

**“A STUDY ON EMPLOYEE WELFARE MEASURES AND ITS
IMPACT ON EMPLOYEE JOB SATISFACTION WITH SPECIAL
REFERENCE TO PRAKHYATH GARMENTS VAPI, GUJRAT”**

Submitted By

MS. SHETTY KRITHI KRISHNAKUMAR

USN: 4AL19MBA68

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

Mr. JOHNSON FERNANDES

ASSITANT PROFFESOR

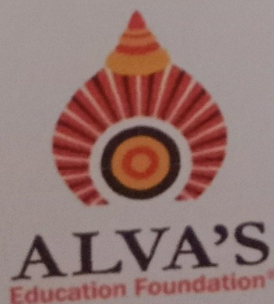
A1ET, MIJAR

EXTERNAL GUIDE

Mr. NAGARAJ SHETTY

PRAKHYATH GARMENTS

VAPI, GUJRAT



PG DEPARTMENT OF BUSINESS ADMINISTRATION

ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY

MIJAR, MANGALORE

JULY 2021



Prakhyath Garments

Mob. : 9328894700
9586727118

Manufacturer of Export & READY-MADE GARMENTS

C/o. Kewalkiran Clothing Company Ltd. Plot No. 787/3, 40 Shed Area, Opp. Vico Forge, G.I.D.C., VAPI - 396 195. Gujarat
E-mail : shettynagaraj9@gmail.com

Thursday, 1st April, 2021

To Whomsoever it May Concern

Subject: Internship Completion certificate for Ms. Shetty Krithi Krishnakumar

Dear Sir/ Madam,

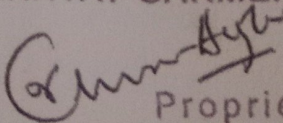
We hereby state on record that Ms. Shetty Krithi Krishnakumar has completed an intership project in our organisation i.e Prakhyath Garments from Wednesday, 24th February, 2021 to Thursday, 1st April, 2021 and the location of internship was Vapi, Gujarat.

During this period of internship, she has successfully met the objectives of the internship as set at the beginning of the internship. We found her to be hard working and resourceful.

We wish Ms. Shetty Krithi Krishnakumar all success in future endeavours.

Thanking you
Yours Sincerely

For PRAKHYAT GARMENTS


Proprietor

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.

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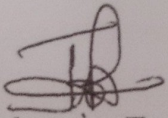
Email : principalaiet08@gmail.com, Web:www.aiet.org.in

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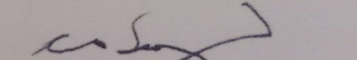
20 July 2021

CERTIFICATE

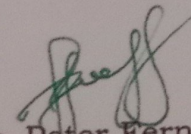
This is to certify that **SHETTY KRITHI KRISHNAKUMAR** bearing USN **4AL19MBA68**, a bonafide student of PG Department of Business Administration of Alva's Institute of Engineering and Technology, Mijar, affiliated to Visvesvaraya Technological University, Belagavi. The project report titled "**A STUDY ON EMPLOYEE WELFARE MEASURES AND ITS IMPACT ON EMPLOYEE JOB SATISFACTION WITH SPECIAL REFERENCE TO PRAKHYATH GARMENTS, VAPI**" is prepared by her under the guidance of Mr. 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.



Mr. Johnson Fernandes
Internal Guide



Dr. Claret Mendonca
HOD



Dr. Peter Fernandes
Principal

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

Viva-Voce Examination

Date:

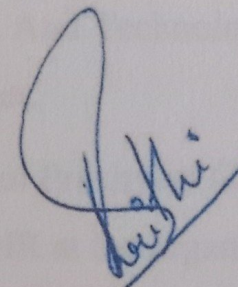
Signature of Internal Examiner
Name & affiliation

Signature of External Examiner
Name & affiliation

DECLARATION

I, **SHETTY KRITHI KRISHNAKUMAR**, hereby declare that the report entitled "study on employee welfare measures and its impact on employee job satisfaction" with reference to Prakhyath Garments is prepared by me under the guidance of **Mr. Johnson Fernandes**, Assistant Professor, Department of Business Administration, Alva's Institute of Engineering and Technology, and external assistance by **Mr. Nagaraj Shetty**, proprietor of Prakhyath garments, Vapi, Gujarat. 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 or institution.



DATE: 22/07/2021

Signature of student

Place: MOODBIDRI

ACKNOWLEDGEMENT

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

Firstly, I would like to thank my parents for inspiring me to choose this course in this institute. I am indebted to them for their support throughout my life. I would also like to thank my sister for her love and support. My heartfelt gratitude to the HOD **Dr. Claret Mendonca**, Professor, Department of Business Administration and Alva's Institute of Engineering and Technology, Moodbidri for providing me an opportunity to complete the study.

I am extremely grateful to the Management of Prakhyath garments for giving me this opportunity to pursue my internship. This internship would not have been a successful one without the guidance of **Mr. Johnson Fernandes**, Assistant Professor, Department of Business Administration Alva's Institute of Engineering And Technology, Mijar. His feedback and solutions have greatly helped me in this project.

I express my gratitude to **Mr. Nagaraj Shetty**, proprietor of Prakhyath Garments, Vapi, Guja at, for guiding and teaching me the core concepts of HR at the organizational level. I am thankful for his feedback during my time at Prakhyath garments. I am thankful to all the employees and staff of the same whom I have made valuable contact with, and who have developed my learning experience there.

I am thankful to my group mates at Prakhyath garments, who have come from different institutes and shared their ideas and learning with me, during this period. Also, I would like my classmates at Alva's who have given me constant feedback into making me better at a professional level.

Thank You,

Shetty Krithi Krishnakumar

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EXECUTIVE SUMMARY

A project titled "A study on employee welfare measures and its impact on employee job satisfaction with special reference to Prakhyath Garments, Vapi, Gujarat" . The main intention of this study is to understand the employee satisfaction by welfare measures in the organization. The primary information was obtained by questionnaire which consists of openend questions and close end questions and company's proof are used as a resource of secondary data. This study used the simple analytical methods like pie charts to examine the data collected.

The organization tries to prove all types of services it will helpful to the company as well as employees. This is not only for the satisfaction but try to progress the talent of the mutual employees and the company. If the capacity of the employees and the organization develop than they can face struggle easily.

In this study it was found that welfare measures are provided by the organization is successfully satisfied by their employees. In this study, methods were used that welfare Measures are provided by the organization are good, Trustworthy, Compassion and tangibles, based on these dimension questionnaires are prepared. In this analysis it is found that employees are well satisfied by these measures and that leads to preserve the employees in the organization for upcoming.