

**"A STUDY OF MOTIVATION ON EMPLOYEE PERFORMANCE AND ITS
IMPACT ON SKF BOILERS AND DRIERS PRIVATE LIMITED"**

Submitted By

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USN:4AL19MBA31

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

INTERNAL GUIDE

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ASSISTANT PROFESSOR

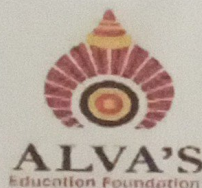
AIET, MIJAR

EXTERNAL GUIDE

Mr. VIVEK VALLABH

MANAGER HR

MANGALORE



DEPARTMENT OF BUSINESS ADMINISTRATION

ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY

MIJAR, MANGALORE

(2019-2021)

Ref. HR/Intern/015/2021
Date: 31st March 2021

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Ms. Lavinia Joshal Dcosta, D/o. Louis Richard Dcosta, student of 2nd year MBA, Alva's Institute of Engineering & Technology, Mijar, Moodbidri having Regn. No. 4AL19MBA31 has successfully completed her Internship in our Organization "SKF Boilers & Driers (P) Ltd, Bannadka, Moodbidri.

She was working as an intern for four weeks learning all the corporate practices in HR Department from 1.03.2021 to 31.03.2021 under guidance of HR Manager.

From the time she joined our Organization, we found her very active, enthusiastic & committed person.

We wish her all the best in her future career.



For M/s. SKF Boilers & Driers (P) Ltd.,

Vivek Vallabh
Vivek Vallabh
HR Manager



ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY

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23 July 2021

CERTIFICATE

This is to certify that **LAVINIA JOSHAL DCOSTA** bearing USN **4AL19MBA31**, 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 OF MOTIVATION ON EMPLOYEE PERFORMANCE AND ITS IMPACT ON SKF BOILERS & DRIES PRIVATE LIMITED**" is prepared by her under the guidance of Mr. Neeraj S Rai, 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.

Neeraj S Rai

Mr. Neeraj S Rai
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Viva-Voce Examination

Date:

Signature of Internal Examiner
Name & affiliation

Signature of External Examiner
Name & affiliation


DECLARATION

I Lavinia Joshal Deosta, student of 4th semester MBA, Alva's Institute of Engineering And Technology, Mijar bearing USN: 4AL19MBA31 hereby declare that the Project report entitled "A STUDY OF MOTIVATION ON EMPLOYEE & ITS IMPACT ON SKF BOILERS AND DRIERS PVT.LTD" prepared by me under the guidance of Prof. NEERAJ RAL, Faculty of department of MBA, AIET and external assistance by MR. VIVEK VALLABH, Manager HR, SKF Boilers n Driers 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 Four 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: 23/07/2021


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 **MR. VIVEK, Manager HR, SKF Boilers and Driers 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

Lavinia

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EXECUTIVE SUMMARY

Employee motivation has been a major concern of organizations and human resource managers for many years; it has been a key indicator of a successful and productive employee. However, motivating employees within an organization remains challenging and complex due to a wide range of factors related to employees, management, the workplace and the organization. therefore, organizations and human resource managers use different strategies to motivate employees. Performance appraisal (PA) is one of the best-known practices employed by human resources managers to achieve different management, employee and organization-oriented objectives. Organizations of all types conduct frequent PAs to evaluate employees and to measure their competences and achievements. Managers also perform this process to further management plans and practices, to enhance organizational resources and utilities needed by employees, and to provide feedback and guidance for their employees.

The project report on **"A STUDY OF MOTIVATION ON EMPLOYEE PERFORMANCE & ITS IMPACT ON SOF BOILERS AND DRIERS PRIVATE.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 motivation and development activities which helps them to improve their skill level.

Continuous changes have been done to cope up with the technological changes and based on the requirements of the employee 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.