



PROJECT REPORT ON

“A STUDY ON TRAINING AND DEVELOPMENT AND ITS IMPACT ON EMPLOYEE PERFORMANCE WITH REFERENCE TO CAMPCO CHOCOLATE FACTORY, PUTTUR”

SUBMITTED BY

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Submitted To

VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI

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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MIJAR, MOODBIDRI, D.K. KARNATAKA

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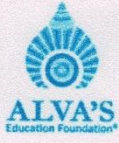
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CERTIFICATE

This is to certify that, Mr.Sonic Rai, Reg No: 4AL18MBA73, MBA student of Alva's Institute of Engineering & Technology (affiliated to Visvesaraya Technological University, Belagavi), has undergone Project work on the topic "A Study on Training and Development and Its impact on Employee Performance with reference to Campco Chocolate Factory, Puttur", for the period of Six Weeks (from 01.01.2020 to 15.02.2020) as a part of his MBA Course. During the above period his conduct and performance are found good. We wish him all the best for his future endeavors.



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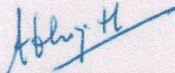
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This is to certify that Sonic Rai bearing USN 4AL18MBA73, is a bonafide student of PG Department of Business Administration of Alva's Institute of Engineering and Technology, Mijar, affiliated to Visvesvaraya Technological University, Belgavi. The project report on "A study on Training and Development and its impact on Employee Performance with reference to Campco Chocolate factory Puttur" is prepared by him 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.


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DECLARATION

I, **SONIC RAI**, hereby declare that the Project report entitled “**A STUDY ON TRAINING AND DEVELOPMENT AND ITS IMPACT ON EMPLOYEE PERFORMANCE**” with reference to “**CAMPCO CHOCOLATE FACTORY, PUTTUR**” prepared by me under the guidance of **Mr. Abhijith Bekalkar**, Assistant Professor of M.B.A Department, **Alva's Institute of Engineering and Technology (Visveswaraya Technological University, Belagavi) Mijar, Moodbidri, D.K, KARNATAKA** and external assistance by **Mr. Radesh Kundalpady, Senior Executive, CAMPCO CHOCOLATE FACTORY, PUTTUR, D.K, KARNATAKA**. I also declare that this Project Work is towards the partial fulfilment of the university.

Regulations for the award of the degree of Master of Business Administration by Visveswaraya 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.

Date:

Place: Mijar


Signature of the Student

(SONIC RAI)

ACKNOWLEDGEMENT

This Project Work would be not finished without the expression of the words of simple thanks to the people who made it possible, so I take this opportunity to appreciate them all who directly or indirectly assisted me a lot to finish this Project work successfully.

First, I thank all-powerful God for instilling me the patience, commitment for my work.

I would like to thank and extend my gratitude to my company guide MR. Radesh Kundalpady, Senior Executive, CAMPCO chocolate Factory, PUTTUR who is my external guide and for his guidance to my project work.

I express my sincere gratitude to my internal guide Mr. Abhijith Bekalkar, Assistant Professor, Project Work guide and department of MBA for his excellent guidelines and timely suggestions and support.

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SONIC RAI

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EXECUTIVE SUMMARY

This is an effort to understand to what degree the theories are often applied to practical situation and to review the working culture of the organisation. As an MBA student it is a part of curriculum for everybody to experience Project Work on some good organisation. So, I got the chance to try to do my Project work at CAMPCO CHOCOLATE FACTORY, PUTTUR.

It is very crucial to analyse the need for training and development of employees and to come up with training and development programs by any organisation because it takes part in a crucial role in developing employee performance which ends up in organisational productivity and performance.

This project aims to find how serious the organisation identifies the need for training and the developmental activities in an organisation and to find whether training and developmental program provided by an organisation impacts performance of the employees to perform the job better.

In this project work data is analysed using descriptive statistics. Primary data was gathered from the employees by the structured questionnaire, observation and personal interview method. Secondary data has been collected from company reports, company websites and journal.

Here structured questionnaire and direct survey are used as measurement tools. The analysis and interpretation of the study has been made with the assist of statistical tools like tables, charts and graphs. Data analysis is done using simple percentage analysis and values are plotted using pie charts, bar chart and column chart. In this project work simple random sampling technique is used for study.

The study concludes majority of the employees find the training provided to them is effective and also organisation recognize the need for training and development of employees in their organization. As a suggestion I would suggest that employers should conduct awareness program regarding the training and developmental activities of employees in their organization.