

**Project
Report on**

**"A STUDY ON IMPACT OF TRAINING AND DEVELOPMENT ON
EMPLOYEES WITH SPECIAL REFERENCE TO BIG BAGS
INTERNATIONAL PVT LTD, MANGALORE"**

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

INTERNAL GUIDE

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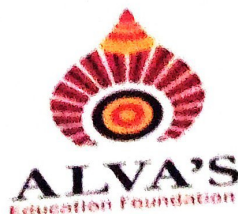
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SHOBHAVANA CAMPUS, MIJAR, MOODBIDRI

BIGBAGS

INTERNATIONAL PVT. LTD.
DYNAMIC | DRIVEN | DEPENDABLE

Date: 22nd July 2021

TO WHOMSO EVER IT MAY CONCERN

This is to certify that Mr. PRAJWAL JOEL DSOUZA , student of Master of Business Administration, USN — 4ALI 9MBA46, PG Department Of Business Administration, Alva's Institute of Engineering and Technology, Mijar, Moodbidri. He completed his Internship towards the partial fulfilment of the requirements for the course of Master of Business Administration [MBA] in our organization.

His project work from 25th February 2021 to 10th April 2021 and submitted report on "A STUDY ON IMPACT OF TRAINING AND DEVELOPMENT OF EMPLOYEES WITH SPECIAL REFERENCE TO BIG BAGS INTERNATIONAL PVT LTD. Mangalore

His character and conduct were good during his training period.

The management wishes him every success in his future life.

For Big Bags International Pvt Ltd

Authorized Signatory



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CERTIFICATE

This is to certify that **PRAJWAL JOEL DSOUZA** bearing USN **4AL19MBA46**, 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 IMPACT OF TRAINING AND DEVELOPMENT ON EMPLOYEES WITH SPECIAL REFERENCE TO BIG BAG INTERNATIONAL PVT LTD, MANGALORE**" is prepared by him under the guidance of Mrs. Priya Sequeira, 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

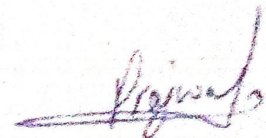
I PRAJWAL JOEL DSOUZA (4AL19MBA46), hereby declare that the Internship report entitled "A STUDY ON IMPACT OF TRAINING AND DEVELOPMENT ON EMPLOYEES WITH SPECIAL REFERENCE TO BIG BAGS INTERNATIONAL PVT LTD, MANGALORE" with reference to BIG BAGS INTERNATIONAL PVT LTD, MANGALORE prepared by me under the guidance of MRS. PRIYA SEQUEIRA, Assistant Professor PG Department of Business Administration, Alva's Institute of Engineering and Technology, Mijar and under external assistance by Mr. Laxmi Narayan Manager HR (Training and Development) BIG BAGS INTERNATIONAL PVT LTD.

I also declare that this Internship work is towards the partial fulfillment of the university Regulation 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 6 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, Moodbidri

Date: 22/07/2021



Prajwal Joel Dsouza

ACKNOWLEDGEMENT

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I express my special privilege and heartfelt thanks to Mr. Laxmi Narayan, HR Manager Training and Development, BIG BAGS INTERNATIONAL PVT LTD, for giving an opportunity to do the project work at their organization.

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I would like to express my candid gratitude to Dr. Claret Mendonca, HOD of PG Department of Business Administration, Alvas Institute of Engineering and Technology, Mijar, Moodbidri.

I would like to express my deep sense of gratitude to Dr. Peter Fernandes. Principal of Alvas Institute of Engineering and Technology.

I would like to express my immense thanks to all the Professors of MBA Department for the Cooperation and guidance.

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Prajwal Joel Dsouza

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EXECUTIVE SUMMARY

This project titled as ‘‘A Study On Impact Of Training And Development On Employees With Special Reference To Big Bags International Pvt Ltd, Mangalore’’ submitted in partial Fulfillment of the requirement of the award of Master of Business Administration (MBA).

This project contains industry and company profile, SWOT analysis, objective and research Methodology of the study, analysis and interpretation of the study, findings, suggestions and the conclusion of the study.

Every organization needs to have well trained and experienced people to perform the activities that have to be done. Training is necessary to improve the efficiency of the workers and skill level of the employees. Employee can change their work behavior and improvement in the work by giving the best training to the employees. Organization need to analyze the employee requirements and full fill their needs in the organization

The main objective is to study the training methods adopted in the organization, to know the satisfaction level of employees towards training programs and to study the effectiveness of training and development in Big Bags. For this purpose, the data was collected through questionnaire with a sample of 100 respondents.

Through this study the analysis of data has been done and it is found that majority of the employees are satisfied with the training and development program followed in Big Bags. To improve the satisfaction level of employees the organization should give equal importance to all the employees and provide more training to overcome the drawbacks.