

A Project on
“A STUDY ON EMPLOYEE COMPENSATION AND BENEFIT
B OHAVJI AND COMPANY”

Submitted By

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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 TECHNOLOG

August-2018-20

B. ODHAVJI AND COMPANY

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DATE: 15th February, 2020

TO WHOM SO EVER IT MAY CONCERN

This is to certify that **Ms.Sathya**, D/o. Anjappan a student of master of business Administration (Finance & HR) Alvas institute of engineering and Technology, Mangalore has done her Internship from **06/01/2020 to 15/02/2020**. During this period of her internship she was found punctual and performed well.

We wish her good luck for her future endeavor.

WITH REGARDS,

FOR B.ODHAVJI AND COMPANY.





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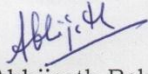
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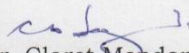
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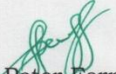
CERTIFICATE

This is to certify that A Sathya bearing USN 4AL18MBA65, is a bonafide student of PG Department of Business Administration of Alva's Institute of Engineering and Technology, Mijar, affiliated to Visvesvaraya Technological University, Belgavi. The project report on "A Study on Employee Compensation and benefit with reference to Odhavaji and Company, Pune" 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

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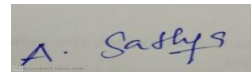

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Signature of Principal

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DECLARATION

I, SATHYA A, hereby declare that the project report entitled “employee compensation and benefit” with reference to “B Odhavji and company” prepared by me under the guidance of Prof Abhijeeth Bekalkar, faculty of M.B.A department, Alva’s institute of engineering and technology and external assistance by Mr. Mohammed Malik HR of B Odhavji and company. 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.

A rectangular box containing a handwritten signature in blue ink that reads "A. Sathya".

Place: Mijar

signature of the student

Date: 24-06-2020

A. SATHYA

ACKNOWLEDGEMENT

I am happy to take this opportunity to thank all those who have supported me, directly and indirectly for the completion of the project.

My heartfelt gratitude to the Management of Alva's Institute of Engineering and Technology, Moodbidri for encouraging me to take up this study.

I am extremely grateful to the management of M/r. **B ODHAVJI AND COMPANY.,** for giving me this opportunity to pursue this internship in their prestigious company. This internship would not have been done well without the guidance of Prof. Abhijeeth Bekalkar, Assistant Professor, Department of Business Administration, Alva's Institute of Engineering and Technology, Moodbidri. Her feedback and directions have greatly helped me in meaningful completion of this internship.

I express my gratitude to Mr. Mohammed Malik HR, M/s. **B ODHAVJI AND COMPANY.,** for guiding and teaching me the functional aspects at the organizational level and answering all the whys about the company. I am thankful to all others who have helped me through this study.

Thank You,

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EXECUTIVE SUMMARY

“A study on employee compensation and benefit” was done in “Odhavji and company”. The primary goal of the examination is to comprehend the fulfillment level of representatives in the organization.

Employee compensation assumes a fundamental job in the association. The fundamental factors that remain to be considered in the activity fulfilment of representatives remain working condition, pay and advancement, etc.

Descriptive technique is used for selecting sample. The primary data was collected through questionnaire. The secondary data was gathered from website and company record. An organized survey was given 100 employees and information was collected from them. The data was analyzed using Likert scale method and percentage method, the analysis leads to conclusion that most of the employees remain satisfied and disappointed with some of the factors was also reported.