



SRI VENKATESWARA

COLLEGE OF ENGINEERING AND TECHNOLOGY

Thirupachur-631203, Tiruvallur TK & DT
Approved by AICTE New Delhi & Affiliated to Anna University, Chennai
(A Telugu Minority Institution)

List of Students Under taking Project /Work for the Academic Year 2022-2023

Program Name: Master of Business Administration

PROJECT BATCH LIST 2022-2023

S. N O	REGISTER NUMBER	STUDENTS NAME	PROJECT TITLE	NAME OF THE GUIDE
1.	112421631001	AARTHI S	A study on recruitment and interviewing process in five star business finance lmt	Mrs.G.Priya
2.	112421631003	ADHISAYA IMMANUVEL S	A study of managing the relationship between the employer and employee in the reliance retail market	Mrs.B.Sowndarya
3.	112421631004	ALAGENDIRAN U	To study the employees performance appraisal in the reliance retail market	Mrs.B.Sowndarya
4.	112421631006	ARUNRAJ R	A study on employee attrition worked in I logix innovative solution	Mrs.B.Sowndarya
5.	112421631007	ASHA P	A study on grievances handling methods in five star business finance ltd	Mrs.B.Sowndarya
6.	112421631012	BAVYA K	To study on employee welfare and safety	Mrs.B.Sowndarya
7.	112421631014	BHARATHWAJ M	A study on employee motivation in multi tech engineering	Mrs.B.Sowndarya
8.	112421631019	CHARAN R	A study on employee recruitment process at zealous services	Mrs.G.Priya
9.	112421631020	CHITTI BABU M	A study on Effectiveness of ERP supply chain management at HINI autotech pvt ltd	Mrs.B.Sowndarya
10.	112421631022	DEEPAK SELVA KUMAR S	A study on problems encountered in production efficiency of goods and services in shanthy gears Ltd, Chennai	Mrs.G.Priya
11.	112421631023	DHANANJAYAN R	A study on mentoring in industries with reference to royal Enfield pvt ltd	Mrs.B.Sowndarya
12.	112421631027	FRANKLIN MESHAK R	Information of risk management in net gene	Mrs.B.Sowndarya
13.	112421631028	GAYATHRI R	A study of working capital management	Mrs.B.Sowndarya
14.	112421631029	GIRIDHAR M	Study of job satisfaction of employees in public and private sector in India at Sutherland global services	Mrs.B.Sowndarya
15.	112421631030	GOMATHI R	A study on performance appraisal at zinnov management consulting pvt ltd	Mrs.B.Sowndarya
16.	112421631031	GOWSHIK HARI SIDDHARTH M	A study analysis of employee training needs on smslabs	Mrs.B.Sowndarya
17.	112421631032	GOWTHAMY G	A study on stress management in st antony's hospital	Mrs.G.Priya
18.	112421631034	HARINATH.T	A study on recruitment and interviewing process in Triton it solution	Mrs.G.Priya
19.	112421631035	GADESH M	A study on the consumer behaviour process	Mrs.G.Priya



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			at automotive components technology India pvt ltd.	
20.	112421631037	JAYASHREE P	A study on marketing strategies at royal Enfield PVT LTD	Mrs.G.Priya
21.	112421631038	JAYASREE J	Title of the project with company name	Mrs.G.Priya
22.	112421631039	KAAVIN RAJ M	A study on the job satisfaction at belt India conveyor service pvt ltd	Mrs.B.Sowndarya
23.	112421631048	LAKSHANYA.K	A study on Adrian analysis at zinnov management consulting PVT. LTD	Mrs.G.Priya
24.	112421631049	LAVANYA J	A study on employee compensation in I logix	Mrs.G.Priya
25.	112421631050	LOKESH P	A study on project scheduling manufacturing at woosu India pvt Ltd	Mrs.G.Priya
26.	112421631051	LOKESHWARAN S	A study on human resources information system in atriums stamping pvt	Mrs.G.Priya
27.	112421631052	MALINI R	A study on wok life balance among employees at metal scope India pvt ltd	Mrs.G.Priya
28.	112421631054	MOHANSUNDARI.S	A study on job satisfaction of employees at win industries pvt ltd	Mrs.G.Priya
29.	112421631055	MONISHA M	Statistical methods to enhance efficiency in organizational processes in cratoflow India pvt LTD	Mrs.G.Priya
30.	112421631057	MUGILARASAN V	A study on work like balance of employees with special reference to sathya auto pvt ltd	Mrs.G.Priya
31.	112421631058	MUTHULAKSHMI S	A study on recruitment and selection trends in net gene technologies. Chennai	Mrs.G.Priya
32.	112421631073	PRASHANTH E	Improving customer experience using predictive analysis and machine learning in net gene technologies. Chennai	Ms.Hemalatha
33.	112421631074	PRAVEENA R	A Study on supply chain management in FABS ANDGLAZE	Ms.Hemalatha
34.	112421631075	PRAVITHALAKSHMI C	A study on inventory forecasting using predictive business analytics at NRM concrete products	Ms.Hemalatha
35.	112421631076	PREETHA R	A study on the effectiveness of training and development in sri balaji casting pvt ltd	Ms.Hemalatha
36.	112421631082	RAJKUMAR R	A study on job satisfaction with reference to sathya auto pvt ltd	Ms.Hemalatha
37.	112421631087	SAKTHI D	A study on employee welfare in daebu automotive India pvt ltd	Ms.Hemalatha
38.	112421631092	SARAVANAN E	A study on the efficiency of production function after implementing sap in material requirement planning module at automotive components technology India pvt ltd	Ms.Hemalatha
39.	112421631093	SATHISH K	A study on employee performance appraisal in net gene technology	Ms.D.Idhu



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Thirupachur, Tiruvallur - 631 203



**A STUDY ON MARKETING STRATEGY AT
ROYAL ENFIELD PVT LTD.**

By

JAYASHRI P
Reg no: 112421631037
of

**SRI VENKATESWARA COLLEGE OF ENGINEERING AND
TECHNOLOGY**

A PROJECT REPORT

Submitted to the

FACULTY OF MANAGEMENT STUDIES

In Partial Fulfillment of the
Requirement for the Award of the

Degree

Of

MASTER OF BUSINESS ADMINISTRATION

In

(MARKETING)



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Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

**ANNA UNIVERSITY
CHENNAI-25**

MAY 2023

BONAFIDE CERTIFICATE

Certified that this project report Titled "A STUDY ON MARKETING STRATEGY AT ROYAL ENFIELD PVT LTD" is a bonafide work of JAYASHRI P (Reg.No:112421631037) who carried out the research under my supervision. Certified further, that to the best of my knowledge, the work reported here in does not form part of any other project report or dissertation on the basis of which a degree or award was conferred an earlier occasion on this or any candidate.

Head of the Department
Department of Management Studies
Sri Venkateswara College of
Engineering & Technology,
Thirupachur, Thiruvallur District - 631203.

HEAD OF THE DEPARTMENT

SUPERVISOR/GUIDE



COLLEGE SEAL WITH DATE:

Submitted to project evaluation held on 12/07/2023 At Sri Venkateswara College of Engineering & Technology, Thirupachur Thiruvallur.



E. Senthil
12/07/2023
INTERNAL EXAMINER

R. Arjun 12/07/23
EXTERNAL EXAMINER

ii
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Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631203

ACKNOWLEDGEMENT


It is my great pleasure to regard my deep sense of gratitude to Honorable Chairman Dr. S.K PURUSHOTHAMAN., M.E Ph.D. and the principal Dr. S.PALANI M.E, Ph.D of SRI VENKATESWARA COLLEGE OF ENGINEERING AND TECHNOLOGY THIRUPACHUR, THIRUVALLUR for the patronage and all the facilities offered.

I take my immense pleasure in expressing my sincere thanks to Mr.D.BABU, MBA, Mphil (Ph.D) project coordinator Head - Department of management studies, Sri Venkateswara college of Engineering and Technology, Thirupachur, Thiruvallur, who has certainly helped in doing this project.

I sincerely thankful to for his valuable guidance to me for doing this project. Also acknowledge profound of gratitude and sincere thanks to all my faculty members of Management Studies. I would like to thank my project guide (Mrs. G. PRIYA., MBA) of Management studies, Sri Venkateswara College of Engineering and Technology, Thirupachur, Thiruvallur.

I would like to express my deep sense of gratitude and heartfelt thanks to Mr. H. GOWTHAM (Sales Manager on ROYAL ENFIELD PVT LTD.) for their unflinching help, enthusiastic involvement, in valuable guidance and suggestion given to me in every stage of my project work. I also thank all the faculty members for giving the necessary support in all forms whenever I need them. I thank my classmates aspiring to be managers who have taken their best of efforts to present this study in a way they can follow and derive maximum benefits. Above all by no means the least I thank god almighty for being with me from the day one.




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Engineering and Technology
Thirupachur, Thiruvallur - 631 203


ABSTRACT

Marketing strategy is one of the important factors which have drawn attention of managers in the organization as well as academicians. Various studies have been conducted to find out the factors which determine marketing strategy and the way it influences productivity in the organization. Though there is no conclusive evidence that marketing strategy affects productivity directly since productivity depends on so many variables, it is still a prime concern for managers.

The main objective of the research is to evaluate how marketing factors affect the satisfaction level of employees at Royal Enfield Private Limited. It assesses how far welfare and financial factors motivate the employees in the company. The study also attempts to analyze the opinion of employees towards the working life in the company. The sample size is 150 and the sample area is Chennai.

The present study is conducted with the primary objective to find out the level of satisfied employees at Royal Enfield Private Limited. The data needed for the study is collected from the employees through questionnaire. Descriptive research methodology is used to describe data and characteristics of the population being studied. This study answers who, what, where, when and how. It deals with the facts and characteristics concerning with the individual respondents. Methodology relates to plan of study, which includes steps of data collection, types of questionnaire, process of data and finally interpretation of data. Charts and Tables are prepared for each question in the questionnaire and it is entered in the SPSS for analysis purpose and interpreted with the statistical tools of Chi-Square analysis, Correlation. The collections of data were analyzed, tabulated and interpreted along with the tabulations. The suggestions and conclusions were given in this report for the development of the Company.




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5.3 CONCLUSION

A variety of two wheelers have entered into the two wheeler market. This has increased the competition. Because of competition Sales of two wheelers might have decreased. Therefore, the Enfield Company has to keep in mind the latest competition prevailing in the market while fixing the price of its two wheelers particularly Royal Enfield Bike.

Because of Royal Enfield Company believes in excellence in the technology it has achieved more than one million customer satisfaction within part of the years from its launch. No other India two wheeler company has achieved its progress within short period.

As per the market research carried out by Enfield Company it is found them it is the number one company in two wheeler segment. By considering all the findings of is hope that the company & dealer will sing a sweet song of profit's in future years.




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Thirupachur, Thiruvallur - 631 203



**A STUDY ON ATTRITION ANALYSIS AT ZINNOV MANAAGEMENT
CONSULTING PVT.LTD.**

By

**LAKSHANYA K
112421631048**

of

**SRI VENKATESWARA COLLEGE OF ENGINEERING AND
TECHNOLOGY**

A PROJECT REPORT

Submitted to the

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Of

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In

(OPERATIONS)



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

ANNAUNIVERSITY

CHENNAI-25

MAY2023



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PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203.

ANNAUNIVERSITY

CHENNAI-25

MAY 2023

BONAFIDE CERTIFICATE

Certified that this project report Titled "A STUDY ON ATTRITION ANALYSIS AT ZINNOV MANAGEMENT CONSULTING PVT LTD." is a bonafide work of LAKSHANYA K (112421631048) who carried out the research under my supervision. Certified further, that to the best of my knowledge, the work reported here in does not form part of any other project report or dissertation based on which a degree or award was conferred an earlier occasion on this or any candidate.

~~Head of the Department~~
Department of Management Studies
Sri Venkateswara College of
Engineering & Technology,
Thirupachur, Thiruvallur District - 631203.

HEAD OF THE DEPARTMENT

SUPERVISOR/GUIDE



COLLECT SEAL WITH DATE:

Submitted to project evaluation held on 12/07/2023 At Sri Venkateswara College of Engineering & Technology, Thirupachur Thiruvallur.



R. Sathya
12/07/2023
INTERNAL EXAMINER

[Signature]
PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631203

[Signature] 12/07/23
EXTERNAL EXAMINER

ACKNOWLEDGEMENT

It is my great pleasure to regard my deep sense of gratitude to Honorable Chairman **Dr. S.K PURUSHOTHAMAN., M.E Ph.D.** and the principal **Dr. S.PALANI M.E, Ph.D** of **SRI VENKATESWARA COLLEGE OF ENGINEERING AND TECHNOLOGY THIRUPACHUR, THIRUVALLUR** for the patronage and all the facilities offered.

I take my immense pleasure in expressing my sincere thanks to **Mr.D.BABU,MBA,Mphil (Ph.D)** project coordinator Head - Department of management studies, Sri Venkateswara college of Engineering and Technology, Thirupachur, Thiruvallur, who has certainly helped in doing this project.

I am sincerely thankful to her for her valuable guidance to me for doing this project. Also acknowledge profound gratitude and sincere thanks to all my faculty members of Management Studies. I would like to thank my project guide (**Mrs. PRIYA G MBA**) of Management studies, Sri Venkateswara College of Engineering and Technology, Thirupachur, Thiruvallur.

I would like to express my deep sense of gratitude and heartfelt thanks to (**Mrs .RAJALAKSHMI HR** for their unflinching help, enthusiastic involvement, valuable guidance and suggestion given to me in every stage of my project work. I also thank all the faculty members for giving the necessary support in all forms whenever I need them. I thank my classmates aspiring to be managers who have taken their best of efforts to present this study in a way they can follow and derive maximum benefits. It means the least I thank God almighty for being with me from the day



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Sri Venkateswara College of Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

5.3. CONCLUSION

Through this study I conclude that company productivity is based on employee performance. The effective and experienced employees are only able to provide satisfied service and maximize profitability. So, the management should take necessary steps to retain long run by implementing strategies regarding attrition among employees. This study reveals that most of the employees are satisfied with:

1. Working hours,
2. Providing adequate tools and equipments ,
3. Welfare and safety measures,
4. Working environment,
5. Treating employees in respectful way, and
6. Conducting performance appraisal without bias and providing job security.

The factors are analyzed through statistical tools and the final outcomes are presented. The factors which mainly need to be improved are:

1. Workload,
2. Relationship between supervisor, and
3. Career development.

The factors which mainly to be monitored on attrition among employees are:

1. Improving food quality,
2. Accommodation facility, and

This study finally concluded that continuous monitoring of above factors will overcome the attrition rate and helps to retain employees for longer period




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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



A STUDY ON EMPLOYEE COMPENSATION IN I LOGIX

By

LAVANYA.J
(112421631049)

of

SRI VENKATESWARA COLLEGE OF ENGINEERING AND TECHNOLOGY
A PROJECT REPORT

Submitted to the

FACULTY OF MANAGEMENT STUDIES

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In



(HUMAN RESOURCES)

ANNAUNIVERSITYCHENNAI-25

MAY2023



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Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

BONAFIDE CERTIFICATE

Certified that this project report Titled " A STUDY ON EMPLOYEE COMPENSATION IN I LOGIX " is a bonafide work of LAVANYA.J (112421631049) who carried out the research under my supervision. Certified further, that to the best of my knowledge, the work reported here in does not form part of any other project report or dissertation on the basis of which a degree or award was conferred an earlier occasion on this or any candidate.

Head of the Department
Department of Management Studies
Sri Venkateswara College of
Engineering & Technology,
Thirupachur, Thiruvallur District - 631203.
HEAD OF THE DEPARTMENT

SUPERVISOR/GUIDE



COLLEGE SEAL WITH DATE:

Submitted to project evaluation held on 12.07.2023 at Sri Venkateswara College of Engineering & Technology, Thirupachur Thiruvallur.

B. Senthil
12/07/2023
INTERNAL EXAMINER



R. Anand
12/07/23
PRINCIPAL EXTERNAL EXAMINER
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631203

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I would like to express my deep sense of gratitude and heartfelt thanks to **Mr.Loganathan.D (H.R Manager)** for their unflinching help, enthusiastic involvement, in valuable guidance and suggestion given to me in every stage of my project work. I also thank all the faculty members for giving the necessary support in all forms whenever I need them. I thank my classmates aspiring to be managers who have taken their best of efforts to present this study in a way they can follow and derive maximum benefits. Above all by no means the least I thank god almighty for being with me from the day one.



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ABSTRACT

Compensation is a systematic approach to providing monetary value to employees in exchange for work performed. Compensation may achieve several purposes assisting in recruitment, job performance, and job satisfaction. Compensation of employees (CE) is a statistical term used in national accounts, balance of payments statistics and sometimes in corporate accounts as well. It refers basically to the total gross (pre-tax) wages paid by employers to employees for work done in an accounting period, such as a quarter or a year. From a manager's point of view, the compensation package offered to a company's employees is essential not only because it costs money, but because it is likely to be the primary reason the employees work for the firm. Compensation packages with good pay and advantages can help attract and retain the best employees.



A handwritten signature in green ink, consisting of a large, stylized 'S' followed by a smaller 'V' and a flourish.

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Thirupachur, Thiruvallur - 631 203**

5.3 CONCLUSION:

Compensation, incentives, benefits and safety/ health concern is an interesting area in human resource to study. In the modern workplace, compensation is very important as it aims at improving job satisfaction and also the staff morale. Incentives tend to raise the self-esteem of the workers and at the same time makes the workers be proud of the organization they are working for. Provision of incentives day in day out helps to attract more qualified personnel to the company which will, in turn, raise the company competitiveness in the market. Benefits that are often directed to the workers is also important when it comes to propagating staff morale. Giving benefits such as health insurance and family free time helps workers to energize and become more productive once they are back in the workplace. Safety/ health concerns also matter a lot since when workers know that the employer is concerned about their welfare, they are able to accomplish their duties with no or less fear. Compensation, incentives, benefits and safety/health concerns are very important in any modern workplace and all the managers across the globe need to consider this. Attending to the employees in the appropriate manner will help to attract more qualified staff to the organization and also help to retain the existing staff altogether.




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Thirupachur, Thiruvallur - 631 208



**A STUDY ON PROJECT SCHEDULE MANUFACTURING
AT WOOSU INDIA PVT LTD.,**

By

**LOKESH.P
112421631050**

of

**SRI VENKATESWARA COLLEGE OF ENGINEERING AND
TECHNOLOGY**

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(OPERATIONS)



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631203

ANNA UNIVERSITY

CHENNAI-25

MAY 2023

BONAFIDE CERTIFICATE

Certified that this project report Titled "A STUDY ON PROJECT SCHEDULING MANUFACTURING " is a bonafide work of **LOKESH P(112421631050)** who carried out the research under my supervision. Certified further, that to the best of my knowledge, the work reported here in does not form part of any other project report or dissertation on the basis of which a degree or award was conferred an earlier occasion on this or any candidate.

Head of the Department
Department of Management Studies
Sri Venkateswara College of
Engineering & Technology,
Thirupachur, Thiruvallur District - 631203.
HEAD OF THE DEPARTMENT

SUPERVISOR GUIDE



COLLEGE SEAL WITH DATE:

Submitted to project evaluation held on 12-07-2023 At Sri Venkateswara College of Engineering & Technology, Thirupachur Thiruvallur.

A handwritten signature in green ink, appearing to be "S. S. S.", written over the printed name of the Principal.

PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631203

B. Senthil
12/07/2023
INTERNAL EXAMINER



R. Senthil
12/07/23
EXTERNAL EXAMINER

ACKNOWLEDGEMENT

It is my great pleasure to regard my deep sense of gratitude to Honorable Chairman **Dr. B.K. PURUSHOTHAMAN., M.E Ph.D.** and the principal **Dr. S.PALANI M.E., Ph.D** of **SRI VENKATESWARA COLLEGE OF ENGINEERING AND TECHNOLOGY THIRUPACHUR THIRUVALLUR** for the patronage and all the facilities offered.

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I would like to express my deep sense of gratitude and heartfelt thanks to Mr. R.NITHISH (PROJECT MANAGER) for their unflinching help, enthusiastic involvement, in valuable guidance and suggestion given to me in every stage of my project work. I also thank all the faculty members for giving the necessary support in all forms whenever I need them. I thank my classmates aspiring to be managers who have taken their best of efforts to present this study in a way they can follow and derive maximum benefits. Above all by no means the least I thank god almighty for being with me from the day one.



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Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

ABSTRACT

"A STUDY ON PROJECT SCHEDULE MANUFACTURING AT WOOSU INDIA PVT LTD.,

The study is attempted to analyse the impact of project scheduling in manufacturing performance the objective of the study are the factors causing occupational scheduling, impact of step to correct it.

Researcher used descriptive research for this research work. A sample size of 150 respondents was taken for the study. Primary data is collected from the employee through the standard questionnaire framed on the basis of objective. Secondary data are collected from magazines, newspaper websites, statistical tools like percentage analysis, chi-square test and correlation method are used for the data analysis and data interpretation.

From this study is found that majority of the employee medial level of scheduling plan and also finding are listed. Based upon the finding, suggestion are also given to the organization to overcome the impacts caused by project scheduling.




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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

CHAPTER V

SUMMARY AND CONCLUSION

FINDINGS :

From the study conducted the following fact have observed;

- ✓ The woosu employee average skilled employee. regular trine to plan complete.
- ✓ Job related idea and demo video and customer assembly condition not ideas.
- ✓ Quality is not perfect working procedure.
- ✓ Not develop and routine old method and unfollow step by step work.
- ✓ Raw material move slowly
- ✓ Management team any problem instant solution only.




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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



**A STUDY ON HUMAN RESOURCES INFORMATION SYSTEM IN
ASTRUM STAMPING PRIVATE LIMITED**

By

**LOKESHWARAN. S
112421631051**

of

**SRI VENKATESWARA COLLEGE OF ENGINEERING AND
TECHNOLOGY**

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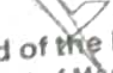
MAY 2023



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

BONAFIDE CERTIFICATE

Certified that this project report Titled "A STUDY ON HUMAN RESOURCES INFORMATION SYSTEM IN ASTRUM STAMPING PVT LTD" is a Bonafide work of LOKESHWARAN S (112421631051) who carried out the research under my supervision. Certified further, that to the best of my knowledge, the work reported here in does not form part of any other project report or dissertation on the basis of which a degree or award was conferred an earlier occasion on this or any candidate.


Head of the Department
Department of Management Studies
Sri Venkateswara College of
Engineering & Technology,
Thirupachur, Thiruvallur District - 631203.

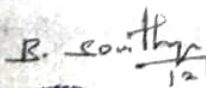
HEAD OF THE DEPARTMENT


SUPERVISOR/GUIDE



COLLEGE SEAL WITH DATE:

Submitted to project evaluation held on 12/07/2023 -----At
Sri Venkateswara College of Engineering & Technology, Thirupachur Thiruvallur.


INTERNAL EXAMINER




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203


EXTERNAL EXAMINER

ACKNOWLEDGEMENT

It is my great pleasure to regard my deep sense of gratitude to Honorable Chairman **Dr. S.K. PURUSHOTHAMAN., M.E Ph.D.** and the principal **Dr. S.PALANI M.E, Ph.D.** of **SRI VENKATESWARA COLLEGE OF ENGINEERING AND TECHNOLOGY THIRUPACHUR THIRUVALLUR** for the patronage and all the facilities offered.

I take my immense pleasure in expressing my sincere thanks to **Mr. D. BABU, MBA, M.Phil. (Ph.D.)** project coordinator Head - Department of management studies, Sri Venkateswara college of Engineering and Technology, Thirupachur, Thiruvallur, who has certainly helped in doing this project.

I sincerely thankful to for his valuable guidance to me for doing this project. Also acknowledge profound of gratitude and sincere thanks to all my faculty members of Management Studies. I would like to thank my project guide **MRS. PRIYA G, MBA** of Management studies, Sri Venkateswara College of Engineering and Technology, Thirupachur, Thiruvallur.

I would like to express my deep sense of gratitude and heartfelt thanks to **(MR. P RAMESH PROJECT MANAGER ASTRUM STAMPING PVT LTD)** for their unflinching help, enthusiastic involvement, in valuable guidance and suggestion given to me in every stage of my project work. I also thank all the faculty members for giving the necessary support in all forms whenever I need them. I thank my classmates aspiring to be managers who have taken their best of efforts to present this study in a way they can follow and derive maximum benefits. Above all by no means the least I thank god almighty for being with me from the day one.




PRINCIPAL
**Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203**

ABSTRACT

The present study of research entitled, "A STUDY OF HUMAN RESOURCES INFORMATION SYSTEM (HRIS)" and understand the behavioral pattern of investment and the difference in perception of an individual INFORMATION SYSTEM".

Many well-known examples of the use of information technology as a competitive advantage include systems that connect the company to suppliers, distribution networks or customers. In general, these systems use information or computing resources of one organization to enhance the efficiency of another or to enhance relationships between organizations. Declining the cost of collecting and using information has combined with rising competitive pressures to drive various developments in the use of information to generate value. Ideas donot constitute a process that leads inexorably to a competitive advantage.




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Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

CONCLUSION

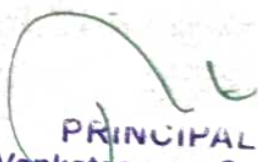
The focus of this study was to gain an insight into the impact of HRIS on HR department's performance and then to study the satisfaction level of the HR employees with the existing HRIS. A study on the HRIS level was made within the HR department was determined.

The performance criteria of HRIS function and its impact on the performance of the HR department's functions, pertaining to the time and quality was determined. A vast majority of the survey respondents indicated that HRIS was used mainly for administrative purposes, that is, it played a traditional support role.

Majority of the HR department employees were satisfied with the existing HRIS and perceived that the HRIS provided better HR information and improved the effectiveness of the HR department by automating administrative tasks. All the employees stated that SAP was the best ERP package

The tool which was used for the data analysis and interpretation is: Chi- square test and Correlation Analysis.




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



**A STUDY ON JOB SATISFACTION OF EMPLOYEES AT
WIN WIN INDUSTRIES PRIVATE LIMITED**

By

S. MOHANA SUNDARI

Reg. No: 112421631054

of

**SRI VENKATESWARA COLLEGE OF ENGINEERING AND
TECHNOLOGY**

A PROJECT REPORT

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FACULTY OF MANAGEMENT STUDIES

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Degree

of

MASTER OF BUSINESS ADMINISTRATION

In

(HUMAN RESOURCE)




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203


ANNA UNIVERSITY

CHENNAI - 25

MAY 2023

BONAFIDE CERTIFICATE

Certified that this project report titled "A STUDY ON JOB SATISFACTION OF EMPLOYEES AT WIN WIN INDUSTRIES PRIVATE LIMITED" is a bonafide work of MOHANA SUNDARI S (Reg. No: 112421631054) who carried out the research under my supervision. Certified further, that to the best of my knowledge, the work reported here in does not form part of any other project report or dissertation on the basis of which a degree or award was conferred an earlier occasion on this or any candidate.


Head of the Department
Department of Management Studies
Sri Venkateswara College of
Engineering & Technology,
Thirupachur, Thiruvallur District - 631 203.

HEAD OF THE DEPARTMENT


SUPERVISOR/GUIDE




COLLEGE SEAL WITH DATE:

Submitted to project evaluation held on 12/07/2023 At Sri Venkateswara College of Engineering & Technology, Thirupachur, Thiruvallur.




INTERNAL EXAMINER


PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203
EXTERNAL EXAMINER

ACKNOWLEDGEMENT

It is my great pleasure to regard my deep sense of gratitude to Honorable Chairman **Dr. S.K. PURUSHOTHAMAN., M.E, Ph.D.** and the principal **Mr. S. PALANI., M.E, (PhD)** of **SRI VENKATESWARA COLLEGE OF ENGINEERING AND TECHNOLOGY THIRUPACHUR THIRUVALLUR** for the patronage and all the facilities offered.

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I sincerely thankful to for his valuable guidance to me for doing this project. Also acknowledge profound of gratitude and sincere thanks to all my faculty members of Management Studies. I would like to thank my project guide **Mrs. G. PRIYA., MBA** of Management Studies, Sri Venkateswara College of Engineering and Technology, Thirupachur, Thiruvallur.

I would like to express my deep sense of gratitude and heart full thanks to **Mr. L. SHANKAR., HR.** **Mr. VENKATESAN** for their unflinching help, enthusiastic involvement, in valuable guidance and suggestion given to me in every stage of my project work. I also thank all the faculty members for giving the necessary support in all forms whenever I need them. I thank my classmates aspiring to be managers who have taken their best of efforts to present this study in a way they can follow and derive maximum benefits. Above all by no means the least I thank god almighty for being with me from the day one.




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Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

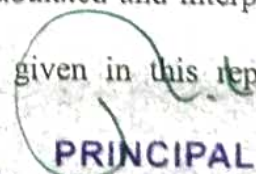
ABSTRACT

Job satisfaction is one of the important factors which have drawn attention of managers in the organization as well as academicians. Various studies have been conducted to find out the factors which determine job satisfaction and the way it influences productivity in the organization. Though there is no conclusive evidence that job satisfaction affects productivity directly since productivity depends on so many variables, it is still a prime concern for managers.

The main objective of the research is to evaluate how human resource factors affect the satisfaction level of employees at Win win industries Private Limited. It assesses how far welfare and financial factors motivate the employees in the company. The study also attempts to analyze the opinion of employees towards the working life in the company. The sample size is 264 and the sample area is Chennai.

The present study is conducted with the primary objective to find out the level of satisfied employees at Win win industries Private Limited. The data needed for the study is collected from the employees through questionnaire. Descriptive research methodology is used to describe data and characteristics of the population being studied. This study answers who, what, where, when and how. It deals with the facts and characteristics concerning with the individual respondents. Methodology relates to plan of study, which includes steps of data collection, types of questionnaire, process of data and finally interpretation of data. Charts and Tables are prepared for each question in the questionnaire and it is entered in the SPSS for analysis purpose and interpreted with the statistical tools of Chi-Square analysis, Correlation and One way Anova. The collections of data were analysed, tabulated and interpreted along with the tabulations. The suggestions and conclusions were given in this report for the development of the Company.




PRINCIPAL

Sri Venkateswara College of
Engineering and Technology.
Thirupachur, Thiruvallur - 831 203


CONCLUSION

In the today's competitive world it becomes very important for a company to be ahead than its competitors as much as possible. A company can have advantage and be ahead of its competitors by having best and talented employees working with them. This alone can make lot of difference and will help the company in long run. It becomes very important for the company only if all the employees satisfied.

As with the increase in employee's satisfaction, level of productivity also increases. The primary objective of the study is to understand the job satisfaction of employees in HR Consultancy. The scope of this study is it will help to understand exactly what matters most to your employees. The study on job satisfaction will help the company to understand what are the major factors which lead to satisfaction and dissatisfaction of employees in an organization.

The company will also understand how employee satisfaction has a direct and positive impact on productivity which in turn leads to organization profits. This study will help academicians and research students to explore more deeply about the satisfaction level of employees in job. On the bases of findings necessary recommendations has been made which will help management to improve satisfaction level of their employees. It has been observed that overall employees are happy working in their current factory they also believes that they have an opportunity for personal growth and development.




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



**STATISTICAL METHODS TO ENHANCE EFFICIENCY IN
ORGANIZATIONAL PROCESSES IN CRATOFLOW INDIA PVT LIMITED**

By

**MONISHA.M
(112421631055)**

of

SRI VENKATESWARA COLLEGE OF ENGINEERING AND TECHNOLOGY

A PROJECT REPORT

Submitted to the

FACULTY OF MANAGEMENT STUDIES

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Degree

Of

MASTER OF BUSINESS ADMINISTRATION



In

(HUMAN RESOURCES)



ANNAUNIVERSITY

CHENNAI-25

MAY2023

PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

BONAFIDE CERTIFICATE

Certified that this project report Titled "STATISTICAL METHODS TO ENHANCE EFFICIENCY IN ORGANIZATIONAL PROCESSES IN CRATOFLOW INDIA PVT LIMITED" is a bonafide work of MONISHA .M (1124241631055) who carried out the research under my supervision. Certified further, that to the best of my knowledge, the work reported here in does not form part of any other project report or dissertation on the basis of which a degree or award was conferred an earlier occasion on this or any candidate.

Head of the Department
Department of Management Studies
Sri Venkateswara College of
Engineering & Technology
Thirupachur, Thiruvallur District - 631203

HEAD OF THE DEPARTMENT

SUPERVISOR'S GUIDE



COLLEGE SEAL WITH DATE:

Submitted to project evaluation held on 12/07/2023 At Sri Venkateswara College of Engineering & Technology, Thirupachur Thiruvallur.



PRINCIPAL
Sri Venkateswara College
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

B. Senthil
12/07/2023
INTERNAL EXAMINER

R. [Signature]
12/07/23
EXTERNAL EXAMINER

ACKNOWLEDGEMENT

It is my great pleasure to regard my deep sense of gratitude to Honorable Chairman **Dr. S.K. PURUSHOTHAMAN., M.E Ph.D.** and the principal **Dr. S.PALANI M.E, Ph.D** of **SRI VENKATESWARA COLLEGE OF ENGINEERING AND TECHNOLOGY THIRUPACHUR THIRUVALLUR** for the patronage and all the facilities offered.

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I would like to express my deep sense of gratitude and heartfelt thanks to (**ANAND MURUGAN, CRATOFLOW INDIA PRIVATE LIMITED**) for their unflinching help, enthusiastic involvement, in valuable guidance and suggestion given to me in every stage of my project work. I also thank all the faculty members for giving the necessary support in all forms whenever I need them. I thank my classmates aspiring to be managers who have taken their best of efforts to present this study in a way they can follow and derive maximum benefits. Above all by no means the least I thank god almighty for being with me from the day one.




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

ABSTRACT

The main object of every is to satisfy the stated and implied needs of the customers. To provide quality product within stipulated time it is necessary to improve the working conditions. In order to improve the performance of employee, has to create interesting working environment. A pleasant condition can help improving performance and motivation on the workers. 5S is a system in which to reduce work and optimize productivity and quality through maintaining an orderly work- place. The benefit of good workplace include the prevention of defects; prevention of accidents; and the elimination of time wasted for searching tools, documentation and other ingredients of manufacture. The 5S is the methodology of creation and maintaining well organized, clean, high effective and high quality workplace. Its result is the effective of workplace, elimination of losses connected with failures and breakdowns in machines, improvement of the quality and safety of work.




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Sri Venkateswara College of
Engineering and Technology
Thirupachur, Thiruvallur - 631 203

3.3 CONCLUSION

By studying the 5S methodology we conclude that this technique is very useful and beneficial in Industrial . We also concluded that by implementing 5S we could improve the quality, productivity and efficiency of industrial ; it also has positive effect on overall performance. The 5S is an environmental management tool that may be used to introduce good environmental management practice effectively and subsequently be used to improve environmental performance continually alongside housekeeping and health and safety. The purpose of the 5S is to make the workplace orderly to improve safety and efficiency, reduce the product defect rate and other possible wastes. 5S approach can be easily applied in all organizations due to its simplicity and easy recognition. Whilst the results of the application are obtained rapidly, its sustained implementation is very challenging for an organization. Finally, the organizations need to install a mechanism for evaluating the relative success/performance of 5S initiatives amongst various teams, departments, companies, etc. groups for realisation of organizational goals of sustainability and success over considerable period of time.



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



A Study On Recruitment and interviewing process In
Five star business finance limited

By

S.AARTHI
112421631001

of

**SRI VENKATESWARA COLLEGE OF ENGINEERING AND
TECHNOLOGY**

A PROJECT REPORT

Submitted to the

FACULTY OF MANAGEMENT STUDIES

In Partial Fulfillment of the

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Degree

Of

MASTER OF BUSINESS ADMINISTRATION



In

(Human Resources)



ANNAUNIVERSITY

CHENNAI-25


July 2023

PRINCIPAL

**Sri Venkateswara College of
Engineering and Technology.**
Thirupachur, Thiruvallur - 631 203

BONAFIDE CERTIFICATE

Certified that this project report Titled: A Study On Recruitment and Interviewing process In Five star business finance limited is a bonafide work of S.Aarthi (112421631001) who carried out the research under my supervision. Certified further, that to the best of my knowledge, the work reported here in does not form part of any other project report or dissertation on the basis of which a degree or award was conferred an earlier occasion on this or any candidate.


Head of the Department
Department of Management Studies
Sri Venkateswara College of
Engineering & Technology,
Thirupachur, Thiruvallur District - 631203.

HEAD OF THE DEPARTMENT

SUPERVISOR/GUIDE





COLLEGE SEAL WITH DATE:

Submitted to project evaluation held on 12-07-2023 At Sri Venkateswara College of Engineering & Technology, Thirupachur Thiruvallur.



INTERNAL EXAMINER


PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203


EXTERNAL EXAMINER

ABSTRACT

"recruitment and Interviewing is a process to discover the sources of manpower to meet the requirements for the staff in the organization, schedule and to employ effective measures for attracting that manpower in adequate numbers to facilitate effective selection of an efficient working force." A formal definition of recruitment and selection is: it is the process of finding and attracting capable applicants for employment. The process begins when new recruits are sought and ends when their applications are submitted. The process of recruitment and selection involves planning, strategy development, searching, screening, and control. The sources of recruitment are categorized as internal and external sources.

The essentials of selection are first, the nature of selection, whether faulty or safe and second, the policy of the company and the attitude of the management and third, the length of the probationary or the trial period. The different types of selection tests are Ability tests, Aptitude tests, Personality test, Interest tests, Graphology tests, Medical tests, and Genetic screening. The final decision has to be made from the pool of the individual who pass the tests, interviews, and reference checks and also the HR manager plays the crucial role in the final selection process.

The objective of the study is to interpret the recruitment and selection procedure followed at The organizations and to receive suggestions in the context of giving importance to various aspects that influence recruitment and selection procedure. The methodology includes the ways to collect both the primary and secondary data. Primary data has been collected by Interview, Questionnaire and Secondary data from the Company's website, journals, records, books etc. and the information was analyzed and interpreted.




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

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It is my great pleasure to regard my deep sense of gratitude to Honorable Chairman **Dr. S.K. PURUSHOTHAMAN., M.E Ph.D.** and the principal **Dr. S.PALANI M.E, Ph.D** of **SRI VENKATESWARA COLLEGE OF ENGINEERING AND TECHNOLOGY THIRUPACHUR THIRUVALLUR** for the patronage and all the facilities offered.

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I sincerely thankful to for his valuable guidance to me for doing this project.

Also acknowledge profound of gratitude and sincere thanks to all my faculty members of Management Studies. I would like to thank my project guide **B.Sowndharya** of Management studies, Sri Venkateswara College of Engineering and Technology, Thirupachur, Tiruvallur.

I would like to express my deep sense of gratitude and heartfelt thanks to **G.Mahesh** for their unflinching help, enthusiastic involvement, in valuable guidance and suggestion given to me in every stage of my project work. I also thank all the faculty members for giving the necessary support in all forms whenever I need them. I thank my classmates aspiring to be managers who have taken their best of efforts to present this study in a way that I can now and derive maximum benefits. Above all by no means the least I thank god for being with me from the day one.



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Sri Venkateswara College of
Engineering and Technology -
Thirupachur, Thiruvallur - 631 203

Conclusions


This paper reviewed some of the research papers, articles and reports published during the past ten years of the year 2020. The researcher focused on one of the most important topics of the Human Resources Management Department, which is recruitment and selection processes.

The review provided a detailed overview of both recruitment and selection, and reviewed the procedures and processes that are performed with these tasks according to their nature from one organization to another, but there is a general character or we can say that there is a general framework for carrying out these tasks.

The researcher found through his review of studies and articles that the process of selection and selection is one of the most important jobs that the Human Resources Department claims, and the importance of these jobs lies in being the first source in supplying organizations and companies with the workforce required to achieve the goals of the company.

However, through my reading of some studies that came during the last ten years, I found that this topic did not receive more attention from researchers, but there is a difficulty in obtaining and collecting information related to this topic. Therefore, this review may be useful for future researchers and it will also be my first step for future research, which will address this topic more broadly and accurately.




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Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



**A STUDY ON PROBLEMS ENCOUNTERED IN PRODUCTION EFFICIENCY
OF GOODS AND SERVICES IN SHANTHI GEARS LTD, CHENNAI.**

By

DEEPAK SELVA KUMAR S

(Reg no: 112421631022)

of

**SRI VENKATESWARA COLLEGE OF ENGINEERING AND
TECHNOLOGY**

A PROJECT REPORT

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FACULTY OF MANAGEMENT STUDIES

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Requirement for the Award of the

Degree

Of

MASTER OF BUSINESS ADMINISTRATION

In

(HR OPERATION)



ANNA UNIVERSITY

CHENNAI-25

MAY-2023

PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

BONAFIDE CERTIFICATE

Certified that this project report Titled "A STUDY ON PROBLEMS ENCOUNTERED IN PRODUCTION EFFICIENCY OF GOODS AND SERVICES IN SHANTHI GEARS LTD, CHENNAI" is a bonafide work of DEEPAK SELVA KUMAR.S (112421631022) who carried out the research under my supervision. Certified further, that to the best of my knowledge, the work reported here in does not from part of any other project report or dissertation on the basis of which a degree or award was conferred an earlier occasion on this or any candidate.

B. Senthil
SUPERVISOR/GUIDE



COLLEGE SEAL WITH DATE:

[Signature]
Head of the Department
Department of Management Studies
Sri Venkateswara College of
Engineering & Technology,
Thirupachur, Thiruvallur District - 631 203.
HEAD OF THE DEPARTMENT

Submitted to project evaluation held on 12/07/23 At Sri Venkateswara College of Engineering & Technology, Thirupachur, Thiruvallur.

B. Senthil
INTERNAL EXAMINER



[Signature] 12/07/23
EXTERNAL EXAMINER

PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203,

ABSTRACT

During the manufacturing process, there are many production issues that can occur: poor quality, long lead times, high on-hand inventory, supply chain interruptions, etc. These things all affect the product you're putting out there, which in turn affects the public's perception of your brand. The most common problems tend to fit into four categories. These are Quality problems, Output problems, Cost problems, Management problems: Potential safety hazards. The objective of the study is to analyse the study on problems encountered in production efficiency of goods and services in Shanthi Gears Ltd, Coimbatore. The study based only on the opinion and expectation of employees. Total number of sample taken for the study is 110 respondents. Descriptive research design and Convenience sampling techniques were used for the study. Primary data and secondary data have been used in the study. Simple percentage analysis, chi square analysis and correlation analysis have been applied in this study to reach the finding of the study. It is found that there is positive relationship between age of the respondents and remedial measures to overcome the problems encountered in production efficiency. It is suggested that the system design must be well framed and plant lathe must be well designed for production convenience and the production demands have to be scheduled properly. It must be met by the production department promptly. It is concluded that the top level management must contribute their resources and upgrade their infrastructure to obtain production efficiency. The company must offer frequent training for the employees to attain production efficiency.



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Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

- There must be successful integration of planning, operating and controlling on the organization.
- There must be right person to accomplish the tasks to successfully complete.

5.3 CONCLUSION

Production efficiency in manufacturing is a crucial issue that manufacturing houses grapple with. While the ultimate aim is always to keep the efficiency of production at its largest, it is not the easiest task. Manufacturing companies determine their maximum capacity which they can achieve through their current set of assets. It helps them in determining if they are being efficient with the available resources or if there is a scope to improve production efficiency. It is concluded that the top level management must contribute their resources and upgrade their infrastructure to obtain production efficiency. The company must offer frequent training for the employees to attain production efficiency. There must be successful integration of planning, operating and controlling for production efficiency.




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



TITLE OF THE PROJECT WITH COMPANY NAME

By

J.JAYASTEE

REG NO:112421631038

SRI VENKATESWARA COLLEGE OF ENGINEERING AND
TECHNOLOGY

A PROJECT REPORT

Submitted to the

FACULTY OF MANAGEMENT STUDIES

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Requirement for the Award of the

Degree

Of

MASTER OF BUSINESS ADMINISTRATION



In

(HUMAN RESOURCES)

ANNAUNIVERSITY

CHENNAI-25

MAY2023

PRINCIPAL

Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



BONAFIDE CERTIFICATE

Certified that this project report Titled " CONSUMER BEHAVIOUR DMC AUTOMOTIVE PVT LTD" is bonafide work of **J. JAYASTEE (112421631038)** who carried out the research under my supervision. Certified further, that to the best of my knowledge, the work reported here in does not form part of any other project report or dissertation on the basis of which a degree or award was conferred an earlier occasion on this or any candidate.


Head of the Department
Department of Management Studies
Sri Venkateswara College of
Engineering & Technology,
Thirupachur, Thiruvallur District - 621 203


HEAD OF THE DEPARTMENT

SUPERVISOR/GUIDE



COLLEGE SEAL WITH DATE:

Submitted to project evaluation held on 12.07.2023 At Sri Venkateswara College of Engineering & Technology, Thirupachur Thiruvallur.


INTERNAL EXAMINER




EXTERNAL EXAMINER
PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

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PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

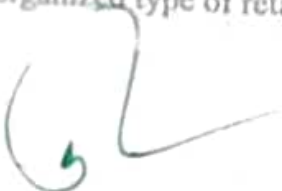
CONCLUSION

The important reason behind studying of consumer behavior is that it plays a significant role in our life. With the help of consumer behaviour study, much of time is saved like thinking at the store, asking help from the retailers, products choosing, etc.

This study discloses the things related to consumer behavior that how a consumer purchases the product in a Big Bazaar mall or at what basis the consumers select the mall like Big Bazaar. This study founds many reasons like infrastructure facility, discounts, offers, availability of products, or variety of products which influence the consumers to select Big Bazaar mall for purchase.

Consumers like the organized type of retailing because it saves their time at shopping time and also gives a value for money feeling. The lifestyle of consumer is totally different currently, consumers don't want to waste their time everyone is busy in this world. Everyone wants new facilities which saves their time so if any kind of facility which helps them they will grab it. In previous time much facility was not there, the income was also less of the consumer as well as the education level, the income level is increases of the consumers and also most of the consumers now highly educated so because of this factors also consumer behaviour changes. The main conclusion comes out from this study of consumer behaviour is that the today's modern life style most numbers of people like organized type of retailing.




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



**A STUDY ON MENTORING IN INDUSTRIES WITH REFERENCE TO
ROYAL ENFIELD PVT LTD.**

By

DHANANJAYAN R
Reg no: 112421631023

OF

**SRI VENKATESWARA COLLEGE OF ENGINEERING AND
TECHNOLOGY**

A PROJECT REPORT

Submitted to the

FACULTY OF MANAGEMENT STUDIES

In Partial Fulfillment of the
Requirement for the Award of the

Degree

Of

MASTER OF BUSINESS ADMINISTRATION

In

(HUMAN RESOURCES)



**ANNA UNIVERSITY
CHENNAI-25
MAY 2023**


PRINCIPAL
**Sri Venkateswara College of
Engineering and Technology,**
Thirupachur, Thiruvallur - 631 203

BONAFIDE CERTIFICATE

Certified that this project report Titled "A STUDY ON MENTORING IN INDUSTRIES WITH REFERENCE TO ROYAL ENFIELD PVT LTD" is a bonafide work of DHANANJAYAN R (Reg.No: 112421631023) who carried out the research under my supervision. Certified further, that to the best of my knowledge, the work reported here in does not form part of any other project report or dissertation on the basis of which a degree or award was conferred an earlier occasion on this or any candidate.


Head of the Department
Department of Management Studies
Sri Venkateswara College of
Engineering & Technology,
Thirupachur, Thiruvallur District - 6312

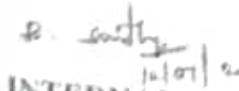
HEAD OF THE DEPARTMENT

SUPERVISOR/GUIDE



COLLEGE SEAL WITH DATE:

Submitted to project evaluation held on 12.07.2023 At Sri Venkateswara College of Engineering & Technology, Thirupachur Thiruvallur.


12/07/2023
INTERNAL EXAMINER




12/07/23
EXTERNAL EXAMINER

PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

ACKNOWLEDGEMENT

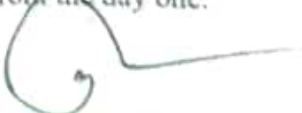
It is my great pleasure to regard my deep sense of gratitude to Honorable Chairman **Dr. S.K PURUSHOTHAMAN., M.E Ph.D.** and the principal **Dr. S.PALANI M.E, Ph.D** of **SRI VENKATESWARA COLLEGE OF ENGINEERING AND TECHNOLOGY THIRUPACHUR THIRUVALLUR** for the patronage and all the facilities offered.

I take my immense pleasure in expressing my sincere thanks to **Mr.D.BABU,MBA,Mphil (Ph.D)** project coordinator Head - Department of management studies, Sri Venkateswara college of Engineering and Technology, Thirupachur, Thiruvallur, who has certainly helped in doing this project.

I sincerely thankful to for his valuable guidance to me for doing this project. Also acknowledge profound of gratitude and sincere thanks to all my faculty members of Management Studies. I would like to thank my project guide (Mrs. **B. SOWNTHARYA., MBA**) of Management studies, Sri Venkateswara College of Engineering and Technology, Thirupachur, Thiruvallur.

I would like to express my deep sense of gratitude and heartfelt thanks to **Mr. H. GOWTHAM** (Sales Manager on **ROYAL ENFIELD PVT LTD.**) for their unflinching help, enthusiastic involvement, in valuable guidance and suggestion given to me in every stage of my project work. I also thank all the faculty members for giving the necessary support in all forms whenever I need them. I thank my classmates aspiring to be managers who have taken their best of efforts to present this study in a way they can follow and derive maximum benefits. Above all by no means the least I thank god almighty for being with me from the day one.




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology.
Thirupachur, Thiruvallur - 631 203

ABSTRACT

Mentoring is one of the important factors which have drawn attention of managers in the organization as well as academicians. Various studies have been conducted to find out the factors which determine mentoring and the way it influences productivity in the organization. Though there is no conclusive evidence that mentoring affects productivity directly since productivity depends on so many variables, it is still a prime concern for managers.

The main objective of the research is to evaluate how marketing factors affect the satisfaction level of employees at Royal Enfield Private Limited. It assesses how far welfare and financial factors motivate the employees in the company. The study also attempts to analyze the opinion of employees towards the working life in the company. The sample size is 150 and the sample area is Chennai.

The present study is conducted with the primary objective to find out the level of satisfied employees at Royal Enfield Private Limited. The data needed for the study is collected from the employees through questionnaire. Descriptive research methodology is used to describe data and characteristics of the population being studied. This study answers who, what, where, when and how. It deals with the facts and characteristics concerning with the individual respondents. Methodology relates to plan of study, which includes steps of data collection, types of questionnaire, process of data and finally interpretation of data. Charts and Tables are prepared for each question in the questionnaire and it is entered in the SPSS for analysis purpose and interpreted with the statistical tools of Chi-Square analysis, Correlation. The collections of data were analyzed, tabulated and interpreted along with the tabulations. The suggestions and conclusions were given in this report for the development of the Company.



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PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

5.3 CONCLUSION

Mentoring is a great way to progress a person's professional and personal development, and helps to create more productive in the organization. It will be rewarding - for the mentor and the mentee. Treat the mentoring relationship with the respect it deserves. Focus the relationship on the mentee's needs, and use the powerful skills of smart questioning, active listening, and value-added feedback to achieve the best outcomes from your mentoring. To keep the mentoring relationship on track, set regular mentor meetings, be honest and open, and don't look for quick fixes. Hence, Mentoring is a long-term commitment which helps the organization to get developed.



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PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



A STUDY ON THE JOB SATISFACTION
AT
BELT INDIA CONVEYOR SERVICE PVT LTD

By

KAAVIN RAJ M
(112421631039)

of

**SRI VENKATESWARA COLLEGE OF ENGINEERING AND
TECHNOLOGY**

A PROJECT REPORT

Submitted to the

FACULTY OF MANAGEMENT STUDIES

In Partial Fulfillment of the Requirement

for the Award of the Degree

Of

MASTER OF BUSINESS ADMINISTRATION

In



(HUMAN RESOURCES)



ANNA UNIVERSITY

CHENNAI-25

MAY 2023

PRINCIPAL
Sri Venkateswara College of
Engineering and Technology
Thirupachur, Thiruvallur District, Tamil Nadu

BONAFIDE CERTIFICATE

Certified that this project report Titled "A STUDY ON THE JOB SATISFACTION AT BELT INDIA CONVEYOR SERVICE PVT LTD " is a bonafide work of KAAVIN RAJ (112421631039) who carried out the research under my supervision. Certified further, that to the best of my knowledge, the work reported here in does not form part of any other project report or dissertation on the basis of which a degree or award was conferred an earlier occasion on this or any candidate.

Head of the Department
Department of Management Studies
Sri Venkateswara College of
Engineering & Technology,
Thirupachur, Thiruvallur District - 631203.

HEAD OF THE DEPARTMENT

SUPERVISOR/GUIDE



COLLEGE SEAL WITH DATE:

Submitted to project evaluation held on 12/07/2023 At Sri Venkateswara College of Engineering & Technology, Thirupachur Thiruvallur.

R. Sathy
12/07/2023
INTERNAL EXAMINER

R. Anand
12/07/23
EXTERNAL EXAMINER



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

ACKNOWLEDGEMENT

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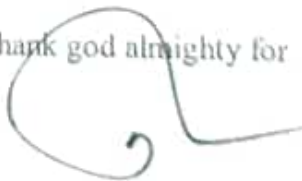
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I would like to express my deep sense of gratitude and heartfelt thanks to **Mr. D SUNDAR RAJ PROJECT MANAGER BELT INDIA CONVEYOR SERVICE** for their unflinching help, enthusiastic involvement, in valuable guidance and suggestion given to me in every stage of my project work. I also thank all the faculty members for giving the necessary support in all forms whenever I need them. I thank my classmates aspiring to be managers who have taken their best of efforts to present this study in a way they can follow and derive maximum benefits. Above all by no means the least I thank god almighty for being with me from the day one.




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur 631 203

ABSTRACT

Job satisfaction is one of the important factors which have drawn attention of managers in the organization as well as academicians. Various studies have been conducted to find out the factors which determine job satisfaction and the way it influences productivity in the organization. Though there is no conclusive evidence that job satisfaction affects productivity directly since productivity depends on so many variables, it is still a prime concern for managers.

The main objective of the research is to evaluate how human resource factors affect the satisfaction level of employees at Belt India Conveyor Service Pvt Ltd. It assesses how far welfare and financial factors motivate the employees in the company. The study also attempts to analyze the opinion of employees towards the working life in the company. The sample size is 264 and the sample area is Asanur.

The present study is conducted with the primary objective to find out the level of satisfied employees at Belt India Conveyor Service Pvt Ltd. The data needed for the study is collected from the employees through questionnaire. Descriptive research methodology is used to describe data and characteristics of the population being studied. This study answers who, what, where, when and how. It deals with the facts and characteristics concerning with the individual respondents. Methodology relates to plan of study, which includes steps of data collection, types of questionnaire, process of data and finally interpretation of data. Charts and Tables are prepared for each question in the questionnaire and it is entered in the SPSS for analysis purpose and interpreted with the statistical tools of Chi-Square analysis, Correlation and One way Anova. The collections of data were analysed, interpreted along with the tabulations. The suggestions and conclusions were reported in this report for the development of the Company.



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Thirupachur

5.3 CONCLUSION

In the today's competitive world it becomes very important for a company to be ahead than its competitors as much as possible. A company can have advantage and be ahead of its competitors by having best and talented employees working with them. This alone can make lot of difference and will help the company in long run. It becomes very important for the company only if all the employees satisfied. As with the increase in employee's satisfaction, level of productivity also increases. The primary objective of the study is to understand the job satisfaction of employees in HR Consultancy. The scope of this study is it will help to understand exactly what matters most to your employees. The study on job satisfaction will help the company to understand what are the major factors which lead to satisfaction and dissatisfaction of employees in an organization. The company will also understand how employee satisfaction has a direct and positive impact on productivity which in turn leads to organization profits. This study will help academicians and research students to explore more deeply about the satisfaction level of employees in job. On the bases of findings necessary recommendations has been made which will help management to improve satisfaction level of their employees. It has been observed that overall employees are happy working in their current factory they also believes that they have an opportunity for personal growth and development.




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



**THE STUDY OF MANAGING THE RELATIONSHIP BETWEEN THE
EMPLOYER AND EMPLOYEE IN THE RELIANCE RETAIL MARKET**

By

**S ADHISAYA IMMANUVEL
112421631003**

of

**SRI VENKATESWARA COLLEGE OF ENGINEERING AND
TECHNOLOGY**

A PROJECT REPORT

Submitted to the

FACULTY OF MANAGEMENT STUDIES

In Partial Fulfillment of the

Requirement for the Award of the

Degree

Of

MASTER OF BUSINESS ADMINISTRATION



In

(OPERATIONS)

ANNAUNIVERSITY

CHENNAI-25

MAY 2023



PRINCIPAL
**Sri Venkateswara College of
Engineering and Technology,**
Thirupachur, Thiruvallur - 631 203

BONAFIDE CERTIFICATE

Certified that this project report Titled "THE STUDY OF MANAGING THE RELATIONSHIP BETWEEN THE EMPLOYER AND EMPLOYEE IN THE RELIANCE RETAIL MARKET" is a Bonafide work of S. ADHISAYA IMMANUVEL (112421631003) who carried out the research under my supervision. Certified further, that to the best of my knowledge, the work reported here in does not form part of any other project report or dissertation on the basis of which a degree or award was conferred an earlier occasion on this or any candidate.

B. Sandhya

SUPERVISOR/GUIDE



COLLEGE SEAL WITH DATE:

[Signature]
Head of the Department
Department of Management Studies
Sri Venkateswara College of
Engineering & Technology,
Thirupachur, Thiruvallur District - 631203.

HEAD OF THE DEPARTMENT

Submitted to project evaluation held on 12/07/23 At Sri Venkateswara College of Engineering & Technology, Thirupachur Thiruvallur.

B. Sandhya
INTERNAL EXAMINER



[Signature]
13/07/23
EXTERNAL EXAMINER
PRINCIPAL

Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

ACKNOWLEDGEMENT

It is my great pleasure to regard my deep sense of gratitude to Honorable Chairman **Dr. S.K PURUSHOTHAMAN., M.E Ph.D.** and the principal **Dr. S.PALANI M.E, Ph.D** of **SRI VENKATESWARA COLLEGE OF ENGINEERING AND TECHNOLOGY THIRUPACHUR THIRUVALLUR** for the patronage and all the facilities offered.

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I sincerely thankful to for his valuable guidance to me for doing this project. Also acknowledge profound of gratitude and sincere thanks to all my faculty members of Management Studies. I would like to thank my project guide (**MRS.SOWNTHARYA.B, MBA**) of Management studies, Sri Venkateswara College of Engineering and Technology, Thirupachur, Thiruvallur.

I would like to express my deep sense of gratitude and heartfelt thanks to (**MR.U. JEEVANANDHAM MANAGER RELIANCE RETAIL MARKET**) for their unflinching help, enthusiastic involvement, in valuable guidance and suggestion given to me in every stage of my project work. I also thank all the faculty members for giving the necessary support in all forms whenever I need them. I thank my classmates aspiring to be managers who have taken their best of efforts to present this study in a way they can follow and derive maximum benefits. Above all by no means the least I thank God almighty for being with me from the day one.



A handwritten signature in green ink, consisting of a large, stylized initial 'S' followed by a horizontal line.

PRINCIPAL
Sri Venkateswara College of
Engineering and Technology.
Thirupachur, Thiruvallur - 631 203

ABSTRACT

In the modern business world, employees are the key players and they have to be satisfied to stabilise the business. Every business man should concentrate in the relationship with their employees, which helps them to attract to work innovatively and initiatively. Welfare measures provided to the customers have to be evaluated and their problems should be cured. In the recent years, the perception and attitude of the employees become different due to the existence of more work load and competition between them. There is a definite need to know about the employees and their needs.

One of the biggest problems is that any employer should have to manage a good relationship with their employees. This is especially true for all business where most likely every employee's need should be well known to the employer. The bottom line is that a good employee-employer relationship management practices is essential to any business. The two best and most significant social value correlates and predictors of employer-employee relationship problems included interpersonal communications; and self-regulation and self-direction. Other significant social value correlates, but not predictors of employer-employee relationship problems were self-presentation; interpersonal trust; peace and security; and general anxiety.

The main objective of the study is to know about the relationship between the employer and employee.



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PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

CONCLUSION

The major purpose of this project is to find a proper solution for employer and employee relationship, the main conclusions were:

- A. From this research it becomes evident that employers and employees can bring benefits for organizations only by a proper relationship conditions.
- B. Organizations can work by strengthening and increasing the relationship between employers and their employees
- C. Sharing goals and values with employees which is considered prerequisite and foundation to improve employees' performance. Shared goals and values has the biggest effect on the employees' performance where employees perform their tasks because they have clear understanding of goals and values.
- D. Training offered by the employers equipped the employees with necessary information and skills on how to go about their daily work activities and help in improving their performance.
- E. Rewards and incentives system in the organizations characterized by its objectivity and transparency where transparent reward and incentive system leads to higher productivity and enhance employees performance.
- F. Communication plays crucial role at organizations and it is one of the most important factors which improve the relationship among employers and employees. When communication is open and transparent, both employers and employees can build high trust in their organization and perceive the organization as being transparent. Effective communication systems and that there is regular feedback from managers that helps to improve work.
- G. Open and clear communication helps employees stay positive, productive and strength relationships and trust
- H. Managers take the opinion of employees into account and let them participate in decision making which made employees trust their managers and to be proud of the organization they work for. So they feel comfortable and do their best in their jobs.
- I. Relationship between the manager and employee affect employees performance where good relationship can earn the loyalty and commitment from the employees when the manager provide steady leadership. Managers should treat the employees fairly and consistently.



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



**TO STUDY THE EMPLOYEE'S PERFORMANCE APPRAISAL IN THE
RELIANCE RETAIL MARKET**

By

**ALAGENDIRAN.U
112421631004**

of

**SRI VENKATESWARA COLLEGE OF ENGINEERING AND
TECHNOLOGY**

A PROJECT REPORT

Submitted to the

FACULTY OF MANAGEMENT STUDIES

In Partial Fulfillment of the

Requirement for the Award of the

Degree

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In

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ANNAUNIVERSITY

CHENNAI-25

MAY 2023



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

BONAFIDE CERTIFICATE

Certified that this project report Titled "TO STUDY THE EMPLOYEE'S PERFORMANCE APPRAISAL IN THE RELIANCE RETAIL MARKET" is a Bonafide work of ALAGENDIRAN.U (112421631004) who carried out the research under my supervision. Certified further, that to the best of my knowledge, the work reported here in does not form part of any other project report or dissertation on the basis of which a degree or award was conferred an earlier occasion on this or any candidate.

B. Southy
SUPERVISOR/GUIDE



COLLEGE SEAL WITH DATE:

Head of the Department
Department of Management Studies
Sri Venkateswara College of
Engineering & Technology,
Thirupachur, Thiruvallur District - 631203.
HEAD OF THE DEPARTMENT

Submitted to project evaluation held on 12/07/23 At Sri Venkateswara College of Engineering & Technology, Thirupachur Thiruvallur.

B. Southy
INTERNAL EXAMINER
Sri Venkateswara College of Engineering & Technology
Thirupachur
Pin : 631 203

PRINCIPAL
EXTERNAL EXAMINER
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

ACKNOWLEDGEMENT

It is my great pleasure to regard my deep sense of gratitude to Honorable Chairman **Dr. S.K PURUSHOTHAMAN., M.E Ph.D.** and the principal **Dr. S.PALANI M.E, Ph.D** of **SRI VENKATESWARA COLLEGE OF ENGINEERING AND TECHNOLOGY THIRUPACHUR THIRUVALLUR** for the patronage and all the facilities offered.

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PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

5.3 CONCLUSION

Performance appraisal system is a systematic assessment of the employee in an organization. The result of such appraisals may lead to moment of the employees to the right place, enhancing the present skills, change the present compensation etc.

As the effect of performance appraisal creates a big change in the professional as well as the appraisal, such appraisal has to be administered in an effective way.

The appraisal system for employee"s in future generally total insurance solution has been studied and it is recommended for further development.

If it is implemented, this may help organization to maintain and enhance the present knowledge for a long time.



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PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



**A STUDY ON EMPLOYEE ATTRITION WORKED IN I LOGIX
INNOVATIVE SOLUTIONS**

R.ARUN RAJ

112421631006

of

**SRI VENKATESWARA COLLEGE OF ENGINEERING
AND TECHNOLOGY**

A PROJECT REPORT

Submitted to the

FACULTY OF MANAGEMENT STUDIES

In Partial Fulfillment of

the Requirement for the Award of

the Degree

Of

MASTER OF BUSINESS ADMINISTRATION



In

HUMAN RESOURCES

**ANNA UNIVERSITY
CHENNAI-25
MAY 2023**



PRINCIPAL
**Sri Venkateswara College of
Engineering and Technology,**
Thirupachur, Thiruvallur - 631 203

BONAFIDECERTIFICATE

Certified that this project report Titled **Employee Attrition** is a bonafide work of **R.ARUN RAJ (112421631006)** who carried out the research under my supervision. Certified further, that to the best of my knowledge, the work reported here in does not from part of any other project report or dissertation on the basis of which a degree or award was conferred an earlier occasion on this or any candidate.

B. Southy

SUPERVISOR/GUIDE



COLLEGE SEAL WITH DATE:

Head of the Department
Department of Management Studies
Sri Venkateswara College of
Engineering & Technology,
Thirupachur, Thiruvallur District - 631203.

HEAD OF THE DEPARTMENT

Submitted to project evaluation held on 12-07-2023

At Sri Venkateswara College of Engineering & Technology,
Thirupachur Thiruvallur.

B. Southy
12/07/2023

INTERNAL EXAMINER



R. Arunraj
12/07/23

EXTERNAL EXAMINER

PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

ACKNOWLEDGEMENT

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I would like to express my deep sense of gratitude and heartfelt thanks to **Prince Jacob J** for their unflinching help, enthusiastic involvement, in valuable guidance and suggestion given to me in every stage of my project work. I also thank all the faculty members for giving the necessary support in all forms whenever I need them. I thank my classmates aspiring to be managers who have taken their best of effort to present this study in a way they can follow and derive maximum benefits.

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PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

ABSTRACT

The project was carried out at ARKKAYS National Engineering & Foundry Company, Irrungattukottai, Sriperumbuthur. The title of this project is "The Study on Employee Attrition". The duration of the project was three months from February 2023 to April 2023.

The objective of the study is to analyze the Employee Attrition in ARKKAYS National Engineering & Foundry Company. The Study was conducted to Attrition by the company to its employees.




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Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

5.3 CONCLUSION

- Attrition cannot be removed but can be reduced. If initiative is taken towards this step as per the recommendation of this research, the attrition Rate can be lowered so that the expenditure towards hiring and training a new joiner which exceeds the cost of retaining an employee can be drastically brought down
- Human resources management practices at bought the strategies and day to day levels that is to be effectives. Human resources management practices must be grounded in two ways. First, they must reflect companywide commitments as to how it will manage and it relates to the employees
- To ensure organization's growth. Hr manager should give close attention to why attrition is occurring in the present. To ignore why people are leaving the organization is to ignore the organization greatest assets its people. People in organizations are need to perform the task but they are not machine more than that they are organizations dream shop ambitions. Creativity and innovation and retain these valuable assets is one of the surest ways to build an organization rather than just to go in global market and this is the only way an organization can lower its attrition rate
- So, factors such as training, goal awareness, career succession planning are important aspects to the employees and they prefer organization goals to be objectives should have their interest in their continuous growth. Regular feedback and support also been involved in attrition rate causes.




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



INFORMATION OF RISK MANGEMENT IN NETGENE

By

**NAME : FRANKLIN MESHAK
REG.NO : 112421631027**

of

**SRI VENKATESWARA COLLEGE OF ENGINEERING AND
TECHNOLOGY**

APROJECT REPORT

Submittedtothe

FACULTY OF MANAGEMENT STUDIES

In Partial Fulfillment of the

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Of

MASTER OF BUSINESS ADMINISTRATION



In

(OPERATIONS)

ANNAUNIVERSITY

CHENNAI-25

MAY2023



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

BONAFIDECERTIFICATE

Certified that this project report Titled "INFORMATION OF RISK MANGEMENT" is a bonafide work of NAME : FRANKLIN MESHAK (Reg.No : 112421631027) who carried out the research under my supervision. Certified further, that to the best of my knowledge, the work reported here in does not form part of any other projectreport or dissertation on the basis of which a degree or award was conferred an earlier occasion on this or any candidate.

Head of the Department
Department of Management Studies
Sri Venkateswara College of
Engineering & Technology,
Thirupachur, Thiruvallur District - 631203.
HEAD OF THE DEPARTMENT

SUPERVISOR GUIDE



COLLEGE SEAL WITH DATE:

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Venkateswara College of Engineering & Technology, Thirupachur Thiruvallur.

R. Sathy
12/07/2023
INTERNAL EXAMINER



R. Sathy
12/07/23
EXTERNAL EXAMINER

PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur 631203

ACKNOWLEDGEMENT

It is my great pleasure to regard my deep sense of gratitude to Honorable Chairman **Dr. S.K PURUSHOTHAMAN., M.E Ph.D.** and the principal **Dr. S.PALANI M.E, Ph.D** of **SRI VENKATESWARA COLLEGE OF ENGINEERING AND TECHNOLOGY THIRUPACHUR THIRUVALLUR** for the patronage and all the facilities offered.

I take my immense pleasure in expressing my sincere thanks to **Mr.D.BABU, MBA, Mphil (Ph.D)** project coordinator Head - Department of management studies, Sri Venkateswaracollege of Engineering and Technology, Thirupachur, Thiruvallur, who has certainly helped in doing this project.

I sincerely thank you for his valuable guidance to me for doing this project. Also acknowledge profound of gratitude and sincere thanks to all my faculty members of Management Studies. I would like to thank my project guide (**GUIDE NAME WITH QUALIFICATION**) of Management studies, Sri Venkateswara College of Engineering and Technology, Thirupachur, Thiruvallur.

I would like to express my deep sense of gratitude and heart full thanks to (**NAME OF HR**) for their unflinching help, enthusiastic involvement, in valuable guidance and suggestion given to me in every stage of my project work. I also thank all the faculty members for giving the necessary support in all forms whenever I need them. I thank my classmates aspiring to be managers who have taken their best efforts to present this study in a way they can follow and derive maximum benefits. Above all by no means the least I thank god almighty for being with me from the day one.



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Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

5.3 CONCLUSION

One of the essential activities in project management is project risk management. Different risks may arise at each stage of a project. They must be identified, defined, registered, and reported to the stakeholders. Also, these risks must be managed responsibly so that the projects are not in danger of being closed; to record costs higher than those budgeted; not to complete the deliverables or not to have delivered the project on time.

However, the project manager can use several tools, such as „the Exposure-probability matrix of risk in projects” and „the pattern to record the anticipated risks of the project” for ease of risk management. It may also use guidelines to analyze risks: the likelihood of risk occurrence, the impact of the risk, the exposure to risk or risk score, and the period of appearance of the risk, to take appropriate measures can be made to mitigate them.

To reduce the risks of the projects, they need effective risk management approaching a specific process, which comprises four main stages; risk identification, risk analysis or assessment, risk management, and risk control.



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Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



TO STUDY ON EMPLOYEE WELFARE AND SAFETY

By

K BAVYA
112421631012

of

**SRI VENKATESWARA COLLEGE OF ENGINEERING AND
TECHNOLOGY**

A PROJECT REPORT

Submitted to the

FACULTY OF MANAGEMENT STUDIES

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Degree

Of

MASTER OF BUSINESS ADMINISTRATION



In


(OPERATIONS)

ANNA UNIVERSITY

CHENNAI-25

July-2023




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

BONAFIDE CERTIFICATE

Certified that this project report Titled "EMPLOYEE WELFARE AND SAFETY" is a bonafide work of K BAVYA (Reg.No:112421631012) who carried out the research under my supervision. Certified further, that to the best of my knowledge, the work reported here in does not form part of any other project report or dissertation on the basis of which a degree or award was conferred an earlier occasion on this or any candidate.

B. Sathy

SUPERVISOR/GUIDE



COLLEGE SEAL WITH DATE:

[Signature]
Head of the Department
Department of Management Studies
Sri Venkateswara College of
Engineering & Technology,
Thirupachur, Thiruvallur District - 631203
HEAD OF THE DEPARTMENT

Submitted to project evaluation held on 12/07/2023 At Sri Venkateswara College of Engineering & Technology, Thirupachur Thiruvallur.

B. Sathy
12/07/23

INTERNAL EXAMINER



[Signature]
12/07/23

EXTERNAL EXAMINER

PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

ACKNOWLEDGEMENT

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Engineering and Technology
Thirupachur, Thiruvallur

Abstract

- This research work aims to study the welfare schemes practiced and safety measures provided for the employees. Safety and welfare are two areas that play a significant role in the achieving productivity and job satisfaction in any organization. As a result of accidents the organization loses a number of man- hours and this loss affects a number of man-hours and this loss affects the productivity
- Employee welfare and safety at the workplace is of the work place organization ensure that employees are exposed to a risk level which do not affect their physical emotional and mental health .Also the organization do not encourage any activity which will disturb the work life of the employees
- .Employees are trained appropriately about the work and about all precautionary measures that will prevent accidents at the work place. Industries in rural areas are more prone to labour problems.
- In order to bring down labour problems, employee health, safety and welfare measures should be given due importance. Management must also ensure that facilities provided by should reach the employees. Through this analysis we should avoid probable accidents and injuries in ports and docks through personal protective equipments.
- The study gives ideas about how far employees are satisfied with prevailing welfare facilities To find out health related problems among the employee's and how far the health facilities are helpful and also to create the awareness regarding safety equipment among the workers. All levels of management in rural industries must make welfare, health and safety a priority. They must communicate this by going out into the worksite to talk with workers about their concerns and to observe work procedures and equipment.
- In each workplace, the lines of responsibility from top to bottom need to be clear, and workers should know who is responsible for different health and safety issues. The objective of the study includes, to study about employee's Welfare, health and safety measures in rural industries , to identify whether the employee's are satisfied with the welfare provided to them, to Personnel Protective Equipment (PPE'S), to analyze the health related issues and health facilities provided to employees



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5.3 Conclusion

- From the research it can be easily concluded that Yashaswi Fishmeal and Oil Company not only believes that employees are their biggest assets, but they even work towards showing their employees that they are really important for the effective working of the company.
- The company follows a lot of Health, Safety and Welfare measures or their employees and throughout the research we could say that the employees were very satisfied towards these various measures.
- For the research my topic was Flexible working hours have an impact on the satisfaction level of employees towards the overall welfare measures of the company.
- The test was done to find out how much impact does one of the various welfare measure (i.e the flexible working hours) have on the satisfaction level of the employees towards the overall welfare measure.
- Through regression we found out the flexible working hours has a positive impact on the satisfaction of employees towards the welfare measure of the company. When there is a change in the working hours there is a variation of 5.8% in the satisfaction level.

- An ideal longitudinal data set would contain baseline information on the health status and previous work histories of a representative sample of older Americans, with representation of minority and other high-risk groups. The survey that collects the data would periodically gather from respondents and their employers information on respondents' employment and earnings, the frequency of



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Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



A STUDY ON EMPLOYEE MOTIVATION IN MULTI TECH ENGINEERING

By

BHARATHVAJ.M
(112421631014)

of

SRI VENKATESWARA COLLEGE OF ENGINEERING AND TECHNOLOGY

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ANNA UNIVERSITY

CHENNAI-25

MAY 2023



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

BONAFIDE CERTIFICATE

Certified that this project report Titled " A STUDY ON EMPLOYEE MOTIVATION IN MULTI TECH ENGINEERING" is a bonafide work of BHARATHVAJ.M (112421631014) who carried out the research under my supervision. Certified further, that to the best of my knowledge, the work reported here in does not form part of any other project report or dissertation on the basis of which a degree or award was conferred an earlier occasion on this or any candidate.



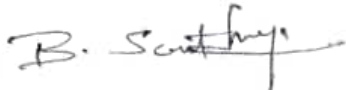
SUPERVISOR/GUIDE



HEAD OF THE DEPARTMENT

COLLEGE SEAL WITH DATE:

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INTERNAL EXAMINER



EXTERNAL EXAMINER

PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

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I sincerely thankful to for his valuable guidance to me for doing this project. Also acknowledge profound of gratitude and sincere thanks to all my faculty members of Management Studies. I would like to thank my project guide **Mrs. B.SOUNDHARYA, MBA.,** of Management studies, Sri Venkateswara College of Engineering and Technology, Thirupachur, Thiruvallur.

I would like to express my deep sense of gratitude and heartfelt thanks to **Mr.MUNEER BASHA (PLANT HEAD)** for their unflinching help, enthusiastic involvement, in valuable guidance and suggestion given to me in every stage of my project work. I also thank all the faculty members for giving the necessary support in all forms whenever I need them. I thank my classmates aspiring to be managers who have taken their best of efforts to present this study in a way they can follow and derive maximum benefits. Above all by no means the least I thank god almighty for being with me from the d



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ABSTRACT

When employees are motivated, they are more likely to be engaged and put in their best effort towards their work. This, in turn, may lead to better results for the company and a more positive work environment for everyone. Additionally, motivated employees are more likely to stay with the company for longer. Motivators like promotions create a drive for employees to work to the best of their capabilities. As such, motivation in an organisation will lead to an increase in the productivity of an employee, who will contribute more compared to a disheartened employee. Employee motivation is the level of energy, commitment, and creativity that a company's workers bring to their jobs.



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5.3.CONCLUSION:

Employee motivation is very important for a successful organisation, so the company should focus on it in order to stay competitive in the market and avoid some problems such as employee high turnover that will affect the business. Thus, effective motivational techniques should be practiced at the workplace. Through this study, companies will be able to understand better ways to motivate employees and the importance of employee motivation at the workplace. As a result, the job satisfaction of employees will increase then they will get motivated at the workplace. Therefore, the employer should make the work interesting and let them enjoy at the workplace in order to motivate them. Finally, the contribution of this study is it will definitely benefit employers, administrators and companies who lack of well-motivated employees by guiding them to have better ways to motivate their employees at the workplace in order to have a successful business.



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Engineering and Technology.
Thirupachur, Thiruvallur - 631 203



A STUDY ON EMPLOYEE RECRUITMENT PROCESS AT
ZEALOUS SERVICES.

By

CHARAN. R

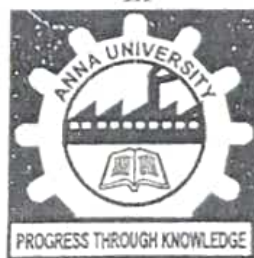
(112421631019)

SRI VENKATESWARA COLLEGE OF ENGINEERING AND
TECHNOLOGY

A PROJECT REPORT

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FACULTY OF MANAGEMENT STUDIES

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In

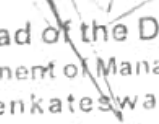


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Thirupachur, Thiruvallur - 631 203

(HUMAN RESOURCES)
ANNAUNIVERSITY
CHENNAI-25
MAY2023

BONAFIDE CERTIFICATE

Certified that this project report Titled "A STUDY ON EMPLOYEE RECRUITMENT PROCESS AT ZEALOUS SERVICES." is a Bonafede work of CHARAN R (112421631019) who carried out the research under my supervision. Certified further, that to the best of my knowledge, the work reported here in does not form part of any other project report or dissertation on the basis of which a degree or award was conferred an earlier occasion on this or any candidate.


Head of the Department
Department of Management Studies
Sri Venkateswara College of
Engineering & Technology,
Thirupachur, Thiruvallur District - 631203.


SUPERVISOR / GUIDE
DEPARTMENT

HEAD OF THE



COLLEGE SEAL WITH DATE:

Submitted to project evaluation held on 12/07/2023 At Sri Venkateshwara
College of Engineering & Technology, Thirupachur Tiruvallur




PRINCIPAL
EXTERNAL EXAMINER
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

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I take my immense pleasure in expressing my sincere thanks to Mr. D. BABU, MBA, MPhil (Ph.D.) project coordinator Head - Department of management studies, Sri Venkateshwara college of Engineering and Technology, Thirupachur, Tiruvallur, who has certainly helped in doing this project.

I sincerely thankful to for his valuable guidance to me for doing this project. Also acknowledge profound of gratitude and sincere thanks to all my faculty members of Management Studies. I would like to thank my project guide (MRS. PRIYA G, MBA) of Management studies, Sri Venkateshwara College of Engineering and Technology, Thirupachur, Tiruvallur.

I would like to express my deep sense of gratitude and heartfelt thanks to ("Mr. Irfan" head of HR dept of zealous services) for their unflinching help, enthusiastic involvement, in valuable guidance and suggestion given to me in every stage of my project work. I also thank all the faculty members for giving the necessary support in all forms whenever I need them. I thank my classmates aspiring to be managers who have taken their best of efforts to present this study in a way they can follow and derive maximum benefits. Above all by no means the least I thank God almighty for being with me from the day one.



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Sri Venkateswara College of
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Thirupachur, Thiruvallur - 631 203

5.2 SUGGESTION OF THE STUDY:

- ◆ Better recruitment and selection strategies result in improved organizational outcomes. With reference to this context, the research paper entitled Recruitment and Selection has been prepared to study the Recruitment and Selection process.
- ◆ The main objective is to identify general practices that organizations use to recruit and select employees and, to determine how the recruitment and selection practices affect organizational outcomes of The Institute of Engineers in London, U.K. etc.
- ◆ Successful recruitment and selection practices are key components of the entire process of human resources in any organization. The main objective of this paper is to identify general practices that organizations use to recruit and select employees. The study also focuses its attention to determine how the recruitment and selection practices affect the organizational outcomes and provide some suggestions for our help.
- ◆ Data analysis has been done with statistical tools like tables, graphs, pie charts, bar diagrams.

5.3 CONCLUSION:

A company's recruitment and selection process are the best way to achieve success in the business world.



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology
Thiruvallur, Thiruvallur - 631 293



**A STUDY ON EFFECTIVENESS OF ERP ON SUPPLY CHAIN MANAGEMENT
AT HNI AUTOTECH PVT LTD**

By

CHITTIBABU.M
(Reg no: 112421631020)

of

**SRI VENKATESWARA COLLEGE OF ENGINEERING AND
TECHNOLOGY**

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In

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ANNA UNIVERSITY

CHENNAI-25

MAY-2023


PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

BONAFIDE CERTIFICATE

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Head of the Department
Department of Management Studies
Sri Venkateswara College of
Engineering & Technology,
Thirupachur, Thiruvallur District - 631 203.


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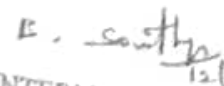
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College of Engineering & Technology, Thirupachur, Thiruvallur.


PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203


EXTERNAL EXAMINER




INTERNAL EXAMINER

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I sincerely thankful to for her valuable guidance to me for doing this project. Also acknowledge profound of gratitude and sincere thanks to all my faculty members of Management Studies. I would like to thank my project guide **Mrs.B. SOWNTHARYA., MBA** of Management studies, Sri Venkateswara College of Engineering and Technology, Thirupachur, Thiruvallur.

I would like to express my deep sense of gratitude and heart full thanks to **Mr.PUSHPARAJ RAVINDRAN** (Branch Manager on HNI) for their unflinching help, enthusiastic involvement, in valuable guidance and suggestion given to me in every stage of my project work. I also thank all the faculty members for giving the necessary support in all forms whenever. Ineed them. I thank my classmates aspiring to be managers who have taken their best of efforts to present this study in a way they can follow and derive maximum benefits. Above all by no means the least I thank god almighty for being with me from the day one.




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Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

ABSTRACT

Enterprise Resource Planning (ERP) system is an important tool for business processes planning, information flowing, executing and controlling, regarding the source of the companies deployed premises in different places. Supply Chain Management (SCM) practices are extroverted doors of the companies in order to ensure mutual advantages in their own processes. Successfully implemented and integrated ERP system and SCM practices provide advantages in planning, decision-making, execution and increases the performance of firms. This study examines the dimensions of SCM practices and ERP systems and tests the relationship between competitive advantage and firm performance. The research was carried out for 150 company executives. SCM and ERP system implementations had revealed that the SCM practices and ERP system have positive effects on firm performance and competitive advantages. The topic of this study is, "A study on effectiveness of ERP on Supply chain management in "HNI AUTOTECH PVT. LTD.SENGADU". The researches use descriptive research design in this study. The sampling technique adopts for this research purpose is random sampling. Percentage analysis, Chi-square test and Correlation analysis are used. Thus, according to our findings ERP systems in its current state have a modest role to play in obtaining supply chain integration and management. With the major development in the field of communication and IT solutions we can expect a time shift where many solutions could be available for better interfacing of ERP systems and in turn which can help in achieving good supply chain management. As per our findings helps to improve the reliability of decision by mutual participation of the participants, improves co-ordination of tasks which makes inter-related decision making easier. As a result, it improves the satisfaction of decision process across the participants.



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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

5.3 CONCLUSION

This research provides an insight to the use of Enterprise Resource Planning in developing the Supply Chain Process. It was found that the three forms of ERP, which are Monitoring and Control, Delay Management, and Collaboration are significantly affecting the Strategic Supplier Partnership. Also, it was observed that all forms of ERP under study, which are Monitoring and Control, Delay Management, Collaboration, and Cost Minimization are affecting Customer Relationship. This provides decision makers a vision of how to develop a framework using ERP that cope with the supply chain management process level required by the market. Thus, according to our findings ERP systems in its current state have a modest role to play in obtaining supply chain integration and management. With the major development in the field of communication and IT solutions we can expect a time shift where many solutions could be available for better interfacing of ERP systems and in turn which can help in achieving good supply chain management. As per our findings helps to improve the reliability of decision by mutual participation of the participants, improves co-ordination of tasks which makes inter-related decision making easier. As a result, it improves the satisfaction of decision process across the participants.



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Engineering and Technology.
Thirupachur, Thiruvallur - 631 203



**IMPROVING CUSTOMER EXPERIENCE USING PREDICTIVE ANALYSIS
AND MACHINE LEARNING IN NETGENE TECHNOLOGIES, CHENNAI**

By

PRASHANTH E
(112421631073)

of

**SRI VENKATESWARA COLLEGE OF ENGINEERING AND
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In

SYSTEM

ANNA UNIVERSITY



CHENNAI-25

May-2023




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

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SUPERVISOR/GUIDE



COLLEGE SEAL WITH DATE:



Head of the Department
Department of Management Studies
Sri Venkateswara College of
Engineering & Technology,
Thirupachur, Thiruvallur District - 631203.

HEAD OF THE DEPARTMENT

Submitted to project evaluation held on 13/07/23 at Sri Venkateswara College of Engineering & Technology, Thirupachur Thiruvallur.


INTERNAL EXAMINER



13/07/23
EXT. PRINCIPAL MINER
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

ACKNOWLEDGEMENT

It is my great pleasure to regard my deep sense of gratitude to Honorable Chairman **DR. S.K.PURUSHOTHAMAN.,M.E,PH.D** and the principal **Dr.S.PALANI.,M.E,Ph.D** of **SRI VENKATESWARA COLLEGE OF ENGINEERING & TECHNOLOGY THIRUPACHUR , THIRUVALLUR** for the patronage and all the facilities offered.

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I sincerely thankful to for her valuable guidance to me for doing this project. Also acknowledge profound of gratitude and sincere thanks to all my faculty members of Management Studies. I would like to thank my project guide **Mrs.HEMALATHA,MBA** of Management Studies,Sri Venkateswara College of Engineering and Technology,Thirupachur,Thiruvallur.

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PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

ABSTRACT

Due to today's transition from visiting physical stores to online shopping, predicting customer behavior in the context of e-commerce is gaining importance. It can increase customer satisfaction and sales, resulting in higher conversion rates and a competitive advantage, by facilitating a more personalized shopping process.

By utilizing clickstream and supplementary customer data, models for predicting customer behavior can be built. This study analyzes machine learning models to predict a purchase, which is a relevant use case as applied by a large German clothing retailer.

Next, to comparing models this study further gives insight into the performance differences of the models on sequential clickstream and the static customer data, by conducting a descriptive data analysis and separately training the models on the different datasets.

The results indicate that a Random Forest algorithm is best suited for the prediction task, showing the best performance results, reasonable latency, offering comprehensibility and a high robustness. Regarding the different data types, models trained on sequential session data outperformed models trained on the static customer data by far. The best results were obtained when combining both datasets.



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology.
Thirupachur, Thiruvallur - 631 203

5.3 CONCLUSION

- In conclusion, leveraging predictive analysis and machine learning in Netegene Technologies can significantly enhance the customer experience. By analyzing large volumes of customer data and employing advanced algorithms, Netegene Technologies can gain valuable insights into customer behavior, preferences, and needs. These insights can be used to personalize and optimize various aspects of the customer journey, resulting in improved satisfaction, loyalty, and business outcomes.
- Predictive analysis enables Netegene Technologies to anticipate customer needs and take proactive measures to address them. By identifying patterns and trends in historical data, machine learning algorithms can make accurate predictions about future customer behavior, such as purchasing patterns, service requests, or churn likelihood. This foresight allows Netegene Technologies to provide personalized recommendations, offers, and solutions, tailored to each individual customer.
- Moreover, machine learning algorithms can assist in automating and streamlining customer interactions. Natural Language Processing (NLP) models can be employed to analyze customer inquiries and extract relevant information, enabling faster and more accurate responses. Chatbots and virtual assistants powered by machine learning can engage in intelligent conversations with customers, providing instant support and resolving issues efficiently.
- By harnessing the power of predictive analysis and machine learning, Netegene Technologies can also optimize resource allocation and operational efficiency. By accurately forecasting demand and understanding customer preferences, Netegene Technologies can allocate resources effectively.
- In summary, incorporating predictive analysis and machine learning into Netegene Technologies' customer experience strategy holds immense potential for enhancing customer satisfaction, loyalty, and overall business success. By leveraging the power of data and advanced algorithms, Netegene Technologies can deliver personalized experiences, automate customer interactions, optimize resource allocation, and continuously improve its offerings. Embracing these technologies will enable Netegene Technologies to stay at the forefront of innovation and provide exceptional value to its customers.



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

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SUPERVISOR/GUIDE



COLLEGE SEAL WITH DATE:



Head of the Department
Department of Management Studies
Sri Venkateswara College of
Engineering & Technology,
Thirupachur, Thiruvallur District - 631203.

HEAD OF THE DEPARTMENT

Submitted to project evaluation held on 13.07.2023 At Sri Venkateswara College of Engineering & Technology, Thirupachur Thiruvallur.



INTERNAL EXAMINER



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

EXTERNAL EXAMINER
13/07/23

ABSTRACT

Information Technology (IT) helps make things more efficient and effective in creating value for businesses. As a result, there are many IT systems available for use in Supply Chain. However, the manager in SCM does not have the proper skills to finalize the appropriate information technology tool for their system. This issue can undermine the benefits of the concept of supply chain management (SCM) in partnership with IT. Therefore, the purpose of this study was to identify the key IT systems used in SCM in the telecom industry. We analyzed the impact of IT investment in SCM in the industrial telecom sector using six different organizational approaches: incorporation, storage costs, carrying costs, carrying speeds, competitiveness, and corporate communications

The results show that as well as organizational flexibility, integration has the greatest impact on IT implementations, followed by competition, transportation costs, and speed. It seems that now a day SCM has become a very significant management tool to help improve the performance of business in that particular sector i.e. in telecom sector. Information and communication technology is extensively used in supply chains, but lacks logical verification of how IT form their value.

In addition, key supply chain goals precede effectiveness in achieving high-level goals such as: B. Evaluate market resilience, acquire new partnerships and provide more customers with the skills they need to gain a competitive advantage well understood by researchers and collaborators.




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

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It is my great pleasure to regard my deep sense of gratitude to Honorable Chairman **Dr. S. K PURUSHOTHAMAN, M.E Ph.D.** and the principal **Dr. S.PALANI M.E, Ph.D** of **SRI VENKATESWARA COLLEGE OF ENGINEERING AND TECHNOLOGY THIRUPACHUR THIRUVALLUR** for the patronage and all the facilities offered.

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I sincerely thankful to for his valuable guidance to me for doing this project. Also acknowledge profound of gratitude and sincere thanks to all my faculty members of Management Studies. I would like to thank my project guide (**Ms.M. HEMALATHA., MBA**) of Management studies, Sri Venkateswara College of Engineering and Technology, Thirupachur, Thiruvallur.

I would like to express my deep sense of gratitude and heartfelt thanks to (**Mr.H. PRATHIBAN., HR**) for their unflinching help, enthusiastic involvement, in valuable guidance and suggestion given to me in every stage of my project work. I also thank all the faculty members for giving the necessary support in all forms whenever I need them. I thank my classmates for aspiring to be managers who have taken their best of efforts to present this study in a way they can follow and derive maximum benefits. Above all by no means the least I thank God almighty for being with me from the day one.



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

3 Conclusion

So far we observed that supply chain management needs to be understood from different perspectives. Its planning and execution require understanding of the industry, the firm and its environment. Most of the research works, carried out so far, consider one or some of the dimensions for improved decision making.

The following areas are proposed for further research:

1. Integration of firms' own capacity without-sourced capacity to meet challenges arising out of change in variety; variability in demand and volatility in cost of resources:

So far literature suggests that firms need to outsource those activities where it lacks competency or capacity to do the same. However, the competency and capacity of the outsourced firm vary with its own (organisation) and product life cycle. Hence, there may be a need to understand the outsourcing lifecycle as well. For example, many companies such as Amazon which outsourced its warehousing activities initially started owing warehouses in long run.

2. A strategic framework to meet challenges arising out of inter-state relations in line with recent trade war between US and China,

The recent imposition of exorbitant import tariff, by US, on Chinese firms has led these firms to suffer sudden losses and left the US buyers to re-design their sourcing strategy. US have imposed such measures in view of its growing debt, joblessness and IPR issues. Hence firms need to have a mechanism to study the markets in terms of their internal dynamics causing disruption of supply chains.

3. Development of metrics to identify a possibility of bull whip effect or snow ball effect or a likely disruption in immediate future based on recent events, trends and stakeholders' behavior.

Many a times the deviation in expected behavior of supply network of a firm goes unnoticed till there are stoppages, closures or breakdown of supply chain(s). A framework to identify likelihood of bull whip or snowball effect or any disruption in supply chain based on trends and certain lead-metrics may be developed.

4. Manpower planning considering the three dimensions of sustainability, especially the social and economic dimensions.

The GRI framework suggests that firms should encourage employees to avoid parental leaves by incorporating such rules and ensure their retention after the employees return to work. In this competitive world, cost of production is a very crucial component and requires reduction of overheads. As such to have a lean enterprise firms may need to take to afford their staff strength and at the same time, to be socially responsible, firms need to incorporate the suggestions made by GRI. Thus, the supply chain manpower plan considering the three dimensions of sustainability.



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



**A STUDY ON INVENTORY FORECASTING USING PREDICTIVE
BUSINESS ANALYTICS AT NRM CONCRETE PRODUCTS**

By

PRAVITHA LAKSHMI.C

Reg no.:112421631075

of

**SRI VENKATESWARA COLLEGE OF ENGINEERING AND
TECHNOLOGY**

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FACULTY OF MANAGEMENT STUDIES

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Degree of

MASTER OF BUSINESS ADMINISTRATION



In

(SYSTEMS)

ANNA UNIVERSITY

CHENNAI-25

MAY2023



PRINCIPAL


**Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203**

BONAFIDE CERTIFICATE

Certified that this project report Titled "A STUDY ON INVENTORY FORECASTING USING PREDICTIVE BUSINESS ANALYTICS AT NRM CONCRETE PRODUCTS " is a bonafide work of PRAVITHA LAKSHMI C (Reg.No:112421631075) who carried out the research under my supervision. Certified further, that to the best of my knowledge, the work reported here in does not form part of any other project report or dissertation on the basis of which a degree or award was conferred an earlier occasion on this or any candidate.



SUPERVISOR/GUIDE


Head of the Department
Department of Management Studies
Sri Venkateswara College of
Engineering & Technology,
Thirupachur, Thiruvallur District - 631203.
HEAD OF THE DEPARTMENT

COLLEGE SEAL WITH DATE:

Submitted to project evaluation held on 13-07-2023
At Sri Venkateswara College of Engineering & Technology, Thirupachur
Thiruvallur.


INTERNAL EXAMINER




PRINCIPAL 
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

ABSTRACT

Business analytics is a combination of disciplines and technologies that use data analysis, statistical models, and other quantitative methods to solve business challenges and helps in decision making. The purpose of inventory management is to ensure availability of raw material in sufficient quantities as and when required and also minimize investment in inventories. It is essential to manage inventories efficiently and effectively to avoid excess investment. The lack of inventory management practices can lead to upset customers, profit and productivity losses. When companies depend on predictive analytics platforms for inventory management, they can avoid pitfalls and succeed in demanding marketplaces. When organizations use advanced analytics in their operations, they can more accurately detect customer needs, thereby reducing unnecessary inventory and operating more efficiently. Predictive inventory management refers to the integration of predictive analytics to forecast the future risks that have the potential to disrupt inventory availability. This project aims in implementing predictive business analytics with inventory management in Concrete manufacturing industry to produce multiple benefits.




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

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I sincerely thankful to for his valuable guidance to me for doing this project. Also acknowledge profound of gratitude and sincere thanks to all my faculty members of Management Studies. I would like to thank my project guide **Ms.Hemalatha.M,BBA,MBA** of Management studies, Sri Venkateswara College of Engineering and Technology, Thirupachur, Thiruvallur.

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PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

5.3 CONCLUSION:

As with most business processes, the journey to optimizing inventory management is a continuous process which demands constant evaluation. Today, predictive analytics supply chain planning software brings to inventory management remains the best option to optimizing your inventory and supply chain management process. After analyzing the inventories of the company during the last four years it is clear that, inventory of the company is stable. The company by strictly following inventory management techniques like EOQ, ABC analysis can increase its profits. The company inventory position is up to some extent satisfactory. The data must be accurate in order to predict customer preferences. Clients are more likely to learn about middle-tier things than premium items, which could be due to a lack of promotion or exhibiting of the excellent range of products.



A handwritten signature in black ink, consisting of a large loop followed by a horizontal line.

PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



**A STUDY ON THE EFFECTIVENESS OF TRAINING AND DEVELOPMENT
IN SRI BALAJI CASTINGS (P) LTD**

By

**R.PREETHA
112421631076**

of

**SRI VENKATESWARA COLLEGE OF ENGINEERING AND
TECHNOLOGY**

A PROJECT REPORT

Submitted to the

FACULTY OF MANAGEMENT STUDIES

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Degree

Of

MASTER OF BUSINESS ADMINISTRATION

In

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ANNA UNIVERSITY

CHENNAI-25

MAY 2023


PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

BONAFIDE CERTIFICATE

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SUPERVISOR/GUIDE

Head of the Department
Department of Management Studies
Sri Venkateswara College of
Engineering & Technology,
Thirupachur, Thiruvallur District - 631 203

HEAD OF THE DEPARTMENT

COLLEGE SEAL WITH DATE:

Submitted to project evaluation held on 13.07.2023 At Sri Venkateswara College of Engineering & Technology, Thirupachur Thiruvallur.

PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

EXTERNAL EXAMINER



INTERNAL EXAMINER

EXTERNAL EXAMINER
R. Senthil
13/07/23

ABSTRACT

ABSTRACT

Employees are the most valuable asset of an organization, so to enhance their performance it is necessary to pay attention to their learning. Training and development programs help organizations to build a skilled and competent workforce in order to maintain a high level of competency and to survive in a dynamic business environment. This study was conducted with the aim to investigate the effectiveness of training and development on employee performance at Sri Balaji Castings (P) Ltd, Chennai. The research employed descriptive analysis. Primary data was collected through distributing questionnaires to 100 employees, who were selected through the random sampling technique. Findings reveal that overall training and development has a significant impact on employee's performance. It helps the organization in reducing employee turnover, increasing the productivity of employees, and contributing to higher financial returns for the organization. The study suggests that there is a need for improvisation in identifying the area where training needs have actually generated and salary structure should be revised at a regular interval of time.

Keywords: Training, Development, Employee performance, Organization




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

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PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

5.3 CONCLUSION

- The present study in SRI BALAJI CASTINGS PRIVATE LIMITED focused on effectiveness of training and development was positive in response but still more training and development is needed so that the employees are motivated time by time and they should know their strength & weakness so that they can work on it and improve their knowledge & skills for the betterment of their organization.
- The findings will enable both the employer and employee to realize their problem and help the management in healthy organization.
- Thus it is concluded that all the training and development programs of company are highly effective & beneficial to the employees in giving their best contribution to their personal growth & development as well to meet the organizational objective.




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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



**A STUDY ON EMPLOYEE WELFARE IN DAEBU AUTOMOTIVE
INDIA PVT.LTD**

By

**SAKTHI D
(112421631087)**

of

**SRI VENKATESWARA COLLEGE OF ENGINEERING AND
TECHNOLOGY**

A PROJECT REPORT

Submitted to the

FACULTY OF MANAGEMENT STUDIES

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Degree

Of

MASTER OF BUSINESS ADMINISTRATION



In

HUMAN RESOURCES

ANNA UNIVERSITY

CHENNAI-25

MAY 2023

PRINCIPAL

**Sri Venkateswara College of
Engineering and Technology
Thirupachur, Thiruvallur - 631 203**



BONAFIDE CERTIFICATE

Certified that this project report titled "A STUDY ON EMPLOYEE WELFARE IN DAEBU AUTOMATIVE INDIA PVT.LTD" is a bonafide work of SAKTHI D (11262163109) who carried out the research under my supervision. Certified further that to the best of my knowledge the work reported here in does not form part of any other project report or dissertation on the basis of which a degree or award was conferred on an earlier occasion on this or any candidate.


SUPERVISOR/GUIDE



COLLEGE SEAL WITH DATE:


Head of the Department
Department of Management Studies
Sri Venkateswara College of
Engineering & Technology,
Thirupachur, Thiruvallur District - 631203

HEAD OF THE DEPARTMENT

Submitted for project evaluation held on 13.07.2023 At Sri
Venkateswara College of Engineering & Technology, Thirupachur Thiruvallur.




INTERNAL EXAMINER


PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203


EXTERNAL EXAMINER

ABSTARCT

Research on employee motivation has attracted both the academics and corporate companies from the past few years. In the present study, possible dimensions of motivation have been extracted and explain about its direct and indirect impact on motivation techniques. This study has examined the multidimensionality of motivation from the existing literature and present a conceptual framework based on it and explains about various motivation techniques which are having a positive impact on quality of life, performance of the employee in the organization and employee satisfaction about their work. The originality of this study lies in its theoretical framework where an attempt has made to come up with a construct nature having dimensions that are directly or indirectly influences employee motivation. In the previous research papers few dimensions of motivation were used to explain the different models of motivation theory which has direct impact on employee motivation in the organization. However the models need to be validated by using quantitative measures. To make the study more relevant, only those studies were included which were published on motivation in the last few years. In order to study the various issues related to employee motivation, a large body of literature mainly from different journals and books of different authors have been take in.



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PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

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PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

5.3 CONCLUSION:

Employees welfare measure is an evergreen topic the study reveals the perception of employees' satisfaction towards the statutory, voluntary and safety measures provided in the organization which has a direct impact on their job and their expectations from the management. The finding of the study reveals that the management is committed to build upon a satisfied workforce so as to build congruence between the person and their job. However, there are few areas in which employees are not contented and feel that some areas need to be improved for which the researcher has offered suggestions which needs to be resolved at the earliest as possible and it is the responsibility of the management to ensure that employees in the company are satisfied.

As only a satisfied employee will be willing to improve their job performance, their efficiency, their loyalty and productivity in the organization. In view of this the management needs to have periodical meetings with employees to counsel and motivate them in the areas of their discontentment for which the researcher has put forth few ideas for the consideration of the management to ensure a smooth organization setup which is vital for the organization to be successful in the long run.

This helps an industry to grow successfully in accomplishing its goal and further enter into society in an endeavor to uplift the community and humanity. The final outcome of this thesis exhibits employees were more satisfied with their job and some extent aware of labour welfare facilities offered by the organization. It is suggested that management should maintain the same level of amenities and relationship in future also, certain actions to be taken to enhance the level of awareness of welfare schemes, protection of service and legislations, successful implementation of these suggestions will enhance the value of service to the employees, thereby management and employees can feel pleasant.



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



**A STUDY ON WORKLIFE BALANCE AMONG EMPLOYEES AT METAL
SCOPE INDIA PRIVATE LTD.**

By

**MALINI R
112421631052**

of

**SRI VENKATESWARA COLLEGE OF ENGINEERING AND
TECHNOLOGY**

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Degree

Of

MASTER OF BUSINESS ADMINISTRATION



In

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**ANNAUNIVERSITY
CHENNAI-25**

MAY 2023



PRINCIPAL

**Sri Venkateswara College of
Engineering and Technology
Thirupachur, Thiruvallur - 631 203**

BONAFIDE CERTIFICATE

Certified that this project report Titled "A STUDY ON WORKLIFE BALANCE AMONG EMPLOYEES AT METAL SCOPE INDIA PRIVATE LTD." is a bonafide work of MALINI R (112421631052) who carried out the research under my supervision. Certified further, that to the best of my knowledge, the work reported here in does not form part of any other project report or dissertation based on which a degree or award was conferred an earlier occasion on this or any candidate.

Head of the Department
Department of Management Studies
Sri Venkateswara College of
Engineering & Technology,
Thirupachur, Thiruvallur District - 631203

SUPERVISOR/GUIDE

HEAD OF THE DEPARTMENT

COLLEGE SEAL WITH DATE:

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Venkateswara College of Engineering & Technology, Thirupachur Thiruvallur.



B. Sathy
12/07/2023
INTERNAL EXAMINER

PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

R. Sathy
12/07/23
EXTERNAL EXAMINER

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It is my great pleasure to regard my deep sense of gratitude to Honorable Chairman **Dr. S. K PURUSHOTHAMAN., M. E Ph.D.** and the principal **Dr. S. PALANI M.E, Ph.D** of **SRI VENKATESWARA COLLEGE OF ENGINEERING AND TECHNOLOGY THIRUPACHUR THIRUVALLUR** for the patronage and all the facilities offered.

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I would like to express my deep sense of gratitude and heartfelt thanks to (**SHWETA HR**) for their unflinching help, enthusiastic involvement, in valuable guidance and suggestion given to me in every stage of my project work. I also thank all the faculty members for giving the necessary support in all forms whenever I need them. I thank my classmates aspiring to be managers who have taken their best of efforts to present this study in a way they can follow and derive maximum benefits.

Above all by no means I thank God almighty for being with me from the day
one.



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

5.3 CONCLUSION

The family and work life are both important to employees in any sector and if these two are not maintained properly it creates stress and strain and results into various diseases. This study is found important because it tries to know how the work life and family life interface results into stress. Achieving a good balance between work and family commitments is a growing concern for contemporary employees and organizations. Work-life balance policies are most likely to be successfully mainstreamed in organizations which have a clear understanding of their business rationale, and which respect the importance of work-life balance for all employees. From the research we get to know that the employees living in the joint family is either not at all stressful or slightly stressful, but employees in nuclear family who say that their dual life is slightly stressful are bachelor.

Therefore it is suggested that the management of selected organizations to plan and take necessary steps to overcome their inhibition and motivate them to enhance their personality and performance by providing stress reducing activities like rest rooms for relaxation, social meetings, workers participation, refreshment as and when necessary, recreational facilities, regular breaks, superior and sub-ordinate relations childcare and eldercare, periodical counseling for healthy and productive environment..



A handwritten signature in black ink, consisting of a large, stylized initial 'S' followed by a horizontal line.

PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



A STUDY ON WORK LIFE BALANCE OF EMPLOYEES WITH
SPECIAL REFERENCE TO SATHVA AUTO PRIVATE LIMITED

By

MUGHE CRAGANVA
(112421631057)

of

SRI VENKATESWARA COLLEGE OF ENGINEERING AND
TECHNOLOGY

A PROJECT REPORT

Submitted to the

FACULTY OF MANAGEMENT STUDIES

In Partial Fulfillment of the

Requirement for the Award of the

Degree

OF

MASTER OF BUSINESS ADMINISTRATION



In

CONJUNCTION WITH

ANNA UNIVERSITY

CHENNAI 60

2014-15

PRINCIPAL
Sri Venkateswara College of
Engineering and Technology
Thirupachur, Thiruvallur - 626 202



BONAFIDE CERTIFICATE

Certified that this project report Titled "A STUDY ON WORK LIFE BALANCE OF EMPLOYEES WITH SPECIAL REFERENCE TO SATHYA AUTO PVT LTD IN MAPPEDU" is a bonafide work of MUGILARASAN.V (112421631057) who carried out the research under my supervision. Certified further, that to the best of my knowledge, the work reported here in does not form part of any other project report or dissertation on the basis of which a degree or award was conferred an earlier occasion on this or any candidate.

Head of the Department
Department of Management Studies
Sri Venkateswara College of
Engineering & Technology,
Thirupachur Thiruvallur District - 631203

HEAD OF THE DEPARTMENT

SUPERVISOR'S GUIDE



COLLEGE SEAL WITH DATE:

Submitted to project evaluation held on 12/07/2023 At Sri
Venkateswara College of Engineering & Technology, Thirupachur Thiruvallur.



R. Sathya
12/07/2023

INTERNAL EXAMINER

PRINCIPAL

Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

R. Sathya
12/07/2023

EXTERNAL EXAMINER

CONCLUSION

By analyzing all the factors responsible for increasing in sales and the number of customers in Sathya Pvt Ltd Store. I came to the conclusion that the Sathya Auto Pvt Ltd Group has a major focus on serving customer needs and their satisfaction level and not to those who made it possible i.e. the sales force. Once work life balance has been defined and all its aspects analyzed, some conclusion can be drawn. First of all, work life balance is not a "One - size - fits - all" type of trends; rather it is a trend which is viewed differently by everyone because people have a unique perception of their achievements and enjoyments. Also, work- life balance is changing on daily basis, and is no universal formula on how to achieve a perfect balance between work and life. Rather, the work life balance is focused more on how to achieve something in order to enjoy something. Work life balance is all about providing employees with more flexibility when it comes to their working hours. Employees became able to manage their time between 'working' and 'living' which eventually results in greater productivity. There are different types of working hours and those are: compressed workweek, flex time, job - sharing.




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Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



A STUDY ON RECRUITMENT AND SELECTION TRENDS
IN NETGENE TECHNOLOGIES, CHENNAI

By

S MUTHULAKSHMI

(112421631058)

of

SRI VENKATESWARA COLLEGE OF ENGINEERING AND
TECHNOLOGY

A PROJECT REPORT

Submitted to the

FACULTY OF MANAGEMENT STUDIES

In Partial Fulfillment of the

Requirement for the Award of the

Degree

Of

MASTER OF BUSINESS ADMINISTRATION

In

SYSTEM

ANNA UNIVERSITY



May 2013




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

BONAFIDE CERTIFICATE

Certified that this project report Titled **A STUDY ON RECRUITMENT AND SELECTION TRENDS AT NETGENE TECHNOLOGIES, CHENNAI** is a bonafide work of **S MUTHULAKSHMI (112421631058)** who carried out the research under my supervision. Certified further, that to the best of my knowledge, the work reported here in does not form part of any other project report or dissertation on the basis of which a degree or award was conferred an earlier occasion on this or any candidate.

SUPERVISOR/GUIDE



COLLEGE SEAL WITH DATE:

Head of the Department
Department of Management Studies
Sri Venkateswara College of
Engineering & Technology.
Thiruvallur District - 631203.

HEAD OF THE DEPARTMENT

Submitted to project evaluation held on _____ at Sri Venkateswara
College of Engineering & Technology, Thirupachur Thiruvallur.



PRINCIPAL

Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

INTERNAL EXAMINER

EXTERNAL EXAMINER

ACKNOWLEDGEMENT

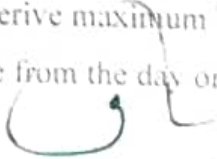
It is my great pleasure to regard my deep sense of gratitude to Honorable Chairman **DR. S.K.PURUSHOTHAMAN.,M.E,PH.D** and the principal **Dr.S.PALANI.,M.E,Ph.D** of **SRI VENKATESWARA COLLEGE OF ENGINEERING & TECHNOLOGY THIRUPACHUR , THIRUVALLUR** for the patronage and all the facilities offered.

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I would like to express my deep sense of gratitude and heart full thanks to **P. SUDHAKAR PROJECT MANAGER NETGENE TECHNOLOGIES)** for their unflinching help, enthusiastic involvement, in valuable guidance and suggestion given to me in every stage of my project work. I also thank all the faculty members for giving the necessary support in all forms whenever I need them. I thank my classmates aspiring to be managers who have taken their best of efforts to present this study in a way they can follow and derive maximum benefits. Above all by no means the least I thank god almighty for being with me from the day one.




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

ABSTRACT

Better recruitment and selection strategies result in improved organizational outcomes. With reference to this context, the project report entitled "A study on Recruitment and Selection trends in Netgene Technologies" has been prepared to put a light on Recruitment and Selection process

The focus of this research is upon human resource recruitment and selection practices in the Netgene Technologies context. The samples were primarily focused upon company in Chennai. The questionnaire was chosen for data collection.

The main objective is to identify general practices that organizations use to recruit and select employees and to determine how the recruitment and selection practices supports as well as affects organizational outcomes at Netgene technologies. It also provides some suggestions that can help to take corrective actions.

Data analysis has been done with statistical tools like tables, graphs, pie-charts. There was also some evidence supporting an assertion that certain recruitment and selection practices were culturally sensitive and this was supported by evidence of association between practice and country of ownership.

There was also some evidence that wok-related values vary with ownership pattern, company size, as well as with gender, age, and levels of educational attainment. Successful recruitment and selection practices are key components at the entry point of Human Resources in any organization.

Keywords: Recruitment, Selection, Interview, Qualification.



A handwritten signature in green ink, consisting of a large, stylized initial 'S' followed by a horizontal line that curves upwards at the end.

PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

5.3 CONCLUSION

This presents the summary of the study done in relation to the Recruitment and Selection process in Syntel IT services. The conclusion is drawn from the study of the company regarding the recruitment and selection process carried out there. The recruitment process at Syntel IT services to some extent is done objectively and therefore lot of bias hampers the future of the employees.

Employees of Syntel IT services are satisfied with the current recruitment and selection process. It is the responsibility of the HR person to design a proper method of recruitment and selection, which helps the company to have the best among the lot & in the available resources. The procedure should be such that it reduces the cost of recruiting and select the efficient candidate. Employees are also well aware about the various sources and methods of recruitment and selection. Policies adopted by Syntel IT services are transparent, legal and scientific. Recruitment should not be lengthy and it is fairly undertaken.

The HR person is responsible to understand what kind of tests to be conducted for the aspirants, which helps to bring the talents, skills and knowledge of the applicants. To some extent a clear picture of the required candidate should be made in order to search for appropriate candidates. Selection process is good but it should also be modified according to the requirements and should job profile so that main objective of selecting the candidate could be achieved.

Most of the employees were satisfied but changes are required according to the changing scenario as recruitment process has a great impact on the working of the company as a fresh blood, new idea enters in the company. For any kind of policies, systems or concepts to be a success the management should cooperate equally and is been in Syntel IT services, thus helping the company to move towards success.




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



A Study On Grievances handling methods In
Five star business finance limited

By

P.Asha
112421631007

of

SRI VENKATESWARA COLLEGE OF ENGINEERING AND
TECHNOLOGY

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FACULTY OF MANAGEMENT STUDIES

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Degree

Of

MASTER OF BUSINESS ADMINISTRATION



In

(Human Resources)

PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

ANNAUNIVERSITY

CHENNAI - 25

July 2023

BONAFIDE CERTIFICATE

Certified that this project report Titled "A Study On Grievances handling methods"

Five star business finance limited is a bonafide work of P.Asha (112421631007) who carried out the research under my supervision. Certified further, that to the best of my knowledge, the work reported here in does not form part of any other project report or dissertation on the basis of which a degree or award was conferred an earlier occasion on this or any candidate.

B. Santhya

SUPERVISOR/GUIDE



COLLEGE SEAL WITH DATE:

Head of the Department
Department of Management Studies
Sri Venkateswara College of
Engineering & Technology,
Thirupachur, Thiruvallur District - 631203

HEAD OF THE DEPARTMENT

Submitted to project evaluation held on 12-07-2023 At Sri Venkateswara
College of Engineering & Technology, Thirupachur Tiruvallur.



PRINCIPAL

**Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203**

B. Santhya

12/07/2023

INTERNAL EXAMINER

R. Anand / 12/07/23

EXTERNAL EXAMINER

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It is my great pleasure to regard my deep sense of gratitude to Honorable Chairman, Dr. S.K PURUSHOTHAMAN., M.E Ph.D and the principal Dr. S.PALANI M.E, Ph.D of SRI VENKATESWARA COLLEGE OF ENGINEERING AND TECHNOLOGY THIRUPACHUR THIRUVALLUR for the patronage and all the facilities offered.

I take my immense pleasure in expressing my sincere thanks to Mr.D.BABU,MBA,Mphil (Ph.D) project coordinator Head - Department of management studies, Sri Venkateswara college of Engineering and Technology, Thirupachur, Thiruvallur, who has certainly helped in doing this project.

I sincerely thankful to for his valuable guidance to me for doing this project.

Also acknowledge profound of gratitude and sincere thanks to all my faculty members of Management Studies. I would like to thank my project guide B.Sowndharya M.B.A of Management studies, Sri Venkateswara College of Engineering and Technology, Thirupachur, Thiruvallur.

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PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

SUMMARY AND CONCLUSIONS

FINDINGS

1. 70% of respondents state that they are being provided with temporary relief until final action is taken.
2. 80% of the respondents are between the age group 25-30.
3. 90% of respondents have a good knowledge of the rights of workers that is the supervisors are aware of their problems etc.
4. 85% of respondents are aware of the various committees that are formed for redressing their grievances.
5. 75% of respondents are highly satisfied towards the decision given by the management.
6. 80% of respondents are satisfied with the communication system of the management.
7. 70% of respondents are satisfied with the work environment.
8. 85% of respondents are satisfied with the facilities provided to them in the work place.
9. 75% of respondents are satisfied with the management being a good listener of their grievances.
10. 80% of respondents are highly agree that discipline and confidence is facilitated rather than excessive authority.
11. 70% of respondents are highly agree that grievances through committee members.
12. 85% of respondents are satisfied with the higher authorities.
13. 75% of respondents are aware of the legal aspects/transport facilities available.
14. 80% of respondents have agreed that there is regular follow up to ensure right decisions is given.
15. 70% of respondents are satisfied that the management is given authority to take action necessary in the work place.
16. When there is deviation in the work basis identification it will be reflected in the level of satisfaction regarding decision given.



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



A STUDY OF WORKING CAPITAL MANAGEMENT

By

GAYATHRI. R
112421631028

of

**SRI VENKATESWARA COLLEGE OF ENGINEERING AND
TECHNOLOGY**

A PROJECT REPORT

Submitted to the

FACULTY OF MANAGEMENT STUDIES

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Requirement for the Award of the

Degree

Of

MASTER OF BUSINESS ADMINISTRATION



In

(FINANCE)

ANNAUNIVERSITY

CHENNAI-25

MAY 2023




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

BONAFIDE CERTIFICATE

Certified that this project report Titled " A STUDY OF WORKING CAPITAL MANAGEMENT " is a bonafide work of GAYATHRI. R (Reg. No: 112421631028) who carried out the research under my supervision. Certified further, that to the best of my knowledge, the work reported here in does not form part of any other project report or dissertation on the basis of which a degree or award was conferred an earlier occasion on this or any candidate.

B. Sathy

SUPERVISOR/GUIDE



COLLEGE SEAL WITH DATE:

[Signature]
Head of the Department
Department of Management Studies
Sri Venkateswara College of
Engineering & Technology,
Thirupachur, Thiruvallur District - 631203

HEAD OF THE DEPARTMENT

Submitted to project evaluation held on 2023 At Sri Venkateswara College of Engineering & Technology, Thirupachur Thiruvallur.



B. Sathy
21/01/2023
INTERNAL EXAMINER

[Signature]
PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

[Signature]
12/01/23
EXTERNAL EXAMINER

Abstract

A company needs sufficient non-current assets and current assets for the successful running of the business and maximization of the wealth of the firm. Especially, in the short-run current assets or working capital management plays an important role in the success or failure of the firm and its impact on its profitability of the firm. This article aims to examine the impact of working capital management on the performance and as well as the market value of companies in the logistics industry. This study used the fixed effect panel data analysis with a data set covering six logistics companies listed on the Bombay Stock Exchange, India for the period 2013-2022.

To estimate the relationship between working capital management and the performance of companies used Return on Assets (ROA), Return on Equity (ROE), and Market value to Book value (MVBV) as dependent variables in the research models. The main results indicate that the positive relationship between working capital, market value, and profitability is not very clear. Logistics companies' sales are negatively associated with MVBV and ROE of logistics companies. The cash conversion cycle is found statistically not significant, and the relationship between CCC and profitability is negative. Overall, of the study, it is concluded that working capital has an impact on the performance of logistics companies in India.



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

ACKNOWLEDGEMENT

It is my great pleasure to regard my deep sense of gratitude to Honorable Chairman Dr. S.K PURUSHOTHAMAN, M.E. Ph.D. and the principal Dr. S.PALANI M.E, Ph.D of SRI VENKATESWARA COLLEGE OF ENGINEERING AND TECHNOLOGY THIRUPACHUR THIRU VALUR for the patronage and all the facilities offered.

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PRINCIPAL
Sri Venkateswara College of
Engineering and Technology
Thirupachur, Thiruvallur - 631 203

5.3 CONCLUSION :-

This present study concerned about the working capital management of SRI BALAGI LOGISTICS, VITA. Was undertaken with objective of assessing the performance of working capital management in terms of the existing system of receivable and payables management of the companies by analysis the financial data with help of ratio analysis and schedules of changes in working capital. It is observe from the analysis that the working capital of the companies is efficiently managed throughout the study period. It is also observed that overall the working capital management of the companies is found to be satisfactory.

Researcher concludes that overall financial position sound of this company. The company gives more attention to maintaining sufficient current assets. Company's current assets and liabilities are changing year by year so efforts must be taken to keep its stable. Proper management of working capital is necessary to show the maintain day to day activities of an organization.

Still in this region there are so many co – operative are working. It helps in the undistributed and smooth running of the business. It helps in the undistributed and smooth running of the business and improving reputation and goodwill. It is also observed that overall working capital management of the company is found to be satisfactory.




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Sri Venkateswara College of
Engineering and Technology.
Thirupachur, Thiruvallur - 631 203



**STUDY OF JOB SATISFACTION OF EMPLOYEES IN PUBLIC
AND PRIVATE SECTOR IN INDIA AT SUTHERLAND GLOBAL
SERVICES**

By

GIRIDHAR M

112421631029

of

**SRI VENKATESWARA COLLEGE OF ENGINEERING AND
TECHNOLOGY**

A PROJECT REPORT

Submitted to the

FACULTY OF MANAGEMENT STUDIES

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Requirement for the Award of the

Degree

Of

MASTER OF BUSINESS ADMINISTRATION



In

(HUMAN RESOURCES)

ANNA UNIVERSITY

CHENNAI-25

MAY2023



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

BONAFIDE CERTIFICATE

Certified that this project report Titled "JOB SATISFACTION OF EMPLOYEES IN PRIVATE AND PUBLIC SECTOR IN INDIA" is a bonafide work of GIRIDHAR M(112421631029) who carried out the research under my supervision. Certified further, that to the best of my knowledge, the work reported here in does not form part of any other project report or dissertation on the basis of which a degree or award was conferred an earlier occasion on this or any candidate.

B. Senthya

SUPERVISOR/GUIDE



COLLEGE SEAL WITH DATE:

Head of the Department
Department of Management Studies
Sri Venkateswara College of
Engineering & Technology,
Thirupachur, Thiruvallur District - 631203
HEAD OF THE DEPARTMENT

Submitted to project evaluation held on 12.07.23 At Sri
Venkateswara College of Engineering & Technology, Thirupachur Thiruvallur.



B. Senthya
12/07/2023
INTERNAL EXAMINER

PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

R. Anand
12/07/23
EXTERNAL EXAMINER

ABSTRACT

To explore and compare the job satisfaction levels of employees in the private and public sectors in India. Job satisfaction is a critical aspect of employee well-being and productivity, directly influencing organizational performance. Through a comprehensive review of existing literature, this study examines the factors contributing to job satisfaction, such as work-life balance, compensation, career growth opportunities, job security, and the quality of relationships with supervisors and colleagues. The research also investigates potential differences in job satisfaction between private and public sector employees, considering the unique characteristics of each sector. The findings from this study will provide valuable insights for organizations and policymakers in designing strategies to enhance job satisfaction and ultimately foster a more engaged and productive workforce in India.



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PRINCIPAL
Sri Venkateswara College of
Engineering and Technology.
Thirupachur, Thiruvallur - 631 203

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It is my great pleasure to regard my deep sense of gratitude to Honorable Chairman **Dr. S.K PURUSHOTHAMAN**, M.E Ph.D. and the principal **Dr. S.PALANI M.E, Ph.D** of **SRI VENKATESWARA COLLEGE OF ENGINEERING AND TECHNOLOGY THIRUPACHUR THIRUVALLUR** for the patronage and all the facilities offered.

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PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

SUMMARY OF CONCLUSION

Findings and Suggestions

1. WELFARE FACILITIES PROVIDED TO THE EMPLOYEES BY THE ORGANIZATION ARE SATISFACTORY

- While checking the results we can see most of the employees in Sutherland neither agree nor disagree with the statement.
- I would suggest the company to provide more facilities for the employees like increasing the transport facility by providing cabs to the employees.
- From the research we can see the Air conditioning is poor inside the office.
- Need to improve cleanliness in the restroom

2. EMPLOYEE ARE WORKING ACCORDING TO QUALIFICATIONS AND SKILLS

- From the research we can see the employees agree that 30% of them agree that they are working according to the qualification.
- Company can hire the employees based on their qualification and place them in a job according to their skill.
- Some of the employees are working the projects with different skill set and their skill is not utilized properly.
- By conducting assessments we can identify right skill for the employees and place them in respective projects.



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Sri Venkateswara College of
Engineering and Technology

WORKING HOURS SUTHERLAND IS SATISFACTORY



**A STUDY ON PERFORMANCE APPRAISAL AT ZINNOV MANAGEMENT
CONSULTING PVT.LTD.**

By

**GOMATHI R
112421631030**

of

**SRI VENKATESWARA COLLEGE OF ENGINEERING AND
TECHNOLOGY**

A PROJECT REPORT

Submitted to the

FACULTY OF MANAGEMENT STUDIES

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Requirement for the Award of the

Degree

Of

MASTER OF BUSINESS ADMINISTRATION



In

(OPERATIONS)

PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

ANNAUNIVERSITY

CHENNAI-25

MAY2023

BONAFAIDE CERTIFICATE

Certified that this project report titled "A STUDY ON PERFORMANCE APPRAISAL AT ZINNOV MANAGEMENT CONSULTING PVT LTD." is a bonafide work of GOMATHI R (112421631030) who carried out the research under my supervision. Certified further, that to the best of my knowledge, the work reported here in does not form part of any other project report or dissertation based on which a degree or award was conferred an earlier occasion on this or any candidate.



SUPERVISOR/GUIDE

Head of the Department
Department of Management Studies
Sri Venkateswara College of
Engineering & Technology,
Thirupachur, Thiruvallur District - 631203.

HEAD OF THE DEPARTMENT



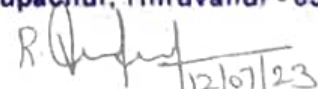
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Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631203


12/07/23
EXTERNAL EXAMINER

ACKNOWLEDGEMENT

It is my great pleasure to regard my deep sense of gratitude to Honorable Chairman **Dr. S. K PURUSHOTHAMAN., M. E Ph.D.** and the principal **Dr. S. PALANI M.E, Ph.D** of **SRI VENKATESWARA COLLEGE OF ENGINEERING AND TECHNOLOGY THIRUPACHUR THIRUVALLUR** for the patronage and all the facilities offered.

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I would like to express my deep sense of gratitude and heartfelt thanks to (**RAJALAKSHMI HR**) for their unflinching help, enthusiastic involvement, in valuable guidance and suggestion given to me in every stage of my project work. I also thank all the faculty members for giving the necessary support in all forms whenever I need them. I thank my classmates aspiring to be managers who have taken their best of efforts to present this study in a way they can follow and derive maximum benefits. Above all by no means the least I thank God almighty for being with me from the day one.



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5.3 CONCLUSION

Performance appraisal system is a systematic assessment of the employee in an organization. The result of such appraisals may lead to movement of the employees to the right place, enhancing the present skills, change the present compensation etc.

As the effect of performance appraisal creates a big change in the professional as well as the appraisal, such appraisal has to be administered in an effective way.

The appraisal system for employee's in future generally total insurance solution has been studied and it is recommended for further development.

If it is implemented, this may help organization to maintain and enhance the present knowledge for a long time.



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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



A STUDY ANALYSIS OF EMPLOYEE TRAINING NEEDS ON SMSLABS

By

GOWSHIK HARI SIDDHARTH H

(Reg no: 112421631031)

of

**SRI VENKATESWARA COLLEGE OF ENGINEERING AND
TECHNOLOGY**

A PROJECT REPORT

Submitted to the

FACULTY OF MANAGEMENT STUDIES

In Partial Fulfillment of the

Requirement for the Award of the

Degree

Of

MASTER OF BUSINESS ADMINISTRATION

In

(OPERATIONS)



ANNA UNIVERSITY

CHENNAI-25

MAY-2023



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

BONAFIDE CERTIFICATE

Certified that this project report Titled **A STUDY ANALYSIS OF EMPLOYEE TRAINING NEEDS ON SMSLABS** is a bonafide work of **GOWSHIK HARI SIDDHARTH H (112421631031)** who carried out the research under my supervision. Certified further, that to the best of my knowledge, the work reported here in does not form part of any other project report or dissertation on the basis of which a degree or award was conferred an earlier occasion on this or any candidate.



SUPERVISOR/GUIDE



Head of the Department
Department of Management Studies
Sri Venkateswara College of
Engineering & Technology,
Thirupachur, Thiruvallur District - 631203.

HEAD OF THE DEPARTMENT

COLLEGE SEAL WITH DATE:

Submitted to project evaluation held on 13.07.2022 At Sri Venkateswara
College of Engineering & Technology, Thirupachur, Thiruvallur.



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

ACKNOWLEDGEMENT

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I would like to express my deep sense of gratitude and heart full thanks to **Mr. TULASI RAMAN (Lab Manager on SMSLABS)** for their unflinching help, enthusiastic involvement, in valuable guidance and suggestion given to me in every stage of my project work. I also thank all the faculty members for giving the necessary support in all forms whenever. Ineed them. I thank my classmates aspiring to be managers who have taken theirbest of efforts to present this study in a way they can follow and derive maximum benefits. Above all by no means the God almighty for being with me from the day one.



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PRINCIPAL
Sri Venkateswara College of
Engineering and Technology.
Thirupachur, Thiruvallur - 631 203

Abstract

Training Needs Analysis (TNA) is the process in which the company identifies training and development needs of its employees so that they can do their job effectively. It involves a complete analysis of training needs required at various levels of the organisation.

Training needs analysis is the first stage in the training process and involves a procedure to determine whether training will indeed address the problem which has been identified. Training can be described as "the acquisition of skills, concepts or attitudes that result in improved performance within the job environment". Training needs analysis looks at each aspect of an operational domain so that the initial skills, concepts and attitudes of the human elements of a system can be effectively identified and appropriate training can be specified. This paper will focus on various aspects of Training need analysis.

This study investigates how the effectiveness of training process, and its phases, contributes in enhancing the employee efficiency in the social service environment. Selfevaluation questionnaires with the 10 points multichoice questionnaire scale were carried out to get primary data. Employee efficiency was measured as the self-perception of the acquired level of qualifications before and after participating in the trainings. Respondents assessed also whether the activities related to training phases were delivered in the organisational context. The study results illustrate positive correlation between variables, such as training needs analysis, transfer and employee efficiency. In this thesis,



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Thirupachur, Thiruvallur - 631 203

Chapter V

Conclusion

Training needs assessment is an on going process of gathering data to determine what training needs exist so that training can be developed to help the organization accomplish its objectives. Conducting needs assessment is fundamental to the success of a training program

The rationale for developing a training program relies heavily on identifying training needs, and justifying the costs and benefits to the organization. Without a clear understanding of needs, training efforts are at best randomly useful and at worst, useless. The trainer will only be successful and perceived as such to the extent that needs are carefully assessed, and programs developed and carried out that meet those needs. The end result is a more precise picture of training needs, which can lead to a performance improvement oriented training program and better results from training.

Trained people more productive in their work because practice and training given was helpful to them to do their work with more precise and effectively.



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



A STUDY ON STRESS MANAGEMENT IN ST ANTONY'S HOSPITAL

By

GOWTHAMY.G
(112421631032)

of

**SRI VENKATESWARA COLLEGE OF ENGINEERING AND
TECHNOLOGY**

A PROJECT REPORT

Submitted to the

FACULTY OF MANAGEMENT STUDIES

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Requirement for the Award of the

Degree

Of

MASTER OF BUSINESS ADMINISTRATION



In

(HUMAN RESOURCES)

ANNA UNIVERSITY

CHENNAI-25

MAY 2023

PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 205

BONAFIDE CERTIFICATE

Certified that this project report Titled "A STUDY ON STRESS MANAGEMENT IN ST ANTONY'S HOSPITAL" is a bonafide work of GOWTHAMY G (112421631032) who carried out the research under my supervision. Certified further, that to the best of my knowledge, the work reported here in does not form part of any other project report or dissertation on the basis of which a degree or award was conferred an earlier occasion on this or any candidate.

Head of the Department
Department of Management Studies
Sri Venkateswara College of
Engineering & Technology,
Thirupachur, Thiruvallur District - 631203.

HEAD OF THE DEPARTMENT

SUPERVISOR'S GUIDE



COLLEGE SEAL WITH DATE:

Submitted to project evaluation held on 12-07-2023 At Sri Venkateswara College of Engineering & Technology, Thirupachur Thiruvallur.



B. Senthya
12/07/2023
INTERNAL EXAMINER


[Signature]
PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

[Signature] 12/07/23
EXTERNAL EXAMINER

ABSTARCT

Stress is an all pervading modern phenomenon that takes a heavy toll of human life. Different situation and circumstances in our personal life and in our job produce stress. We shall divide them into factors related to the organization or job factors related to the person which include his experience or personality traits and the research is done the analysis stress management. So that the organization can able to base given possible suggestions to improve the employee stress management in the hospital.

The study focused on stress management in hospital, the researcher have taken a 104 sample and the major study reveals that the employees feel the stress in the work. The researcher some ideas to overcome the stress.



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

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It is my great pleasure to regard my deep sense of gratitude to Honorable Chairman **Dr. S.K PURUSHOTHAMAN., M.E Ph.D.** and the principal **Dr. S.PALANI M.E, Ph.D** of **SRI VENKATESWARA COLLEGE OF ENGINEERING AND TECHNOLOGY THIRUPACHUR THIRUVALLUR** for the patronage and all the facilities offered.

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I would like to express my deep sense of gratitude and heartfelt thanks to (**DR. JOSEPH R. K. SELVARETNAM IN ST ANTONY'S HOSPITAL**) for their unflinching help, enthusiastic involvement, in valuable guidance and suggestion given to me in every stage of my project work. I also thank all the faculty members for giving the necessary support in all forms whenever I need them. I thank my classmates aspiring to be managers who have taken their best of efforts to present this study in a way they can follow and derive the maximum benefits. Above all by no means the least I thank god almighty for being with me from the day one.



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Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

5.3 CONCLUSION

Stress can be both positive and negative, which has an impact on the employee's performance at work. For most of the people, low to moderate amount of stress enable them to perform their jobs better. However, a high level of stress for that matter or even a low-level stress spread over a long period, eventually takes its toll and the performance declines.

Stress is evitable; it is always present regardless of gender, age, social class, wealth, profession and the environment in which we live. Stress is not necessarily creating healthy competition among individual. It is important that stress and stress full situations could be adequately managed by the management.

Organization must begin to manage people at work differently, treating them with respect and valuing their contribution. If we enhance the psychological well-being and health of the employees, in the coming future the organization would make more revenue as well as employee retention.

At the end of the study, we can conclude that though there are signs of stress among the employees and such stress is affecting their behaviors, it can be controlled and reduced effectively.



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Sri Venkateswara College of
Engineering and Technology.
Thirupachur, Thiruvallur - 631 203



**A STUDY ON RECRUITMENT AND INTERVIEWING PROCESS IN
TRITON IT SOLUTIONS**

by

T.HARINATH
112421631033

of

**SRI VENKATESWARA COLLEGE OF ENGINEERING AND
TECHNOLOGY**

A PROJECT REPORT

Submitted to the

FACULTY OF MANAGEMENT STUDIES

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Requirement for the Award of the

Degree

Of

MASTER OF BUSINESS ADMINISTRATION



In

HUMAN RESOURCES


**ANNAUNIVERSITY
CHENNAI-25
MAY 2023**



PRINCIPAL
**Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203**

BONAFIDE CERTIFICATE

Certified that this project report Titled **A Study On Recruitment and interviewing process** in **TRITON IT SOLUTIONS** is a bonafide work of **T.Harinath (112421631033)** who carried out the research under my supervision. Certified further, that to the best of my knowledge, the work reported here in does not form part of any other project report or dissertation on the basis of which a degree or award was conferred an earlier occasion on this or any candidate.


Head of the Department
Department of Management Studies
Sri Venkateswara College of
Engineering & Technology,
Thirupachur, Thiruvallur District - 631202.

HEAD OF THE DEPARTMENT

SUPERVISOR GUIDE

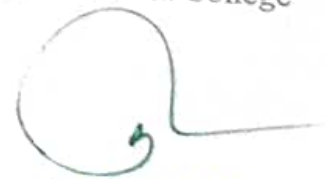


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B. Sowthi
12/07/2023
INTERNAL EXAMINER



A handwritten signature in blue ink, likely belonging to the Principal.

PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

R. [Signature]
12/07/23
EXTERNAL EXAMINER

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I would like to express my deep sense of gratitude and heartfelt thanks to **R.Malikh** for their unflinching help, enthusiastic involvement, in valuable guidance and suggestion given to me in every stage of my project work. I also thank all the faculty members for giving the necessary support in all forms whenever I need them. I thank my classmates aspiring to be managers who have taken their best of efforts to present this study in a way they can follow and derive maximum benefits. Above all by no means the least I thank god for being with me from the day one.



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ABSTRACT

"Recruitment and Interviewing is a process to discover the sources of manpower to meet the requirements for the staff in the organization, schedule and to employ effective measures for attracting that manpower in adequate numbers to facilitate effective selection of an efficient working force." A formal definition of recruitment and selection is: it is the process of finding and attracting capable applicants for employment. The process begins when new recruits are sought and ends when their applications are submitted. The process of recruitment and selection involves planning, strategy development, searching, screening, and control. The sources of recruitment are categorized as internal and external sources.

The essentials of selection are first, the nature of selection, whether faulty or safe and second, the policy of the company and the attitude of the management and third, the length of the probationary or the trial period. The different types of selection tests are Ability tests, Aptitude tests, Personality test, Interest tests, Graphology tests, Medical tests, and Genetic screening. The final decision has to be made from the pool of the individual who pass the tests, interviews, and reference checks and also the HR manager plays the crucial role in the final selection process.

The objective of the study is to interpret the recruitment and selection procedure followed at The organizations and to receive suggestions in the context of giving importance to various aspects that influence recruitment and selection procedure. The methodology includes the ways to collect both the primary and secondary data. Primary data has been collected by Interview, Questionnaire and Secondary data from the Company's website, journals, records, books etc. and the information was analyzed and interpreted.



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Conclusions

This paper reviewed some of the research papers, articles and reports published during the past ten years of the year 2020. The researcher focused on one of the most important topics of the Human Resources Management Department, which is recruitment and selection processes.

The review provided a detailed overview of both recruitment and selection, and reviewed the procedures and processes that are performed with these tasks according to their nature from one organization to another, but there is a general character or we can say that there is a general framework for carrying out these tasks.

The researcher found through his review of studies and articles that the process of selection and selection is one of the most important jobs that the Human Resources Department claims, and the importance of these jobs lies in being the first source in supplying organizations and companies with the workforce required to achieve the goals of the company.

However, through my reading of some studies that came during the last ten years, I found that this topic did not receive more attention from researchers, but there is a difficulty in obtaining and collecting information related to this topic. Therefore, this review may be useful for future researchers and it will also be my first step for future research, which will address this topic more broadly and accurately.




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Thirupachur, Thiruvallur - 631 203



A STUDY ON THE CONSUMER BEHAVIOUR PROCESS
AT
AUTOMOTIVE COMPONENTS TECHNOLOGY INDIA PVT LTD
By

JAGADESH M
(112421631035)

of

SRI VENKATESWARA COLLEGE OF ENGINEERING AND TECHNOLOGY
A PROJECT REPORT

Submitted to the
FACULTY OF MANAGEMENT STUDIES
In Partial Fulfillment of the Requirement for
the Award of the Degree
Of
MASTER OF BUSINESS ADMINISTRATION

In



(MARKETING)



ANNA UNIVERSITY
CHENNAI-25

MAY 2023

PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



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JAGADESH M
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of

SRI VENKATESWARA COLLEGE OF ENGINEERING AND TECHNOLOGY
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(MARKETING)



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CHENNAI-25

MAY 2023

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Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

BONAFIDE CERTIFICATE

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Head of the Department
Department of Management
Sri Venkateswara College
Engineering & Technology
Thirupachur, Thiruvallur District - 631203

HEAD OF THE DEPARTMENT

SUPERVISOR GUIDE



COLLEGE SEAL WITH DATE:

Submitted to project evaluation held on 12/07/2023 At Sri Venkateswara College of Engineering & Technology, Thirupachur Thiruvallur.



E. Sathy
INTERNAL EXAMINER

PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

R. Deepa
EXTERNAL EXAMINER

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It is my great pleasure to regard my deep sense of gratitude to Honorable Chairman **Dr. S.K PURUSHOTHAMAN, M.E Ph.D.** and the principal **Dr. S.PALANI M.E, Ph.D** of **SRI VENKATESWARA COLLEGE OF ENGINEERING AND TECHNOLOGY THIRUPACHUR THIRUVALLUR** for the patronage and all the facilities offered.

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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

ABSTRACT

Research in common man's language refers to a search for knowledge. One can also define research as a scientific and systematic search for pertinent information on a specific topic, in fact research is an art of scientific investigation.

Research is done to gain familiarity with a phenomenon event / product / service or to determine the frequency with which something occurs, with which is associated with something else or to test a hypothesis of casual relationship between variables.

In short customer perception research is the objective and formal process of systematically obtaining, analyzing and interpreting the data for ACTI on able decision making in customer perception towards an organization (ACTI, in my study).

The basic objective of this study is to analyze the customer perception towards ACTI in Chennai, Andhra Pradesh. Research was carried out for Chennai customers who were main targets for this study. Customers were asked about their perception towards ACTI



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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

SUMMARY AND CONCLUSION

5.1 FINDINGS

From the responses of 105 customers the findings can be listed as:

- ❖ As per the findings, all are having the awareness of ACTI. We can say that ACTI have good place in the minds of the customers.
- ❖ As per the findings 60% of male customers are come to ACTI for shopping.
- ❖ The customers who were mainly age group of 26- 35 years are shopping at ACTI.
- ❖ It has been found that the Majority of the Respondents come to know about the ACTI through Friends/Relatives References and Advertisements only. So we can say that the word of mouth and advertisements are plays a very important role when customers shopping at ACTI.
- ❖ As per findings, Majority of the Respondents are visits ACTI twice in a week. By this, we can say that most of the customers are coming to ACTI regularly.
- ❖ As per findings, Majority of the Respondents are purchasing for the Purpose of Personal use/consumption only.
- ❖ As per findings, most of the customers prefer to shop in ACTI for offers & discounts.
- ❖ As per findings, most of the respondents are taking assistance from the company staff during purchase period. We can say that customers take assistance from company staff when they shopping in ACTI.
- ❖ As per the findings, majority of the customers are satisfied with the value of their money provided by ACTI.
- ❖ As per findings, overall experience of the respondents is found to be Excellence as started by 12% of the Respondents, and Good by 60% of the Respondents. Very few rated as poor.
- ❖ As per findings, the customer's opinion is to revisit the ACTI.
- ❖ As per findings, as much 45% of the Respondents to suggest the ACTI to maintain good products.



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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



**A STUDY ON JOB SATISFACTION WITH REFERENCE TO
SATHYA AUTO PRIVATE LIMITED**

By

**RAJ KUMAR.R
(112421631082)**

of

**SRI VENKATESWARA COLLEGE OF ENGINEERING AND
TECHNOLOGY**

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(MARKETING)

ANNAUNIVERSITY

CHENNAI-25

MAY2023

PRINCIPAL
**Sri Venkateswara College of
Engineering and Technology,**
Thirupachur, Thiruvallur - 631 203



BONAFIDE CERTIFICATE

Certified that this project report Titled "A STUDY ON JOB SATISFACTION WITH REFERENCE TO SATHYA AUTO PVT LTD IN MAPPEDU" is a bonafide work of RAJ KUMAR.R (112421631082) who carried out the research under my supervision. Certified further, that to the best of my knowledge, the work reported here in does not form part of any other project report or dissertation on the basis of which a degree or award was conferred an earlier occasion on this or any candidate.



Head of the Department
Department of Management Studies
Sri Venkateswara College of
Engineering & Technology,
Thirupachur, Thiruvallur District - 631203.

HEAD OF THE DEPARTMENT

B. Southy

SUPERVISOR/GUIDE



COLLEGE SEAL WITH DATE:

Submitted to project evaluation held on 13/07/2023 At Sri Venkateswara College of Engineering & Technology, Thirupachur Thiruvallur.



B. Southy
INTERNAL EXAMINER



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

R. Just
13/07/23
EXTERNAL EXAMINER

CONCLUSION

analyzing all the factors responsible for increasing in sales and the number of customers in Sathya Pvt Ltd Store. I came to the conclusion that the Sathya Auto Pvt Ltd Group has a major focus on giving customer needs and their satisfaction level and not to those who made it possible i.e. the sales here. Once work life balance has been defined and all its aspects analyzed, some conclusion can be drawn. First of all, work life balance is not a "One - size - fits - all" type of trends; rather it is a trend which is viewed differently by everyone because people have a unique perception of their achievements and enjoyments. Also, work- life balance is changing on daily basis, and is no universal formula on how to achieve a perfect balance between work and life. Rather, the work life balance is focused more on how to achieve something in order to enjoy something. Work life balance is all about providing employees with more flexibility when it comes to their working hours. Employees became able to manage their time better and 'living' which eventually results in greater productivity. There are different types of managing working hours and those are: compressed workweek, flex time, job - sharing.



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Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



**A STUDY ON THE EFFICIENCY OF PRODUCTION FUNCTION AFTER
IMPLEMENTING SAP IN MATERIAL REQUIREMENT PLANNING MODULE**

AT

AUTOMOTIVE COMPONENTS TECHNOLOGY INDIA PVT LTD

By

**SARAVANAN E
(112421631092)**

of

**SRI VENKATESWARA COLLEGE OF ENGINEERING AND
TECHNOLOGY**

A PROJECT REPORT

Submitted to the

FACULTY OF MANAGEMENT STUDIES

In Partial Fulfillment of the Requirement

for the Award of the Degree

Of

MASTER OF BUSINESS ADMINISTRATION

In



(OPERATIONS)

ANNA UNIVERSITY

CHENNAI-25

MAY 2023

PRINCIPAL
**Sri Venkateswara College of
Engineering and Technology,**
Thirupachur, Thiruvallur - 631 203

BONAFIDE CERTIFICATE

Certified that this project report Titled "A STUDY ON THE EFFICIENCY OF PRODUCTION FUNCTION AFTER IMPLEMENTING SAP MATERIAL REQUIREMENT PLANNING MODULE AT AUTOMOTIVE COMPONENTS TECHNOLOGY INDIA PVT LTD" is a bonafide work of ARAVANAN E (112421631092) who carried out the research under my supervision. Certified further, that to the best of my knowledge, the work reported here in does not form part of any other project report or dissertation on the basis of which a degree or award was conferred on an earlier occasion on his or any candidate.



UPERVISOR/GUIDE



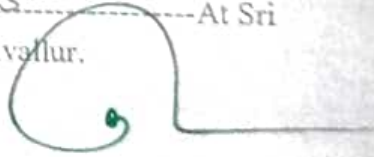
COLLEGE SEAL WITH DATE:



Head of the Department
Department of Management Studies
Sri Venkateswara College of
Engineering & Technology,
Thirupachur, Thiruvallur District - 631203

HEAD OF THE DEPARTMENT

Submitted to project evaluation held on 13/07/2023 At Sri Venkateswara College of Engineering & Technology, Thirupachur Thiruvallur.



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

INTERNAL EXAMINER

EXTERNAL EXAMINER

ABSTRACT

In an organization, after the employee has been recruited, selected, and inducted, he or she must next be developed to adopt with the work process illustrated for him or her based on the technique which has to improve their skill in performing a specific job and education to increase general knowledge and understanding of total environment. Software which used to monitor, plan and maintain the work process be well adopt to the end user by well training.

In this scientific era, everything made easy by many invention. Manufacturing companies too make to reduce their work load and stress by many electronic device and through software .SAP which integrate the department with a server online. Material Requirement Planning where the planning took part in production where as SAP implement in Material Requirement Planning increase the procurement and planning and time be reduced by this and information can upload to sever which aid in other function to be carry without any obstacle . A study on SAP will help us to identify the practices related its usage in production and knowledgeable experience be gained.

The main objective of this project is to analyze effectiveness of SAP in Material Requirement Planning and to provide suggestion for improving the functional program with more effective, if any required, in order improving the function which will benefit both end-user and the organization.

The collected data was analyzed through simple percentage analysis, chi square analysis, etc. The results of data analysis and statistical analysis were framed as findings and suggestions were given based on those findings for the improvement on training.



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Thirupachur, Thiruvallur - 631 203

CONCLUSION

The efficiency of Material Requirement Planning function at production department at Automotive components technology india Pvt Ltd is increased after the implementation of SAP Material Requirement Planning module. SAP implementation can aid the atomization (break-up) process in a much more efficient manner in the production department, so that efficiency in procurement and maintaining correct inventory levels can be increased. To increase the capabilities of end users, more knowledge management process like SAP training can be given. Moreover, the service provider of SAP can provide extended maintenance after implementation.



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PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



**A STUDY ON EMPLOYEE PERFORMANCE APPRAISAL IN NETGENE
TECHNOLOGY**

By

SATHISH.M
(112421631093)
of

SRI VENKATESWARA COLLEGE OF ENGINEERING AND TECHNOLOGY
A PROJECT REPORT

Submitted to the

FACULTY OF MANAGEMENT STUDIES

In Partial Fulfillment of the Requirement for the Award of the Degree

Of

MASTER OF BUSINESS ADMINISTRATION

In



(HUMAN RESOURCES)

ANNA UNIVERSITY
CHENNAI-25

MAY 2023

PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

BONAFIDE CERTIFICATE

Certified that this project report Titled " A STUDY ON EMPLOYEE PERFORMANCE APPRAISAL IN NETGENE TECHNOLOGY" is a bonafide work of SATHISH.M (112421631093) who carried out the research under my supervision. Certified further, that to the best of my knowledge, the work reported here in does not form part of any other project report or dissertation on the basis of which a degree or award was conferred an earlier occasion on this or any candidate.


Head of the Department
Department of Management Studies
Sri Venkateswara College of
Engineering & Technology,
Thirupachur, Thiruvallur District - 631203.
HEAD OF THE DEPARTMENT


SUPERVISOR/GUIDE



COLLEGE SEAL WITH DATE:

Submitted to project evaluation held on 13/07/2023 at Sri Venkateswara College of Engineering & Technology, Thirupachur Thiruvallur.



INTERNAL EXAMINER


PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203
K. P. S. 13/07/23
EXTERNAL EXAMINER

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Thirupachur, Thiruvallur - 631 203

ABSTRACT

A performance appraisal is known by other terms like employee appraisal, performance review. It is a method by which the job performance of an employee is measured in terms of quality, quantity, cost, behavior and time. It is conducted by self, peers, seniors and junior.

A performance appraisal is known by other terms like employee appraisal, performance review. It is a method by which the job performance of an employee is measured in terms of quality, quantity, cost, behavior and time. It is conducted by self, peers, seniors and junior. But generally in formal method it is conducted by the immediate manager or supervisor under whom the person is directly working. A performance appraisal is a part of measuring, comparing, finding, guiding, correcting and managing career development of the employees.

It is the process of gathering, recording and critically analyzing information about the relative importance of employees to the organization. Performance appraisal is study of present achievements, and failures, personal strengths and weaknesses, and suitability for incentives, rewards and recognition, increased pay scale, promotion or further training. Finally it shows the suitability of the person at present job to the organization



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Thirupachur, Thiruvallur - 631 203

5.3 CONCLUSION

A critical factor related to the organizations long term success is its ability to measure how well employees perform and then use that information to ensure that performance meets present standard and improve overtime. Performance appraisal is an interactive process that is designed to enhance employee's capability and facilitate productivity. This is a complex task that is difficult to do and it's not done well by most of the organization.

The present study is focused on performance appraisal of employees adopted in caterpillar private limited. The research reveals that the prevailing performance appraisal system is effective and satisfactory. Perfectness of the system can be achieved by training the raters to use the system properly, and by providing feedback on employee's performance.

Hence the present study will help to improve the effectiveness of the performance appraisal system and support the performance appraisal system and support the organization to review and revise its policies, thereby enhance the successful attainment of organizational goals.



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Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203