

**Project Report on**  
**“A STUDY ON TRAINING AND DEVELOPMENT AND ITS IMPACT ON**  
**EMPLOYEE PERFORMANCE WITH SPECIAL REFERENCE TO FORTUNE**  
**INN VALLEY VIEW”**

**BY**  
**SUBHIKSHA JAIN**

**4AL18MBA76**

**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**

**INTERNAL GUIDE**

**PROF. JOHNSON FERNANDES**

**AIET, MIJAR**

**EXTERNAL GUIDE**

**Mrs. SHWETHA**

**FIVV, MANIPAL**



**DEPARTMENT OF BUSINESS ADMINISTRATION**  
**ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY**

**JUNE - 2020**

19<sup>th</sup> February 2020

**TO WHOMSOEVER IT MAY CONCERN**

This is to certify that **Ms. Subhiksha Jain (USN 4AL18MBA76)** MBA student of Alva's Institute of Engineering and Technology has been successfully completed her project from 6<sup>th</sup> Jan 2020 to 19<sup>th</sup> February 2020. This project evolved comprehensively in the Title "**Training and Development and Its Impact on Employee Performance with respect to FIVV, Manipal**". During this period she had shown keen interest in learning of the HR department functions and her conduct was good.

We wish her Good luck for her future endeavors.

For Fortune Inn Valley View

  
Assistant Manager HR  




## ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY

A Unit of Alva's Education Foundation (R)

( Affiliated to Visvesvaraya Technological University, Belagavi

Approved by AICTE, New Delhi & Recognised by Government of Karnataka )

Shobhavana Campus, Mijar, Moodbidri - 574 225, Mangalore, D.K., Karnataka State.

Phone : 08258-262724 (O), 262725 (P), Telefax:08258-262726

Email : principalaiet08@gmail.com, Web:www.aiet.org.in

24 June 2020

### CERTIFICATE

This is to certify that, **SUBHIKSHA JAIN** bearing USN **4AL18MBA76**, 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 TRAINING AND DEVELOPMENT AND ITS IMPACT ON EMPLOYEE PERFORMANCE WITH SPECIAL REFERENCE TO FORTUNE INN VALLEY VIEW., MANIPAL**", is prepared by her 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.

Johnson Fernandes  
Signature of Internal Guide

Dr. Claret Mendonca  
Signature of HOD

DEAN

Dept. of Business Administration  
Alva's Institute of Engg. & Technology  
MIJAR - 574 225

Dr. Peter Fernandes  
Signature of Principal

PRINCIPAL

Alva's Institute of Engg. & Technology,  
Mijar, MOODBIDRI - 574 225, D.K.

## DECLARATION

**I, SUBHIKSHA JAIN (4AL18MBA76), hereby declare that the project report entitled “Training and Development and Its Impact on Employee Performance with special reference to FIVV, Manipal” prepared by me under the guidance of prof. JOHNSON FERNANDES, faculty of MBA Department of Business Administration, Alva’s Institute of Engineering and Technology, and external assistance by Mrs. SHWETHA, FORTUNE INN, Manipal.**

I also declare that the 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 the project for a period of six weeks, I further Declare that this report is based on the original study under taken by me and has not been submitted for the award of any degree/diploma from any other university/institution.

**Place: Mijar**

**Date: 26/06/2020**



**signature of the student**

## **ACKNOWLEDGEMENT**

I am happy to take this opportunity to extend my sincere thanks to all those who have supported me, directly and indirectly.

I would like to thank my external guide **Mrs. SHWETHA** and entire staff of FORTUNE INN, Manipal 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 MENDONZA**, H.O.D of MBA department for giving me the opportunity and for her encouragement.

I am thankful to my internal guide **PROF. JOHNSON FERNANDES** assistant professor, dept. of MBA, AIET Mijar. His feedback and solutions have greatly helped me in this project.

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

Subhiksha Jain

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## **EXECUTIVE SUMMARY**

The project entitled “A study on Training and Development and its Impact on Employee Performance with special reference to Fortune Inn Valley view, Manipal” is submitted in partial fulfilment of the requirement for the award of Master of Business Administration (MBA). This project includes objectives of the study, methodology, industry profile, company profile, SWOT analysis and other part deals with statement of the problem, analysis and interpretation based on findings, suggestion and conclusion.

The main intention of this study was to understand the effectiveness of training and development and its impact on employee performance in the organisation. The primary information was obtained by questionnaire and information also collected from company report and journals are used as resources of secondary data. This study used the simple analytical methods like pie charts are used to inspect the data collected.

The role of an employee can be clearly defined as the set of duties and responsibilities or expected results associated with job to perform at his work place and skill and capacity required to perform the job successfully in role. This can be achieved only when there is an effective training and development opportunity in the organisation.

Researcher has found that employees are satisfied to a larger extent by the employee training and development followed by the company. There is much importance has been given to the training and development to motivate the employees and increase their performance. Study also clears that effective training programmes leads to increase the performance of the employees.