions and moral support throughout the duration of my project.

I would like to thank our respected Principal **DR. PETER FERNANDES** for his pillared support and encouragement under college management for providing the right atmosphere to carry out the internship.

I would like to convey my heartfelt thanks to **DR. CLARET MENDOCA**, H.O.D of MBA Department for giving me the opportunity for her encouragement.

Finally I would like to mention here that I am greatly indebted to each and everybody who has been associated with my project.

With sincere regards

Rolwin

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EXECUTIVE SUMMARY

Training plays an important role in each and every organization. Every organization needs to have well trained and experienced people to perform the activity that have to be done. Training and Development program is necessary to raise the skill level and increase the versatility and adaptability of employees. Training and Development makes every important contribution to the development of the organization's human resources and hence to the achievement of its aims and objectives.

The project report on “A STUDY ON EFFECTIVENESS OF TRAINING AND DEVELOPMENT & ITS IMPACT ON EMPLOYEE PERFORMANCE AT ARVIND MOTORS PV.LTD” is carried on with objectives to study the need of the training and development in an organization. In the process of study, it was found that organization gives much importance for the employee training and development activities which helps them to improve their skill level.

Continuous changes has been done in the training programs to cope up with the technological changes and based on the requirements of the employee training needs. This study clear that employees are satisfied to a greater extent with effectiveness of the training programs which helps to minimize the errors and maximize the productivity.