



# M.I.E.T. ENGINEERING COLLEGE

(Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai)  
UG - CSE, EEE & MECH Programs Accredited by NBA, New Delhi  
Accredited with 'A+' grade by NAAC  
An ISO 9001:2015 Certified Institution  
Recognized by UGC under section 2(f) & 12(B) of UGC Act, 1956  
Trichy - Pudukkottai Road, Tiruchirappalli - 620 007. Phone:0431-2660 303  
Website:www.miet.edu, E-mail:principalengg@miet.edu; contact@miet.edu



## 1.3.2: Number of course that include experiential learning through project work/field work/internship during last year

Dept:MBA

Academic Year-2023-2024

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PRINCIPAL  
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Website:www.miet.edu, E-mail:principalengg@miet.edu; contact@miet.edu



## 1.3.2: Number of courses that include experiential learning through project work/field work/internship during last year

Dept:M.B.A

AcademicYear-2023-2024

Sl.No.	Name of the Course	Course Code	Program Code	Program Offering	Project Work	Inter nship	Field work
1	Entrepreneurship Development	BA4032	631	MBA- Master of Business Administration	✓	✓	✓
2	Statistics for Management	BA4101	631	MBA- Master of Business Administration	✓	✓	✓
3	Management concepts and Organizational Behavior	BA4102	631	MBA- Master of Business Administration	✓	✓	✓
4	Economic Analysis for Business	BA4103	631	MBA- Master of Business Administration	✓	✓	✓
5	Accounting for Management	BA4104	631	MBA- Master of Business Administration	✓	✓	✓
6	Legal Aspects of Business	BA4105	631	MBA- Master of Business Administration	✓	✓	✓
7	Information Management	BA4106	631	MBA- Master of Business Administration	✓	✓	✓
9	Business Communication	BA4112	631	MBA- Master of Business Administration	✓	✓	✓
10	Quantitative Techniques for Decision Making	BA4201	631	MBA- Master of Business Administration	✓	✓	✓
11	Financial Management	BA4202	631	MBA- Master of Business Administration	✓	✓	✓
12	Human Resource Management	BA4203	631	MBA- Master of Business Administration	✓	✓	✓
13	Operations Management	BA4204	631	MBA- Master of Business Administration	✓	✓	✓

14	Business Research Methods	BA4205	631	MBA- Master of Business Administration	✓	✓	✓
15	Business Analytics	BA4206	631	MBA- Master of Business Administration	✓	✓	✓
16	Marketing Management	BA4207	631	MBA- Master of Business Administration	✓	✓	✓
18	Data Analysis and Business Modeling	BA4212	631	MBA- Master of Business Administration	✓	✓	✓
19	Strategic Management (SM)	BA4301	631	MBA- Master of Business Administration	✓	✓	✓
20	International Business Management	BA4302	631	MBA- Master of Business Administration	✓	✓	✓
21	Security Analysis and Portfolio Management	BA4001	631	MBA- Master of Business Administration	✓	✓	✓
22	Financial Markets	BA4002	631	MBA- Master of Business Administration	✓	✓	✓
23	Banking Financial Services Management	BA4003	631	MBA- Master of Business Administration	✓	✓	✓
24	Services Marketing	BA4011	631	MBA- Master of Business Administration	✓	✓	✓
25	Product and Brand Management	BA4013	631	MBA- Master of Business Administration	✓	✓	✓
26	Digital Marketing	BA4014	631	MBA- Master of Business Administration	✓	✓	✓
27	Strategic Human Resource Management	BA4015	631	MBA- Master of Business Administration	✓	✓	✓
28	Industrial Relations and Labor Legislation	BA4016	631	MBA- Master of Business Administration	✓	✓	✓
29	Organizational, design, change and development	BA4017	631	MBA- Master of Business Administration	✓	✓	✓
30	Ware house Management	BA4055	631	MBA- Master of Business Administration	✓	✓	✓
31	Transportation and Distribution Management	BA4056	631	MBA- Master of Business Administration	✓	✓	✓

32	Air Cargo Management	BA4058	631	MBA- Master of Business Administration	✓	✓	✓
33	Exim Management	BA4060	631	MBA- Master of Business Administration	✓	✓	✓
34	Fundamentals of Shipping	BA4061	631	MBA- Master of Business Administration	✓	✓	✓
35	Port and Terminal Management	BA4062	631	MBA- Master of Business Administration	✓	✓	✓
36	Social Media and Web designing	BA4029	631	MBA- Master of Business Administration	✓	✓	✓
37	Enterprise Resource Planning	BA4030	631	MBA- Master of Business Administration	✓	✓	✓
38	Enterprise Resource Planning	BA4030	631	MBA- Master of Business Administration	✓	✓	✓
39	E-Business Management	BA4031	631	MBA- Master of Business Administration	✓	✓	✓

  
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## ABSTRACT

The project work entitled "A Study On Work-Life Balance At Techvolt Software Private Limited" is to study the work life balance among the employees due to work from home in Techvolt Software pvt ltd. There is a developing readiness in today's work places that employees don't surrender their lives only on the grounds that they work. Work and life remain the two most paramount areas in the life of a utilized single person. Work life balance is now increasingly becoming the focal point of study by HRM experts and by managing teams of corporate. It is about effectively managing the balance between paid work and other activities like spending time with family, taking part in sport and recreation, undertaking further study. Earlier Companies attract and retain candidates by just providing effective training or Job security. But many employees in 21st century see 'Work life balance policies'- as a critical factor for selecting the companies. As employee conclusions are quite logic that it is easier to find a new job than finding a new spouse or a family. Issues relating to work-life balance are increased in present scenario. Equal balance in both work and personal life plays an important role for attaining personal as well as professional/organizational goals. The imbalances have a negative impact in both personal life and professional life, thus, maintaining an adequate balance between professional and personal life is very important. Well being state of a person allows him/ her to manage multiple responsibilities effectively at work and at home. The aim of this paper is to understand firstly the concept of work life balance, the important and issues affecting in various professions and finally to find out the influence of work life balance on various aspects like physical, occupational and environment well being of employees.



**A STUDY ON EMPLOYEES WORKPLACE CONFLICT IN PEE ESS  
ENTERPRISES IN MADURAI**

**A PROJECT REPORT**

Submitted by

**ABDUL RAHIM. A**

**Register No: 812422631002**

In partial fulfillment for the award of the degree

of

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

**Mr. M.K. GANESHAN, M.B.A., M.COM., PGDFM.,**

**Ph.D.,**

in

**DEPARTMENT OF MANAGEMENT STUDIES**

**M.I.E.T. ENGINEERING COLLEGE**

(Approved by AICTE and Affiliated to Anna University Chennai)

**TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007**

**JULY- 2024**



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Website:www.miet.edu, E-mail:principalengg@miet.edu, contact@miet.edu



## DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

Certified that this project titled **A STUDY ON EMPLOYEES WORKPLACE CONFLICT IN PEE ESS ENTERRPISES IN MADURAI** is the bonafide work of **ABDUL RAHIM. A Reg. No. 812422631002** who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

*A. Abdul Rahim*  
Signature of student

*Ganesh*  
Signature of the Guide

Name : ABDUL RAHIM. A

Name: M. K. GANESHAN

Roll No. : E4226002

Designation: Assistant Professor / MBA

Reg. No. : 812422631002

Address: M.I.E.T Engineering College

*Q. Anand*  
HEAD OF THE DEPARTMENT  
DEPT OF MANAGEMENT STUDIES  
M.I.E.T ENGINEERING COLLEGE  
TRICHY-7





18 June 2024

**TO WHOMSOEVER IT MAY CONCERN**

This is to certify that MR.A.ABDUL RAHIM (REG.NO:822422631001) pursuing an MBA at MIET ENGINEERING COLLEGE has successfully completed a project in A STUDY ON EMPLOYEE'S WORKPLACE CONFLICT IN

M/S.PEE ESS ENTERPRISES partial fulfilment requirement of his academic during the period from 11<sup>TH</sup> MARCH 2024 TO 11<sup>TH</sup> JUNE 2024.

We appreciate his performance in PEE ESS ENTERPRISES

PEE ESS ENTERPRISES

  
Partner

PEE ESS ENTERPRISES

Fac: 1/59E, Mandapam Main Road, Iravathanallur, Madurai- 625009  
Ph: 0452-2310031 • Accounts: 0452-4378313 • email: peeessent@yahoo.com

CST: 33AAIFP8212HIZC



**A STUDY ON MATERIAL HANDLING, STORAGE &  
PACKING AT RELIANCE SMART BAZAAR,  
ARIYAMANGALAM, TRICHY**

**A PROJECT REPORT**

Submitted by

**ABUTHALIF K**

**Register No: 812422631003**

In partial fulfillment for the award of the degree

of

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

**Mr. A.KARTHIKEYAN, MBA., M.Phil., (UGC-NET)**

in

**DEPARTMENT OF MANAGEMENT STUDIES**

**M.I.E.T. ENGINEERING COLLEGE**

(Approved by AICTE and Affiliated to Anna University Chennai)  
**TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007**

**JULY- 2024**





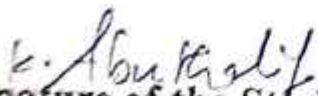
# M.I.E.T. ENGINEERING COLLEGE

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Website: www.miet.edu / mail: principal@miet.edu, contact@miet.edu



## DEPARTMENT OF MANAGEMENT STUDIES BONAFIDE CERTIFICATE

Certified that this project titled is **A STUDY ON MATERIALHANDLING STORAGE & PACKING AT RELIANCE, ARIYAMANGALAM, TRICHY** is the bonafide work of **ABUTHALIF. K (Reg. No. 812422631003)** who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

  
Signature of the Student

Name : Abuthalif. K

Roll No.: E4226003

Reg. No.: 812422631003

  
Signature of the Guide

Name: A. Karthikeyan,

Designation: Assistant Professor

Address: M.I.E.T. Engineering  
College, Trichy.

  
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M.I.E.T. ENGINEERING COLLEGE  
GURUR, TRUCHIRAPPALI-620 007



HEAD OF THE DEPARTMENT  
DEPT OF MANAGEMENT STUDIES  
M.I.E.T ENGINEERING COLLEGE

  
**Reliance**  
SMSL Limited

*Internship Certificate*

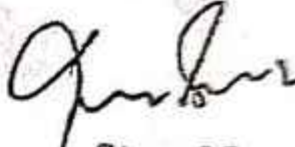
June 10, 2022

This is to certify that Mr. ABUTHALIF.K (Reg.no:812422631003) MBA (LOGISTICS SUPPLY CHAIN MANAGEMENT) student of M.I.E.T ENGINEERING College, Trichy has successfully completed his Internship Program from (Mar 11<sup>th</sup> – May 30<sup>th</sup>) Reliance SMSL Limited. (Sales and operation) in the Topic of “MATERIAL HANDLING, STORING AND PACKAGING”. During the Internship Programme, He is very punctual and dedication to working.

*We wish you all the best in your future endeavors.*

For Reliance SMSL Limited

Authorized Signatory



Store Manager  
Mr. MANIKANANDAN



## ABSTRACT

*This project aims to investigate the material handling, storage and packing practices at reliance smart bazaar. The primary objective is to gain insights into the current processes and identify areas for improvement. Secondary objectives include understanding customer preferences for packaging, discovering desirable qualities of reliance smart bazaar, and exploring their use of technology. By examining these factors, the project aims to recommend suitable measures to enhance material handling and storage, packaging which will improve customer satisfaction. The findings of this study will benefit logistics operations by providing valuable insights into best practices for material handling and storage, packaging ultimately resulting in increased efficiency, reduced costs, and higher customer satisfaction.*





**A STUDY ON CUSTOMER SATISFACTION  
TOWARDS SERVICE QUALITY (SRIRAJ TVS),  
TRICHY**

**A PROJECT REPORT**

**Submitted by**

**ANISH HENDRY. A**

**Register No: 812422631005**

In partial fulfillment for the award of the degree

of

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

**MS. SHAANTHA SHEELA , ME., MBA., (Ph.D)**

in

**DEPARTMENT OF MANAGEMENT STUDIES**

**M.I.E.T. ENGINEERING COLLEGE**

(Approved by AICTE and Affiliated to Anna University Chennai)  
TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007

**JULY 2024**



# M.I.E.T. ENGINEERING COLLEGE

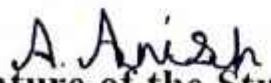
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Website: www.miet.edu, E-mail: principal@mgpmiet.edu, contact@mgpmiet.edu



## DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

Certified that this project titled is **A STUDY ON CUSTOMER SATISFACTION TOWARDS SERVICE QUALITY (SRIRAJ TVS), Trichy.** the bonafide work of **Mr. A, ANISH HENDRY (Reg.No.812422631005)** who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate,

  
Signature of the Student

Name: Anish Hendry . A

Roll No.: E4226005

Reg. No.: 812422631005

  
Signature of the Guide

Name : Ms. R. Shantha Sheela,

Designation: Assistant Professor

Address: M.I.E.T. Engineering College,  
Trichy,

  
HEAD OF THE DEPARTMENT  
DEPT OF MANAGEMENT STUDIES  
M.I.E.T ENGINEERING COLLEGE  
TRICHY-7


  
PRINCIPAL  
M.I.E.T. ENGINEERING COLLEGE  
GURDUR, TIRUCHIRAPPALLI-620 007



Date: 16-06-2024

PROJECT CERTIFICATE

This is to certify that the project titled "A Study on customer satisfaction towards service quality [Sriraj TVS] Trichy" is a record of research work done by Mr. Anish hendry (Reg.no:812422631005) of MIEET Engineering collage, Tiruchirappalli 620 007, Tamil Nadu, India, under my supervision in our organisation from 15-03-2024 to 16-06-2024.

For SRIRAJ AUTO AGENCY PRIVATE LTD.  
Signature 

Mr. Raghu Ram **MANAGER**

Designation: Service Manger

SRIRAJ AUTO AGENCY PRIVATE LTD.,  
No. 1, Karim Road, Tiruchirappalli,  
Tamil Nadu,  
India

Company Seal

  
PRINCIPAL  
M.I.E.T. ENGINEERING COLLEGE  
DURGUR, TIRUCHIRAPPALLI-620 017

## ABSTRACT

This research project delves into the intricate dynamics between customer satisfaction and service quality, recognizing the pivotal role service-related attributes play in shaping consumer perceptions. The study adopts a multi-industry perspective, examining diverse sectors such as hospitality, telecommunications, banking, and retail. Geographical and demographic considerations are incorporated to capture regional and cultural influences, while the research spans various customer segments to identify potential variations in the relationship between service quality and satisfaction. The scope also encompasses feedback mechanisms, customer expectations, and long-term implications, offering a comprehensive exploration of how businesses can optimize service quality to enhance customer satisfaction. The findings are anticipated to contribute valuable insights to organizations across industries, guiding them in tailoring strategies to meet evolving customer expectations and sustain high levels of satisfaction in a competitive market environment.



**A STUDY ON JOB SATISFACTION IN SARDONYX  
TECHNOLOGIES PVT.LTD AT THANJAVUR  
A PROJECT REPORT**

**Submitted by**

**ASRAF.A**

**Register No: 812422631006**

In partial fulfillment for the award of the degree

of

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

**Dr. R. ANTONY PRAKASH, MBA., M.Phil., MHRM., Ph.D.,**

in

**DEPARTMENT OF MANAGEMENT STUDIES**

**M.I.E.T. ENGINEERING COLLEGE**

(Approved by AICTE and Affiliated to Anna University Chennai)  
**TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007**

**JULY- 2024**





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Website: www.miet.edu. E-mail: principal@miet.edu, contact@miet.edu



## DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

Certified that this project titled is "A STUDY ON JOB SATISFACTION IN SARDONYX TECHNOLOGIES PVT.LTD AT THANJVUR" is the bonafide work of ASRAF.A Reg. No. 812422631006 who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

Signature of student

Name : ASRAF.A

Roll no. : E4226006

Reg. no.: 812422631006

Signature of the Guide

Name : Dr.R. Antony Parkash

Designation: Professor and Head

Address : M.I.E.T Engineering college

HEAD OF THE DEPARTMENT  
DEPT OF MANAGEMENT STUDIES  
M.I.E.T ENGINEERING COLLEGE  
TRICHY-7

# SARDOXNY TECHNOLOGIES PVT. LTD

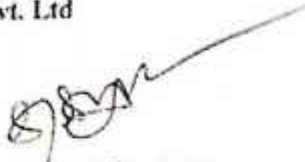
1300 13 06 2024

## TO WHOM IT MAY CONCERN

This is to Certify that Mr. Asraf A, with REG NO. 8124220110956 MBA final year student of MIET Engineering College-Trichy, affiliated under Anna University has joined as Inter for a period of three months (from 15-03-2024 to 15-06-2024) in our concern "SARDOXNY TECHNOLOGIES PVT. LTD" As a part of the Intern he is doing his final year projects in the title "A study on job satisfaction at SARDOXNY TECHNOLOGIES PVT. LTD." and he completed his project successfully.

Thanks & Regards

For Sardonyx Technologies  
Pvt. Ltd



Authorized signatory,  
HR & Operations

  
PRINCIPAL  
M.I.E.T. ENGINEERING COLLEGE  
GUNDUR, THIRUCHITAPPALLI-620 007



## ABSTRACT

Job satisfaction is a critical aspect of organizational dynamics that reflects employees' overall contentment with their work roles and environment. It encompasses both intrinsic factors, such as the meaningfulness of work, autonomy, and skill utilization, and extrinsic factors like compensation, working conditions, and management practices. Theories such as Herzberg's Two-Factor Theory, Maslow's Hierarchy of Needs, and the Job Characteristics Model provide frameworks for understanding how these factors contribute to job satisfaction. High job satisfaction is often linked to increased employee motivation, productivity, and well-being, while low satisfaction can lead to higher turnover and absenteeism.

From an organizational perspective, fostering job satisfaction is essential for maintaining a committed and effective workforce. Organizations that prioritize creating meaningful work experiences, offering fair compensation, and ensuring positive working conditions often see significant benefits, including improved employee retention and performance. Additionally, satisfied employees contribute to a positive organizational culture and enhance overall productivity, underscoring the importance of addressing job satisfaction as a key component of strategic management and employee relations.



**A STUDY ON KNOWLEDGE FLOW AND CAPABILITY  
BUILDING IN WIPRO INFRASTRUCTURE  
ENGINEERING, SIPCOT INDUSTRIAL PARK,  
SRIPERUMBUDHUR  
A PROJECT REPORT**

Submitted by

**BALAKRISHNAN R**

Register No: 812422631007

In partial fulfillment for the award of the degree

of

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

**Mr. M.K. GANESHAN., M.B.A., M.COM., PGDFM., Ph.D.,**

in

**DEPARTMENT OF MANAGEMENT STUDIES**

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JULY- 2024


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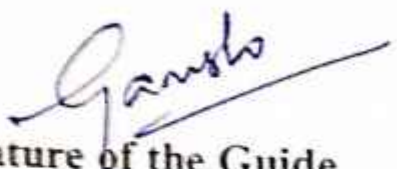


**DEPARTMENT OF MANAGEMENT STUDIES**

**BONAFIDE CERTIFICATE**

Certified that this project titled **A STUDY ON KNOWLEDGE FLOW AND CAPABILITY BUILDING IN WIPRO INFRASTRUCTURE ENGINEERING, SIPCOT INDUSTRIAL PARK, SRIPERUMBUDHUR** is the bonafide work of **BALAKRISHNAN R (Reg. No. 812422631007)** who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

  
Signature of student

  
Signature of the Guide

Name : BALAKRISHNAN R

Name : M.K GANESHAN

Roll No. : E4226007

Designation : Assistant Professor, M.B.A

Reg. No. : 812422631007

Address : M.I.E.T. Engineering college





20.06.2024

Dr. Antony Prakash,  
Head of Department,  
Department of Management Studies  
M.I.E.T. Engineering College,  
Trichy - 620 007.

Dear Sir,

Sub: Internship Confirmation for your student - Reg.  
Ref: Your letter dated: 13/02/2024.

Greetings from Wipro Infrastructure Engineering.

With reference to the above, we wish to inform that your request has been accepted for your Student Mr. Balakrishnan R. (Reg No: 812422631007) pursuing final year MBA, to undergo his project in our organization on Non-Stipendiary basis during the period 20.02.2024 to 20.06.2024.

Please note that during the internship, the student has to strictly adhere to the rules and regulations of our organization. Student has to take accident insurance policy in his name.

The student will be required to make his own arrangements for boarding and lodging during the internship period.

Thank you

Yours faithfully,

For Wipro Infrastructure Engineering

Santhosh Kumar P.

Head - Human Resources

  
PRINCIPAL  
M.I.E.T. ENGINEERING COLLEGE  
SUNOUR, TRICHIRAPPALLI-620 007

**Business Unit:**

Wipro Infrastructure Engineering T : +91 (044) 3090 0197  
Plot A-22, SIPCOT Industrial Park E : info@wiproinfra.com  
Bangalore-560022 W : wiproinfra.com  
Bijayanur Road  
Mandayapuram Dist. TN - 622 117

**Registered Office:**

Wipro Enterprises (P) Ltd.  
Wipro House T : +91 (80) 0109 8501  
No. 95, T. Nagar, 5th Floor, Block E : sarth@wipro.com, wipro@wipro.com  
Koramangala 4th Block W : wiproce@com  
Bengaluru, Karnataka 560024 C : 07274194220/0722544028

## ABSTRACT

The ability of an organization to build and manage knowledge flow is critical to its success. This report focuses on the importance of knowledge flow and capability building in an organization, with a particular emphasis on the role of human resources. The report provides a comprehensive overview of the challenges and opportunities involved in building organizational capabilities and enhancing knowledge flow. The report explores the importance of building a culture of knowledge sharing and collaboration, and the key factors that contribute to successful knowledge management. It also examines the role of human resources in facilitating knowledge flow, including the importance of effective communication, training, and development programs. Through case studies and empirical research, the report demonstrates the benefits of effective knowledge flow and capability building, including improved productivity, innovation, and competitive advantage. The report concludes with practical recommendations for organizations seeking to enhance their knowledge flow and capability building, including strategies for developing a knowledge sharing culture, leveraging technology, and investing in human resources.





**A STUDY OF ORGANIZATIONAL DEVELOPMENT IN  
INDUSTRIAL RUBBER COMPANY AT SENGIPATTI**

**A PROJECT REPORT**

Submitted by

**BALASUBRAMANIYAN P**

**Register No: 812422631008**

In partial fulfillment for the award of the degree

Of

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

**Mr. A. KARTHIKEYAN, MBA., M.Phil., (UGC-NET)**

In

**DEPARTMENT OF MANAGEMENT STUDIES**

**M.I.E.T. ENGINEERING COLLEGE**

(Approved by AICTE and Affiliated to Anna University Chennai)

**TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007**

**JULY- 2024**



# M.I.E.T. ENGINEERING COLLEGE

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Recognized by UGC under section 2(F) & 2(B) of UGC Act, 1956  
Trichy - Pudupkottar Road, Tiruchirappalli - 620 007. Phone: 0431 2666 303  
Website: www.miet.edu. E-mail: principalengg@miet.edu, contact@miet.edu



## DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

Certified that this project titled "A STUDY ON ORGANIZATIONAL DEVELOPMENT IN INDUSTRIAL RUBBER COMPANY AT SENGIPATTI" is the bonafide work of **Mr. BALASUBRAMANIYAN P (Reg. No. 812422631008)** who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

Signature of student

Signature of the Guide

Name : Balasubramaniyan P

Name : Mr. A. KARTHIKEYAN

Roll No. : E4226008

Designation: Assistant Professor

Reg. No. : 812422631008

Address : M.I.E.T. Engineering College,

Trichy.

HEAD OF THE DEPARTMENT  
DEPT OF MANAGEMENT STUDIES  
M.I.E.T ENGINEERING COLLEGE  
TRICHY-7

PRINCIPAL  
M.I.E.T. ENGINEERING COLLEGE  
GUNDUR, TRICHIRAPPALLI-620 037



# CERTIFICATE

## of Project Completion

This is to certify Mr. BALASUBRAMANIYANP ( Register No: 812422631008 ) Final year M.B.A Student from MIET COLLEGE OF ENGINEERING , TRICHY has successfully Completed his Project entitled A STUDY ON ORGANISATION DEVELOPMENT with our INDUSTRIAL RUBBER COMPANY Period From 13.03.2024 to 13.06.2024 During the Project Period his Conduct was Good.

  
Authorised Signature



# Industrial Rubber Company

Thanjavur, Tamilnadu, [www.irctyre.com](http://www.irctyre.com)

  
PRINCIPAL  
M.E.T. ENGINEERING COLLEGE  
GUNDUR, TRUCHIRAPPALLI-620 001



## ABSTRACT

The purpose of this study is to perform a literature assessment on leadership and to demonstrate its significance in overall organization Development. The process is based on a systematic review of a large number of publications that have been identified using certain keywords. The systematic review of literature includes an analysis of topics. In the field of leadership, the analysis identifies highly referenced titles. We've gone through a number of factors that have been used to investigate the topic of leadership in the past. Our findings reveal a significant bond between the leader and his or her followers via generating positive feelings. Positive feelings may be induced through improving their problem-solving ability, encouraging and acknowledging their efforts, monitoring their emotional condition, and creating trust. The boss runs the company in a comfortable environment where employees have faith in one another.



**A STUDY ON MATERIALS MANAGEMENT IN VENTURE  
LIGHTING INDIA LIMITED, CHENNAI**

**A PROJECT REPORT**

Submitted by

**BELAL. A**

**Register No: 812422631009**

In partial fulfillment for the award of the degree

of

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

**Mr.V.PAGALAVAN, BSC, MBA**

in

**DEPARTMENT OF MANAGEMENT STUDIES**

**M.I.E.T. ENGINEERING COLLEGE**

(Approved by AICTE and Affiliated to Anna University Chennai)  
**TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007**

**JULY- 2024**

  
PRINCIPAL  
M.I.E.T. ENGINEERING COLLEGE  
TIRUCHIRAPPALLI-620 007



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Trichy - Pudukkottai Road, Tiruchirappalli - 620 007. Phone:0431-2650 303  
Website:www.miet.edu, E-mail:principal@engg@miet.edu, contact@miet.edu



## DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

Certified that this project titled **A STUDY ON MATERIALS MANAGEMENT IN VENTURE LIGHTING INDIA LIMITED, CHENNAI** is the bonafide work of **BELAL .A, Reg. No. 812422631009** who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

Signature of student

Name : Belal .A

Roll No. : E4226009

Reg. No. : 812422631009

Signature of the Guide

Name : Mr.V. Pagalavan

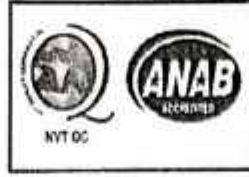
Designation: Assistant Professor,MBA

Address : MIET Engineering College

PRINCIPAL  
M.I.E.T. ENGINEERING COLLEGE  
GURUR, TIRUCHIRAPPALLI-620 007

HEAD OF THE DEPARTMENT  
DEPT OF MANAGEMENT STUDIES  
M.I.E.T ENGINEERING COLLEGE  
TRICHY-7..





## Venture Lighting India Limited

Plot No.A30, D5 Phase-II, Zone-B, MEPZ,  
Tambaram, Chennai-600 045, India.  
Tel : 91-44-2262 5567 / 5568 / 3094 / 3095  
Fax : 91-44-2262 5569 / 2434  
E-mail : vlindia\_hr@vlindia.com

Date: 13/06/2024

### TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. A. BELAL (Reg no -812422631009) 2<sup>nd</sup> year MBA (LOGISTICS AND SUPPLYCHAIN MANAGEMENT) Student of M.I.E.T Engineering College, Trichy – 7. Has successfully completed his internship training in our organization for period of 3 months from (14/03/2024 to 13/06/2024) at **VENTURE LIGHTING INDIA LTD.** (logistics department) in the topic of “**MATERIAL MANAGEMENT**”. He was very regular in attendance and his conduct & character was found to be very good during the period of training with us.

We wish his all the best in his future endeavors.

For VENTURE LIGHTING INDIA LTD.



Authorized Signatory

## ABSTRACT

The project report deals with the research topic "A STUDY ON MATERIALS MANAGEMENT IN VENTURE LIGHTING INDIA LTD". The main purpose of this research is to study about the materials management in production processes of Venture lighting India limited.

Primary objective is to study about the materials management in production processes of Venture lighting India limited with reference to Chennai. Secondary objectives are to evaluate the efficiency of the machines as well as of workers regarding handling of materials for production and to examine the problems faced frequently in handling the materials in production process.

In this survey, the design used is descriptive in nature. The information is collected from the individuals and analyzed with the help of different statistical tools, to provide few suggestions to improve the material management system in Venture lighting India Ltd. Moreover, Percentage Analysis has been done for processing the data obtained to meet the objectives of the study.

The sample size was taken as 110. The respondents filled in a well-structured questionnaire. The data are collected through the questionnaire which is designed according to the objective of the study. The responses given by the respondents is analyzed and interpreted using different types of tools for finding, such as simple percentage analysis, Karl Pearson's Correlation and Chi- square test.



**A STUDY ON EMPLOYEES RECRUITMENT PROCESS  
IN PHOENIX SOFTECH AT SIMMAKAL A MADURAI**

**A PROJECT REPORT**

Submitted by

**DHILIBAN KUMAR.U**

**Register No: 812422631011**

In partial fulfillment for the award of the degree

of

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

**Mr. M.K.GANESHAN M.B.A., M.Com., PGDFM., Ph. D**

in

**DEPARTMENT OF MANAGEMENT STUDIES**

**M.I.E.T. ENGINEERING COLLEGE**

(Approved by AICTE and Affiliated to Anna University Chennai)

**TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007**

**JULY- 2024**





## M.I.E.T. ENGINEERING COLLEGE

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Trichy - Pudukkottai Road, Tiruchirappalli - 620 007, Phone:0431-2660303  
Website:www.miet.edu, E-mail:principalengg@miet.edu, contact@miet.edu



### BONAFIDE CERTIFICATE

Certified that this project titled **A STUDY ON EMPLOYEES RECRUITMENT PROCESS IN PHOENIX SOFTECH AT SIMMAKAL AT MADURAI** is the bonafide work of **DHILIBAN KUMAR.U (Reg. No. 812422631011)** who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

Signature of student

Name :DHILIBAN KUMAR U

Roll No. : E4226011

Reg. No. : 812422631011

Signature of the Guide

Name: M.K.GANESHAN

Designation: Assistant professor, MBA

Address :M.I.E.T ENGINEERING COLLEGE

HEAD OF THE DEPARTMENT  
DEPT OF MANAGEMENT STUDIES  
M.I.E.T ENGINEERING COLLEGE  
TRICHY-7



## PHOENIX SOFTECH

Date: 29-06-2024

### TO WHOMSOEVER IT MAY CONCERN

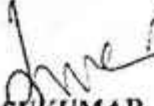
This is to certify that, Mr. U. DHILIBAN KUMAR., (Reg. No: 812422631011), doing final year MBA student of M.I.E.T. Engineering College, Trichy has successfully completed the HR Project work on "A Study on Employee Recruitment Process" In our Esteemed Company for the period from March 2024 to June 2024.

During the training period his conduct and character was very good.

We wish him all success in his future Endeavors.

Thanking You,

For PHOENIX SOFTECH

  
S. SUKUMAR  
Project Manager



No 266, II Floor, Good Shed Street, Madurai - 625 001.

PH : 0452-2343527, 2350078

Website : [www.phoenixsoftech.in](http://www.phoenixsoftech.in)

V

## ABSTRACT

Employee recruitment is a critical function for organizations aiming to attract and retain talented individuals. This study examines the contemporary practices and challenges involved in the recruitment process. Through a comprehensive literature review and empirical research, this paper identifies key factors influencing recruitment effectiveness, such as sourcing strategies, selection methods, employer branding, and the use of technology. The research also explores the impact of recruitment processes on organizational outcomes, including employee performance, retention rates, and overall organizational success. Furthermore, the study discusses current trends in recruitment, such as diversity and inclusion initiatives, remote hiring practices, and the integration of artificial intelligence in applicant screening. Practical implications and recommendations are provided for HR practitioners to enhance recruitment strategies and mitigate challenges in a competitive labor market.





**A STUDY ON EMPLOYEES EFFECTIVENESS OF  
TRAINING AT WHIRLPOOL CORPORATION,  
PUDUCHERRY**

**A PROJECT REPORT**

**Submitted by**

**FAZIL IRFAN S**

**Register No: 812422631012**

In partial fulfillment for the award of the degree  
of

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

**Mr. A.KARTHIKEYAN, MBA., M.Phil., (UCG-NET).,**  
in

**DEPARTMENT OF MANAGEMENT STUDIES**

**M.I.E.T. ENGINEERING COLLEGE**

(Approved by AICTE and Affiliated to Anna University Chennai)  
TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007

**JULY- 2024**

  
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GURUR, TIRUCHIRAPPALLI-620 007



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Recognized by UGC under section 2(f) & 12(B) of UGC Act, 1956  
Trichy - Pudakkottai Road, Truchirappalli - 620 007. Phone:0431 2660 303  
Website:www.miet.edu, E-mail:principalengg@miet.edu, contact@miet.edu



## PROJECT WORK

This is to certify that project entitled **A STUDY ON EMPLOYEES EFFECTIVENESS OF TRAINING AT WHIRLPOOL CORPORATION, PUDUCHERRY**

is the bonafide record of project work done by

**FAZIL IRFAN S**

**Register No: 812422631012**

of Master of Business Administration during the year 2021-2023.

Project Guide

Head of the Department

HEAD OF THE DEPARTMENT  
DEPT OF MANAGEMENT STUDIES  
M.I.E.T ENGINEERING COLLEGE  
TRICHY-7..

Submitted for the Project viva-voce Examination held 31/07/24.

Signature of Internal Examiner  
Dr. R. ANTONY PRAKASH.  
8129104.

M.I.E.T Engineering College  
JULY - 2024

Signature of External Examiner

S. Saravanan  
842009  
Saranathan College  
7 Ergg.

**Whirlpool**

**WHIRLPOOL OF INDIA LIMITED**

(CIN No.: L29191PN1960PLC020063)

THIRUBHUVANAI VILLAGE, PUDUCHERRY-605 107, INDIA Phone: (91-413) 2640228-232/2640902-906 Fax: (91-413) 2640168  
CORPORATE OFFICE: PLOT No. 40, SECTOR-44, GURUGRAM (GURGAON)-122 002 (HARYANA), INDIA TEL: (91) 124-4591300  
FAX: (91) 124-4591301 REGD. OFF.: PLOT No. A-4 MIDC, RANJANGAON, TAL. SHIRUR, DIST. PUNE-412 220. TEL: (91) 2138-  
660100 FAX: (91) 2138-232376

GSTIN: 34AAACW1336L1ZD Website: www.whirlpoolindia.com

**Date: 22-06-2024**

**TO WHOMSOEVER IT MAY CONCERN**

This is to Certify that **Mr. Fazil irfan S**, with **REG NO:- 812422631012**, MBA final year student of **MIET Engineering College-Trichy**, affiliated under **Anna University** has joined as Inter for a period of three months (from 15-03-2024 to 22-06-2024) In our concern "**Whirlpool Corporation**" As a part of the Intern he is doing his final year project in the title "**A study on employees effectiveness of training in Whirlpool Corporation at puducherry.**" and he completed his project successfully.

**FOR WHIRLPOOL OF INDIA LIMITED,**

  
KARTHICK  
SENIOR MANAGER  


  
PRINCIPAL  
M.I.E.T. ENGINEERING COLLEGE  
GUNDUR, TRICHIRAPPALLI-620 007



## ABSTRACT

This study investigates the Employees Effectiveness of training at Whirlpool Corporation, a leading home appliance manufacturer. The objective of the study is to assess the impact of training programs on employee performance and evaluate the effectiveness of training in meeting organizational goals. The research methodology employed a mixed-methods approach, combining quantitative data analysis and qualitative insights.

The study focused on collecting data through employee surveys, performance evaluations, and interviews with key stakeholders. The questionnaire assessed employees' perceptions of training content, delivery, and its alignment with their job responsibilities. Performance evaluations provided objective measures of employee effectiveness, while interviews provided deeper insights into the training experience.

The study concludes that while Whirlpool Corporation has implemented effective training programs that contribute to employee effectiveness, there is room for further enhancement to meet the diverse needs of employees. The findings suggest the importance of continuous evaluation and customization of training programs to ensure optimal outcomes and alignment with organizational objectives.

The results of this study can inform Whirlpool Corporation and other organizations in the home appliance industry about the effectiveness of their training initiatives and provide insights into areas for improvement. By addressing the identified limitations and incorporating employee feedback, organizations can enhance the impact of their training programs on employee effectiveness and overall performance.



**A STUDY ON CUSTOMER PERCEPTION TOWARDS  
E-BANKING IN CANARA BANK - IT PARK BRANCH,  
TRICHY**

**A PROJECT REPORT**

Submitted by

**GURUNATH.M**

**Register No: 812422631013**

In partial fulfillment for the award of the degree

of

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

**Mr .V.PAGALAVAN, B.Sc., MBA.,**

in

**M.I.E.T. ENGINEERING COLLEGE**

(Approved by AICTE and Affiliated to Anna University Chennai)  
**TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007**  
**DEPARTMENT OF MANAGEMENT STUDIES**

**JULY- 2024**



## M.I.E.T. ENGINEERING COLLEGE

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Trichy - Pudukkottai Road, Thiruchirappalli - 620 007. Phone:0431-2650 303  
Website:www.miet.edu, E-mail:principalengg@miet.edu, contact@miet.edu



### DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

Certified that this project titled **A STUDY ON CUSTOMER PERCEPTION TOWARDS E-BANKING IN CANARA BANK - IT PARK BRANCH, TRICHY** is the bonafide work of **GURUNATH.M (Reg. No. 812422631013)** who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

*M. Gurunath*

Signature of student

Name : GURUNATH.M

Roll No. : E4226013

Reg. No. : 812422631013

*V. Pagalavan*

Signature of the guide

Name : Mr. V.PAGALAVAN

Designation : Assistant Professor, MBA

Address : M.I.E.T Engineering College

*Q. Antony*

HEAD OF THE DEPARTMENT  
DEPT OF MANAGEMENT STUDIES  
M.I.E.T ENGINEERING COLLEGE  
TRICHY-7



# COMPANY CERTIFICATE

केनरा बैंक  Canara Bank  
PROJECT COMPLETION CERTIFICATE

Date: 10.07.2024

To

The Head of the Department,  
Master of Business Administration,  
M.I.E.T Engineering College,  
Tiruchirapalli.

Respected Sir,

Sub:Project Completion Certificate

This is to certify that Mr.GURUNATH M (Reg. No.812422631013) doing his final year Master of Business Administration – HR and Marketing in M.I.E.T Engineering College has successfully completed his final year project on the topic “A Study on Customer Perception towards E-Banking in Canara Bank” in our bank from 01.04.2024 to 01.07.2024.

 कृते केनरा बैंक For Canara Bank  
  
प्रबंधक/Manager  
आईटी पार्क शाखा/IT Park Br. Trichy-620 026.  
Manager & Branch Head  
Trichy IT Park Branch.



HA-327, Shri Periyannayagi Complex, Anna Nagar Housing Unit,  
Navalpattu, Trichy - 620 026.

Email : cb3440@canarabank.com

Phone : 0431 - 2580202  
Mob : 9489045803

## ABSTRACT

E-banking, refers to the provision of banking services through electronic channels such as the internet, mobile devices, and telecommunication networks. E-banking offers several advantages for both banks and customers. One of the primary advantages of E-banking is convenience. Customers can access their bank accounts and perform various transactions anytime, anywhere, as long as they have an internet connection. They can check their account balances, transfer funds, pay bills, and manage their finances without visiting a physical branch.

The banking sector has experienced tremendous growth over the past decade with the advent of technology and the internet. E-banking, which refers to conducting banking transactions through electronic channels, has become increasingly popular among customers as it offers the convenience of making transactions from anywhere and at any time.



**A STUDY ON HUMAN RESOURCE INFORMATION SYSTEM IN  
RIBO INDUSTRIES PUDUKOTTAI**

**A PROJECT REPORT**

**Submitted by**

**HARINI.P**

**Register No: 812422631014**

In partial fulfillment for the award of the degree

of

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

**Ms. R. SHANTHA SHEELA, M.E., MBA.,( Ph.D),,**

in

**DEPARTMENT OF MANAGEMENT STUDIES**

**M.I.E.T. ENGINEERING COLLEGE**

(Approved by AICTE and Affiliated to Anna University Chennai)  
**TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007**

**JULY- 2024**

  
**PRINCIPAL**  
M.I.E.T. ENGINEERING COLLEGE  
GURUR, TIRUCHIRAPPALLI-620 007





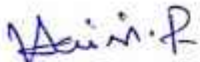
# M.I.E.T. ENGINEERING COLLEGE (AUTONOMOUS)

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(An ISO 9001:2015 Certified Institution)  
(Recognized by UGC under section 2(f) & 12(B) of UGC Act, 1956)  
TRICHY - PUDUKKOTTAI MAIN ROAD, TRICHY - 620 007



## BONAFIDE CERTIFICATE

Certified that this project title **A STUDY ON HUMAN RESOURCE INFORMATION SYSTEM IN RIBO INDUSTRIES PUDUKOTTAI** is the bonafide work of **HARINI P (Reg. No. 812422631014)** who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported here in does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

  
Signature of student

  
Signature of the Guide

Name : HARINI.P


Name: R.SHANTHASHEELA

Roll No. : E4226014

Designation: ASSISTANT PROFESSOR

Reg no : 812422631014

Address : MIET-TRICHY

  
HEAD OF THE DEPARTMENT  
DEPT OF MANAGEMENT STUDIES  
M.I.E.T ENGINEERING COLLEGE  
TRICHY-7

Date: 06.07.2024

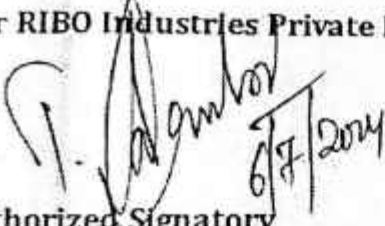
**TO WHOM IT MAY CONCERN**

This is to certify that Ms. **Harini P** D/o Pandurengun P, student of MIET Engineering College, Trichy to Pudukkottai Road, Tiruchirappalli - 620007 having Registration No. **812422631014**, has completed her MBA Internship Program in the field of HR from **26-Mar-2024 to 07-Jun-2024**.

During the period of her Internship program with us, She had been exposed to different processes and was found diligent, hard-working, and inquisitive.

We wish her success in her life and career.

For **RIBO Industries Private Limited**,

  
Authorized Signatory



RIBO Industries Private Limited

Head Office : #9, 1st Main Road, Raja Colony, Cantonment, Tiruchi, TN 620001. INDIA. Tel: +91 431 240 2112

Factory : Tiruchi - Pudukkottai NH 336, Mandaiyur, Pudukkottai Dt., TN 622515 | www.RIBO.in

GSTIN : 33AAECR5716P1Z0 | PAN : AAECR5716P | CIN : U74900TN2009PTC073932

ASME   
ISO 9001  
ISO 14001  
OHSMS 45001  
CERTIFIED

  
PRINCIPAL  
M.I.E.T. ENGINEERING COLLEGE  
CUNGUR, TIRUCHIRAPPALLI-620 037

## ABSTRACT

HRIS shape an integration between human resource management (HRM) and Information Technology. Even though these systems may rely on centralized hardware resources optimally a small group of IS specialists residing within the personnel department increasingly manage, support, and maintain them.

HRIS support planning administration, decision-making, and control. The system supports applications such as employee selection and placement, payroll, pension and benefits management, intake and training projections, career-pathing, equity monitoring, and productivity evaluation. These information systems increase administrative efficiency and produce reports capable of improving decision making .

Over the last decade Human Resource Information Systems have been adopted by many companies as it contributes to the development and profitability of the organization by reducing costs, facilitating information flow and thereby helping the HR managers to take effective decisions and gain a competitive advantage. In the past few years HRIS has been acting as an effective tool for organizational performance.

The objective of HRIS is to support creation, transfer and application of information related to human resources or employees in organizations. Thus, effective development and implementation of HRIS requires a foundation in several rich literatures.

To be credible, HRIS research and development should conserve and construct upon the significant literature that exists in different but related fields. This paper presents the functions, applications and various concepts of HRIS with a focus on its potential role in an organization. Drawing upon the literature review and analysis of HRIS concepts, several important research issues surrounding the role of HRIS have been discussed.





**A STUDY ON EMPLOYEE WELLNESS PROGRAM**

**A PROJECT REPORT**

Submitted by

**HARISHKUMAR.N**

**Register No: 812422631015**

In partial fulfillment for the award of the degree

of

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

**Ms. R. Shantha Sheela, M.E.,MBA., (Ph.D.,)**

in

**DEPARTMENT OF MANAGEMENT STUDIES**

**M.I.E.T. ENGINEERING COLLEGE**

(Approved by AICTE and Affiliated to Anna University Chennai)  
**TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007**

**JULY- 2024**



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### DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

Certified that this project titled **A STUDY ON EMPLOYEE WELLNESS PROGRAM** is the bonafide work of **HARISHKUMAR (Reg. No. 812422631015)** who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

Signature of student

Name : HARISHKUMAR.N

Roll No. : E4226015

Reg No. : 812422631015

Signature of the Guide

Name: Ms. R. Shantha Sheela, M.E.,MBA., (Ph.D.,)

Designation: Assistant Professor

Address: M.I.E.T Engineering College

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DEPT OF MANAGEMENT STUDIES  
M.I.E.T ENGINEERING COLLEGE  
TRICHY-7

PRINCIPAL  
M.I.E.T ENGINEERING COLLEGE  
GUNGUR, TIRUCHIRAPPALLI-620 007



Date: 20-06-2024

TO WHOM IT MAY CONCERN

This is to Certify that Mr. HARISHIKUMAR.N, with REG NO: - 812422631015, MBA final year student of MIET Engineering College-Trichy, affiliated under Anna University has joined as Intern for a period of four months (from 13-03-2024 to 19-06-2024) in our concern R R CONSULTANTS As a part of the Intern he is doing his final year project in the title **A STUDY ON EMPLOYEE WELLNESS PROGRAM** at R R CONSULTANTS." and he completed his project successfully.

Thanks & Regards

  
For RR Consultants

Authorized,  
HR & Operation

  
PRINCIPAL  
M.I.E.T. ENGINEERING COLLEGE  
GUNGUR, THIRUCHIRAPPALLI-620 007.



## ABSTRACT

Workplace wellness programs have gained significant attention in recent years due to their potential to enhance employee health and productivity. This paper reviews existing literature to examine the impact of workplace wellness programs on employee productivity. The review identifies various components typically included in wellness programs, such as health screenings, fitness activities, stress management workshops, and nutritional counseling. It synthesizes findings from studies exploring the relationship between participation in these programs and productivity indicators, including absenteeism rates, job satisfaction, and overall work performance. Overall, this review underscores the potential of workplace wellness programs to contribute positively to both employee health and organizational productivity. It provides insights for organizations seeking to develop or enhance their wellness initiatives, highlighting the importance of a holistic approach that addresses the diverse needs of employees while aligning with business goals. This Project titled “**A STUDY ON EMPLOYEE WELLNESS PROGRAM at Chennai.**” has selected this topic because I have keen interest in understanding the factors influencing the employee relations and conflict resolution in an organisation and make a research on it. Totally 110 samples are collected from the employees of RR consultants. Data collected are analysed using statistical tools such as simple percentage method, nova, pie charts, histograms and bar chart. Over the past decade, the way in which people are managed and developed at work has come to be recognized as one of the primary factors in achieving improvement in organizational performances.



**A STUDY ON EMPLOYEE WELLNESS PROGRAM**

**A PROJECT REPORT**

Submitted by

**HARISHKUMAR.N**

Register No: 812422631015

In partial fulfillment for the award of the degree  
of

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

**Ms. R. Shantha Sheela, M.E.,MBA., (Ph.D.,)**

in

**DEPARTMENT OF MANAGEMENT STUDIES**

**M.I.E.T. ENGINEERING COLLEGE**

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**JULY- 2024**



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Website:www.miet.edu, E-mail:principalengg@miet.edu, contact@miet.edu



## DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

Certified that this project titled **A STUDY ON EMPLOYEE WELLNESS PROGRAM** is the bonafide work of **HARISHKUMAR (Reg. No. 812422631015)** who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

*H. K.*

Signature of student

*R.S.S.*

Signature of the Guide

Name : HARISHKUMAR.N

Name: Ms. R. Shantha Sheela, M.E.,MBA., (Ph.D.,)

Roll No. : E4226015

Designation: Assistant Professor

Reg No. : 812422631015

Address: M.I.E.T Engineering College

*R. Anitha*

HEAD OF THE DEPARTMENT  
DEPT OF MANAGEMENT STUDIES  
M.I.E.T ENGINEERING COLLEGE  
TRICHY-7



Date: 20-06-2024

TO WHOM IT MAY CONCERN

This is to Certify that Mr. HARISHKUMAR.N, with REG NO: - 812422631015, MBA final year student of MIET Engineering College-Trichy, affiliated under Anna University has joined as Inter for a period of four months (from 13-03-2024 to 19-06-2024) in our concern R R CONSULTANTS As a part of the Intern he is doing his final year project in the title **A STUDY ON EMPLOYEE WELLNESS PROGRAM** at R R CONSULTANTS." and he completed his project successfully.

Thanks & Regards

  
For RR Consultants

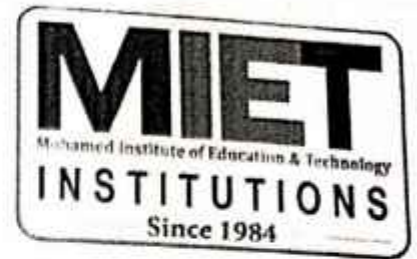
Authorized,  
HR & Operation

  
PRINCIPAL  
M.I.E.T. ENGINEERING COLLEGE  
GUNDUR, TIRUCHIRAPPALLI-620 007

## ABSTRACT

Workplace wellness programs have gained significant attention in recent years due to their potential to enhance employee health and productivity. This paper reviews existing literature to examine the impact of workplace wellness programs on employee productivity. The review identifies various components typically included in wellness programs, such as health screenings, fitness activities, stress management workshops, and nutritional counseling. It synthesizes findings from studies exploring the relationship between participation in these programs and productivity indicators, including absenteeism rates, job satisfaction, and overall work performance. Overall, this review underscores the potential of workplace wellness programs to contribute positively to both employee health and organizational productivity. It provides insights for organizations seeking to develop or enhance their wellness initiatives, highlighting the importance of a holistic approach that addresses the diverse needs of employees while aligning with business goals. This Project titled “**A STUDY ON EMPLOYEE WELLNESS PROGRAM at Chennai.**” has selected this topic because I have keen interest in understanding the factors influencing the employee relations and conflict resolution in an organisation and make a research on it. Totally 110 samples are collected from the employees of RR consultants. Data collected are analysed using statistical tools such as simple percentage method, nova, pie charts, histograms and bar chart. Over the past decade, the way in which people are managed and developed at work has come to be recognized as one of the primary factors in achieving improvement in organizational performances.





**A STUDY ON LEADERSHIP TOWARDS WORKFORCE IN  
RIBO INDUSTRIES AT PUDUKKOTTAI**

**A PROJECT REPORT**

**Submitted by**

**JAYAMALA. R**

**Register No: 812422631017**

In partial fulfillment for the award of the degree

of

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

**Mr.M.K.GANESHAN,M.B.A.,M.COM.,PGDFM.,(Ph.D)**

in

**DEPARTMENT OF MANAGEMENT STUDIES**

**M.I.E.T. ENGINEERING COLLEGE**

(Approved by AICTE and Affiliated to Anna University Chennai)

**TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007**

**July 2024**

  
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Website:www.miet.edu, E-mail:principalengg@miet.edu, contact@miet.edu



## DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

Certified that this project titled **A STUDY ON LEADERSHIP TOWARDS WORKFORCE IN RIBO INDUSTRIES AT PUDUKKOTTAI** is the Bonafede work of **JAYAMALA.R** Reg. No. **812422631017** carried out the work under my supervision. Certified further that to the best of my knowledge the work reported here in does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

*R. Jayamala*  
Signature of student

Name : JAYAMALA. R

Roll No : E4226017

Reg. No. : 812422631017  
college

*Ganesh*  
Signature of the Guide

Name : M.K.GANESHAN

Designation : Assistant Professor

Address : M.I.E.T Engineering

*P. Anand*  
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*Anand*  
PRINCIPAL  
M.I.E.T. ENGINEERING COLLEGE  
GUNGUR, TIRUCHIRAPPALLI-620 007



Date: 06.07.2024

**TO WHOM IT MAY CONCERN**

This is to certify that Ms. Jayamala R D/o Ramachandran T, student of MIET Engineering College, Trichy to Pudukkottai Road, Tiruchirappalli - 620007 having Registration No. 812422631017, has completed her MBA Internship Program in the field of HR from 26-Mar-2024 to 07-Jun-2024.

During the period of her Internship program with us, She had been exposed to different processes and was found diligent, hard-working, and inquisitive.

We wish her success in her life and career.

For RIBO Industries Private Limited,

  
Authorized Signatory



RIBO Industries Private Limited

Head Office : #9, 1st Main Road, Raja Colony, Cantonment, Tiruchi, TN 620001. INDIA. Tel: +91 431 240 2112

Factory : Tiruchi - Pudukkottai NH 336, Mandaiyur, Pudukkottai Dt., TN 622515 | www.RIBO.in

GSTIN 33AAECR5716P120 | PAN : AAECR5716P | CIN : U74900TN2009PTC073932

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ISO 14001  
OHSMS 45001  
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## ABSTRACT

In all types of organizations, leadership are referred to the tools, behaviours and capabilities that leaders need to put into operation. The leaders are required to be informative in terms of all the essential aspects in terms of which these skills need to be put into practice. The individuals in leadership positions are required to be informative in terms of methodologies and approaches that are needed to hone the leadership skills. The leaders are required to guide, initiate and direct goal-oriented behaviours.

The leaders are required to form positive viewpoints in terms of various aspects of the organizations and the individuals, whom they are working and dealing with. Furthermore, they are required to stimulate the mind-sets of the workforce towards putting into operation various types of job duties and responsibilities. Within the course of implementation of leadership skills, there are occurrence of various types of problems and challenges. These need to be overcome and prevented from giving rise to impediments.

The subordinates need to augment their listening skills and put into operation their job duties and responsibilities in accordance to the instructions, given by leaders. Therefore, it is understood on a comprehensive basis that leadership skills are fundamental in leading to progression of workforce and organizations. The main concepts that are taken into account in this research paper are, understanding the meaning and significance of leadership skills, leadership skills and measures to up-grade leadership skills.

**Keywords:** Goals, Information, Job Duties, Leadership Skills, Measures, Organizations, Upgradation

Leadership skills are the tools, behaviours and capabilities that leaders need to enhance. The leaders are required to be informative in terms of all the essential aspects in terms of which these skills need to be put into practice. The individuals in leadership positions are required to be informative in terms of leadership skills. These are the skills that are necessary to do well in their job duties, achieve organizational goals and carry out the overall functioning of the organizations in an efficient manner (Doyle, 2021).





**A STUDY ON WORKPLACE WELLNESS PROGRAMS AND ITS IMPACT ON  
PRODUCTIVITY IN MYINCEPTION TECH AT T.NAGER IN CHENNAI**

**A PROJECT REPORT**

Submitted by

**JOEL.H**

**Register No: 812422631018**

In partial fulfillment for the award of the degree

of

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

**Mr. A.KARTHIKEYAN, MBA., M.Phil., (UGC-NET)**

in

**DEPARTMENT OF MANAGEMENT STUDIES**

**M.I.E.T. ENGINEERING COLLEGE**

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**TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007**

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## DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

Certified that this project titled **A STUDY ON WORKPLACE WELLNESS PROGRAMS AND ITS IMPACT ON PRODUCTIVITY IN MYINCEPTION TECH AT T.NAGER IN CHENNAI** is the bonafide work of **JOEL** (Reg. No. **812422631018**) who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

Signature of student

Name : JOEL. H

Roll No. : E4226018

Reg. No.: 812422631018

Signature of the Guide

Name: A. KARTHIKEYAN, MBA.,M.Phil

Designation: Assistant Professor

Address: M.I.E.T Engineering College

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DEPT OF MAMTALL  
M.I.E.T ENGINEERING COLLEGE  
TRICHY-7




Date:- 20-06-2024

TO WHOM IT MAY CONCERN

This is to Certify that Mr Joel.H., with REG NO:- 812422631018, MBA final year student of MIET Engineering College-Trichy, affiliated under Anna University has joined as Intern for a period of three months (from 13-03-2024 to 19-06-2024) in our concern "MyInception Tech" As a part of the Intern he is doing his final year project in the title "A study on Workplace Wellness Programs & their Impact on Employee Productivity at MyInception Tech." and he completed his project successfully.

Thanks & Regards.

For MyInception Tech

  
Authorized signatory,  
HR & Operations

  
PRINCIPAL  
M.I.E.T. ENGINEERING COLLEGE  
GUNDUR, TRICHIPAPPALLI-620 011



## ABSTRACT

Workplace wellness programs have gained significant attention in recent years due to their potential to enhance employee health and productivity. This paper reviews existing literature to examine the impact of workplace wellness programs on employee productivity. The review identifies various components typically included in wellness programs, such as health screenings, fitness activities, stress management workshops, and nutritional counseling. It synthesizes findings from studies exploring the relationship between participation in these programs and productivity indicators, including absenteeism rates, job satisfaction, and overall work performance. Overall, this review underscores the potential of workplace wellness programs to contribute positively to both employee health and organizational productivity. It provides insights for organizations seeking to develop or enhance their wellness initiatives, highlighting the importance of a holistic approach that addresses the diverse needs of employees while aligning with business goals. This Project titled “A study on Workplace wellness Programs and it’s Impact on Productivity at My Inception Tech, Chennai.” has selected this topic because I have keen interest in understanding the factors influencing the employee relations and conflict resolution in an organisation and make a research on it. Totally 110 samples are collected from the employees of My Inception Tech. Data collected are analysed using statistical tools such as simple percentage method, anova, pie charts, histograms and bar chart. Over the past decade, the way in which people are managed and developed at work has come to be recognized as one of the primary factors in achieving improvement in organizational performances.



**A STUDY ON FINANCIAL PERFORMANCE ANALYSIS IN  
MURUGAPPA ENGINEERING TECHNOLOGY, TRICHY  
A PROJECT REPORT**

Submitted by

**JOTHI MANI .G**

**Register No: 812422631019**

In partial fulfillment for the award of the degree

of

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

**Mr. V. PAGALAVAN, B.Sc., MBA.,**

in

**DEPARTMENT OF MANAGEMENT STUDIES**

**M.I.E.T. ENGINEERING COLLEGE**

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**TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007**

**JULY- 2024**

  
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JULY- 2024



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Website:www.miet.edu. E-mail:principalengg@miet.edu, contact@miet.edu



## DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

Certified that this project titled **A STUDY ON FINANCIAL PERFORMANCE ANALYSIS IN MURUGAPPA ENGINEERING TECHNOLOGY, TRICHY** is the bonafide work of **JOTHI MANI G (Reg. No. 812422631019)** who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

*G. Jothi Mani G*

Signature of student

*V. Pagalavan*

Signature of the Guide

Name : JOTHI MANI G

Name : MR. PAGALAVAN

Roll No. : E4226019

Designation: Assistant Professor

Reg. No. : 812422631019

Address : M.I.E.T Engineering  
College

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*V. Pagalavan*  
HEAD OF THE DEPARTMENT  
DEPT OF MANAGEMENT STUDIES  
M.I.E.T ENGINEERING COLLEGE  
TRICHY-7..

*V. Pagalavan*  
PRINCIPAL  
M.I.E.T. ENGINEERING COLLEGE  
GUNDIR, TIRUCHIRAPPALLI-620 007





**MURUGAPPA ENGINEERING TECHNOLOGY SOLUTIONS**  
Trichy - 62002.


Cell : 89408 12514, 9384412515

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. JOTHI MANI G (Reg. No: 812422631019) pursuing an MBA at MIET ENGINEERING COLLEGE has successfully completed a project in A STUDY ON FINANCIAL PERFORMANCE ANALYSIS partial fulfillment of his academic requirement during the period from 14.03.2024 to 11.06.2024.

We appreciate his performance in MURUGAPPA ENGINEERING TECHNOLOGIES.

For MURUGAPPA ENGINEERING  
TECHNOLOGIES

  
*[Signature]*  
HR MANAGER

*[Signature]*  
PRINCIPAL  
M.I.E.T. ENGINEERING COLLEGE  
GONDUR, TRICHYPALLI-620 007

## ABSTRACT

The Murugappa Engineering Technology division is dedicated to innovating and enhancing materials for high-performance automotive applications. This project focuses on the development and characterization of advanced composite materials aimed at improving vehicle performance, safety, and sustainability. Utilizing cutting-edge nanotechnology and polymer science, our team has engineered composite materials that exhibit superior mechanical properties, reduced weight, and enhanced durability.

The research methodology integrates computational modeling with experimental validation to optimize the material composition and manufacturing processes. Initial results demonstrate a significant increase in strength-to-weight ratio compared to conventional materials, leading to potential fuel efficiency improvements and a reduction in greenhouse gas emissions.

The successful implementation of these advanced composites is expected to revolutionize the automotive industry, providing a competitive edge in material technology and contributing to more sustainable transportation solutions.



**A STUDY ON FINANCIAL STATEMENT ANALYSIS IN SHOWING  
STETTER COMPANY PRIVATE LIMITED CHENNAI**

**A PROJECT REPORT**

Submitted by

**KALAI PREETHI M**

**Register No: 812422631020**

In partial fulfillment for the award of the degree

of

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

**Dr. R. ANTONY PRAKASH, MBA., M.Phil., MHRM., Ph.D.,**

in

**DEPARTMENT OF MANAGEMENT STUDIES**

**M.I.E.T. ENGINEERING COLLEGE**

(Approved by AICTE and Affiliated to Anna University Chennai)  
**TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007**

**JULY- 2024**

  
PRINCIPAL  
M.I.E.T. ENGINEERING COLLEGE  
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# M.I.E.T. ENGINEERING COLLEGE

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Trichy - Pudukkottai Road, Tiruchirappalli - 620 007. Phone: 0431 2660 303  
Website: www.miet.edu. E-mail: principalengg@miet.edu, contact@miet.edu



## DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

Certified that this project titled **A STUDY ON FINANCIAL STATEMENT ANALYSIS IN SHCWING STETTER PRIVATE LIMITED AT CHENNAI DISTRICT** is the bonafide work of **KALAI PREETHI M (Reg. No. 812422631020)** who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

*M. kalai Preethi*

Signature of student

Name : Kalai Preethi. M

Roll No. : E4226020

Reg. No. : 812422631020

*Dr. R. Antony*

Signature of the Guide

Name : Dr. R. Antony Prakash

Designation : HOD & PROFESSOR

Address : M.I.E.T. Trichy.

*Dr. R. Antony*

HEAD OF THE DEPARTMENT  
DEPT OF MANAGEMENT STUDIES  
M.I.E.T ENGINEERING COLLEGE  
TRICHY-7

# SCHWING STETTER (INDIA) PVT LTD

Head., Corporate Office & Works:

71 & F-72, SIPCOT Industrial Park, Irungattukottai, Sriperumpudur Taluk, Kancheepuram District,

Tamil Nadu - 602 117. Fax no. 044 71378105, Phone : +91 - 44 - 71378100

E-mail : info@schwingstetterindia.com

CIN: U45309TN1998PTC046270



**SCHWING  
Stetter**



June 06, 2024

## TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Ms. Kalai Preethi M** from the M.I.E.T Engineering College has completed her internship in our organization.

**Period: April 02, 2024 to June 06, 2024**

We wish her all the best in her future endeavors.

For **SCHWING Stetter (India) Private Limited,**

**Santhosh Kumar V R**

Assistant Manager – HR

PRINCIPAL  
M.I.E.T. ENGINEERING COLLEGE  
GURUPUR, TRUCHIPAPPALLY-620 007

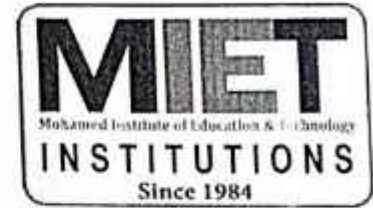
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## ABSTRACT

The main focus of the study is Financial Statement Analysis in SCHWING STETTER PRIVATE LIMITED. Financial statement analysis involves the examination of a company's financial reports, such as the income statement, balance sheet to assess its performance and make informed business decisions. This process includes evaluating key financial metrics and ratios, such as profitability, liquidity, solvency, and operational effectiveness. Analysts use these insights to compare the company's performance. Schwing Stetter, a prominent manufacturer of construction equipment, uses financial statement analysis to evaluate its financial health and operational efficiency. Financial statement analysis thus plays a crucial role in ensuring Schwing Stetter's sustained growth and competitive edge in the construction equipment industry.





**A STUDY ON ON-THE-JOB TRAINING PRACTICES OF  
EMPLOYEES IN SHRI PRANAV TEXTILE CREATIONS  
AT MUSIRI**

**A PROJECT REPORT**

**Submitted by**

**C. KARTHICK**

**Register No: 812422631021**

In partial fulfillment for the award of the degree  
of

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

**Mr. M.K. GANESHAN, M.B.A., M.COM., PGDFM., Ph.D.,**

in

**DEPARTMENT OF MANAGEMENT STUDIES**

**M.I.E.T. ENGINEERING COLLEGE**

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**JULY- 2024**

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TRICHY - PUDUKKOTTAI MAIN ROAD, TRICHY - 620 007



## DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

Certified that this project titled **A STUDY ON ON-THE-JOB TRAINING PRACTICES OF EMPLOYEES IN SHRI PRANAV TEXTILE CREATIONS AT MUSIRI** is the bonafide work of **C. KARTHICK (Reg. No. 812422631021)** who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

  
Signature of Student

  
Signature of the Guide

Name : C. KARTHICK

Name : Mr. M.K. GANESHAN

Roll No. : E4226021

Designation: Assistant Professor, M.B.A.,

Reg. No. : 812422631021

Address: M.I.E.T Engineering College

  
HEAD OF THE DEPARTMENT  
DEPT OF MANAGEMENT STUDIES  
M.I.E.T ENGINEERING COLLEGE  
TRICHY-7

**SHRI PRANAV TEXTILE CREATIONS PRIVATE LIMITED**




To :  
The Head of the department,  
Master of Business Administration,  
M.I.E.T Engineering College,  
Tiruchirapalli.

Date : 12-06-2024

Respected Sir,

Sub: Project Completion Certificate

This is to certify that **Mr. KARTHICK .C (Reg. No 812422631021)** doing his final year Master of Business Administration – HR and Finance in M.I.E.T Engineering College has successfully completed his final year project on the topic “**A Study on On-The-Job Training Practices of Employees in Shri Pranav Textile Creations at Musiri**” in our factory from **08-04-2024 to 08-06-2024** for three month.

  
Manager HR & Admin,  
Shri Pranav Textiles (P) Ltd,  
Musiri-621211



No. 44, Ramakrishnapuram East,  
Tiruchirapalli - 629 001,  
Tamil Nadu,  
India.

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## ABSTRACT

On-the-job training (OJT) is a vital component of workforce development, particularly within specialized industries such as textile manufacturing. Exemplifies effective OJT practices tailored to enhance employee skills and productivity. This study explores the strategies employed by textile to integrate practical learning with operational demands, fostering a culture of continuous improvement and skill development. Through structured mentorship, hands-on experience, and real-time feedback mechanisms, employees at not only acquire technical proficiency but also cultivate a deep understanding of industry-specific processes. OJT to cultivate a competent workforce capable of meeting evolving market demands and sustaining organizational growth. On-the-job training (OJT) practices implemented at focusing on their effectiveness in enhancing employee skills and organizational performance. Employees a structured approach to OJT, combining hands-on learning with mentorship and feedback mechanisms to foster continuous professional development. The study explores how these practices are tailored to the specific needs of textile manufacturing, ensuring that employees gain practical expertise while aligning with industry standards and company objectives. By analyzing the strategies and outcomes of OJT provides valuable insights into optimizing training programs for improved workforce capabilities and operational efficiency in the textile industry.

**Key Words:** Training programs, Employees job satisfaction, Coach, Job rotation, Mentoring, Learning, Apprenticeship, Career development.



**A STUDY ON PROCEDURE OF IMPORT AND EXPORT IN AIRCARGO  
INDUSTRY AT TIRUCHIRAPPALLI INTERNATIONAL AIRPORT, TRICHY.**

**A PROJECT REPORT**

Submitted by

**KARTHIKA . R**

**Register No: 812422631022**

In partial fulfillment for the award of the degree  
of

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

**Mr. A. KARTHIKEYAN, MBA., M.Phil., (UGC-NET)**

in

**DEPARTMENT OF MANAGEMENT STUDIES**

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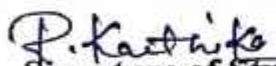
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## DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

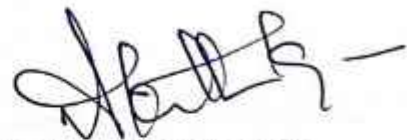
Certified that this project titled **A STUDY ON PROCEDURES OF IMPORT & EXPORT IN AIRCARGO INDUSTRY AT TIRUCHIRAPPALLI INTERNATIONAL AIRPORT, TRICHY** is the Bonafide work of **KARTHIKA .R (Reg. No. 812422631022)** who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

  
Signature of Student

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To whomsoever it may concern

This is to certify that Ms. R KARTHIKA, II year M.B.A., student of M.I.E.T. ENGINEERING COLLEGE, TRICHY has undergone internship training in AIRPORTS AUTHORITY OF INDIA, TIRUCHIRAPPALLI INTERNATIONAL AIRPORT, during the period from 01.05.2024 TO 25.06.2024.

During the training period, She was familiarized in area of "CARGO HANDLING". Her conduct and performance were adequate. On behalf of the organization, best wishes is accorded for her future endeavors.



*S. Santhanakrishnan*  
(एस. संतानकृष्ण / S. SANTHANAKRISHNAN)  
सहायक महाप्रबंधक (मानव संसाधन) / Asst. General Manager (HR)  
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का.वि.प्रा, तिरुचिरापल्ली अन्तरराष्ट्रीय हवाई अड्डा  
A.A.I, Tiruchirappalli International Airport

*Principal*  
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GURUR, TIRUCHIRAPPALLI-620 087

## ABSTRACT

This study investigates the existing procedures for export and import in the air cargo industry at **TIRUCHIRAPPALI INTERNATIONAL AIRPORT**, with a focus on identifying inefficiencies and areas for improvement. Through a combination of surveys, interviews, and observational research, we mapped out the current processes and timelines for air cargo handling, including documentation, customs clearance, and security screening. Our findings reveal bottlenecks in the current system, including manual data entry, inadequate communication between stakeholders, and insufficient infrastructure. We propose a series of recommendations to enhance the efficiency and reliability of air cargo operations at Tiruchirappalli International Airport, including the adoption of digital platforms for documentation and tracking, improved training for cargo handling staff, and investments in modernized infrastructure. By implementing these changes, we anticipate significant reductions in processing times, costs, and errors, ultimately increasing the competitiveness of the airport and supporting the growth of international trade in the region.



**A STUDY ON EMPLOYEES EMPLOYEE WELFARE IN  
RELIANCE SMSL LIMITED AT ARIYAMANGALAM IN  
TIRUCHIRAPALLI IN DISTRICT**

**A PROJECT REPORT**

Submitted by

**KARTHIKEYAN.P**

**Register No: 812422631023**

In partial fulfillment for the award of the degree  
of

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

**Mr .V.PAGALAVAN B.SC, MBA.,**

in

**DEPARTMENT OF MANAGEMENT STUDIES**

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### DEPARTMENT OF MANAGEMENT STUDIES

#### BONAFIDE CERTIFICATE

Certified that this project titled **A STUDY ON EMPLOYEES EMPLOYEE WELFARE IN RELIANCE SMSL LIMITED AT ARIYAMANGALAM IN TIRUCHIRAPALLI IN DISTRICT** is the bonafide work of **KARTHIKEYAN P (Reg. No. 812422631023)** who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

Signature of student

Name:Karthikeyan.p

Roll No. : E4226023

Reg. No. : 812422631023

Signature of the Guide

Name :PAGALAVAN.V

Designation:Assistant professor

Address:M.I.E.T Engineering college

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## Completion Certificate

June 10, 2024

This is to certify that Mr. KARTHIKEYAN P (Reg.no:812422631023) MBA (HUMAN RESOURCES) student of M.I.E.T ENGINEERING College Trichy has successfully completed Internship Program for (Apr 1<sup>st</sup> – June 7<sup>th</sup>) at Reliance SMSL Limited. (Employee Welfare) During the Project Programme, he is very punctual and dedication to working.

*We wish you all the best in your future endeavors.*

For Reliance SMSL Limited

Authorized Signatory

Store Manager:  
Mr. MANIKANADAN



Reliance SMSL Limited

CIN: U01100MH1999PLC120563 Phone: +91 22 35553000

Registered Office: 3rd Floor, Court House, Lokmanya Tilak Marg, Dhobi Talao, Mumbai-400 002, India  
[www.relianceetail.com](http://www.relianceetail.com)

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## ABSTRACT

Stress at work is more destructive. Researchers have not only built up evidence showing links between industrial stresses in general and ill health but have even accumulated evidence showing that it is possible to link specific occupations with specific types of stress induced disease. Although there is absolutely no doubt that stress is killing many people, disabling many more, there is one important question that has to be asked 'Why are we so susceptible to stress these days?' This study attempts to analyze the level of stress, the causes of stress, the consequences of stress and the initiatives taken by organizations in trying to help their employees in managing stress.

This study is limited to reliance smsl limited employees and is descriptive in nature. The study has been under taken with the help of a questionnaire and has brought out meaningful insights.





**A STUDY ON AIR CARGO OPERATIONS EVALUATION AND  
ANALYSIS THROUGH SIMULATION**

**A PROJECT REPORT**

Submitted by

**KAVIYA MARY.V**

**Register No: 812422631024**

In partial fulfillment for the award of the degree

Of

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

**Ms. R. SHANTHA SHEELA M.E., MBA (PhD)**

In

**DEPARTMENT OF MANAGEMENT STUDIES**

**M.I.E.T. ENGINEERING COLLEGE**

(Approved by AICTE and Affiliated to Anna University Chennai)

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## BONAFIDE CERTIFICATE

Certified that this project titled **A STUDY ON AIR CARGO OPERATIONS EVALUATION AND ANALYSIS THROUGH SIMULIATON AT TIRCHIRAPPALLI INTERNATIONAL AIRPORT , TRICHY** is the bonafide work of **KAVIYA MARY (Reg. No. 812422631024)** who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

*V. Kaviya Mary*  
Signature of student

Name : *Kaviya Mary.v*  
Roll No. : *E4226024*  
Reg. No. : *812422631024*

Signature of the Guide

Name : *R. Shantha Sheela*  
Designation : *Assitant Professor*  
Address : *M.I.E.T Engineering College, Trichy*

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Date: 09.07.2024

To whomsoever it may concern

This is to certify that Ms. V KAVIYA MARY, II year M.B.A., student of M.I.E.T. ENGINEERING COLLEGE, TRICHY has undergone internship training in AIRPORTS AUTHORITY OF INDIA, TIRUCHIRAPPALLI INTERNATIONAL AIRPORT, during the period from 01.05.2024 TO 25.06.2024.

During the training period, She was familiarized in area of "CARGO HANDLING". Her conduct and performance were adequate. On behalf of the organization, best wishes is accorded for her future endeavors.



  
(प्र. संतानकृष्ण / S. SANTHANAKRISHNAN)  
सहायक महाप्रबंधक (मानव संसाधन) / Asst. General Manager (HR)  
कृते विमानपत्तन निदेशक / for Airport Director  
भा.वि.प्रा, तिरुचिरापल्ली अन्तरराष्ट्रीय हवाई अड्डा  
AAI, Tiruchirappalli International Airport



## ABSTRACT

This paper illustrates the use of simulation for evaluating and analyzing air cargo operations at one of the new state-of-the-art cargo facilities at Tiruchirappalli Airport. The establishment of a facility equipped with some of the latest in modern material handling systems available today and a computerized-based inventory control system that interfaces with all aspects of its cargo operations, has driven the airline company involved in this study to developing new processes to ensure that products and services are aligned with customers' needs. One of the challenges faced is a lack of an evaluation tool that can be used to quantitatively evaluate and compare different policies, business practices and processes within a given set of operational and business constraints. This work aims in developing such an evaluation tool. We describe the modeling approach, the challenges involved and the potential use of the simulation tool. Preliminary results are also reported.



**A STUDY ON INVENTORY MANAGEMENT  
AT LOFTY OPTICAL INDUSTRIES**

**A PROJECT REPORT**

Submitted by

**KUMARAN.M**

**Register No: 812422631025**

In partial fulfillment for the award of the degree

of

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

**MS. R.Shantha Sheela, ME.,MBA.,(Ph,D.,)**

in

**DEPARTMENT OF MANAGEMENT STUDIES**

**M.I.E.T. ENGINEERING COLLEGE**

(Approved by AICTE and Affiliated to Anna University Chennai)  
**TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007**

**JULY- 2024**



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Website:www.miet.edu, E-mail:principalengg@miet.edu, contact@miet.edu



### DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

Certified that this project titled **A STUDY ON INVENTORY MANAGEMENT AT LOFTY OPTICAL INDUSTRIES** is the bonafide work of **KUMARAN. M (Reg. No. 812422631025)** who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

  
Signature of student

Name :Kumaran.M

Reg. No. : 812422631025


Roll No. : E4226025

  
Signature of the Guide

Name: Ms. R. Shantha Sheela  
ME.,MBA.,(Ph.D.,)

Designation: Assistant professor

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Lofty Optical Industries

An ISO 9001: 2015 Certified Company

E-mail: [loftyindia@gmail.com](mailto:loftyindia@gmail.com)

Website: [www.loftyindia.com](http://www.loftyindia.com)

**Date:16-06-2024**

**TO WHOM SO EVER IT MAY CONCERN**

This is to certify that MS. Kumaran.M (Reg. No.812422631025) doing MBA in M.I.E.T ENGINEERING COLLEGE, TRICHY. He has successfully completed her Project Work "A STUDY ON INVENTOR MANAGEMANT" at "Lofty Optical Industries, Puthukkadai" From MARCH To JUNE. During that period her attendance and attitude were found good.

We wish his all success in his future endeavour

Thanking you

LOFTY OPTICAL INDUSTRIES

General Manager

8/1 Sea laards Building, Puthakata-629171, Kanyakumari District, Tamilnadu

## ABSTRACT

This study is an analysis of fact with respect of Lofty Optical Industries in Puthukkadai. This company files and documents provided for secondary sources of data. The study is in descriptive nature. This project is intended to give deep insight into the topic "**A STUDY ON INVENTORY MANAGEMENT AT LOFTY OPTICAL INDUSTRIES**". It involves as in depth study of details in inventory management. It is done to improve the inventory control and internal finance of Lofty Optical Industries. In this research work, as a part of methodology EOQ analyses, CORLACTION analyses.



**A STUDY ON EMPLOYEE RELATION AND CONFLICT  
RESOLUTION IN NEEKAN CONSULTING LLP AT  
CHENNAI**

**A PROJECT REPORT**

**Submitted by**

**KURALARASAN S**

**Register No: 812422631026**

**-In partial fulfillment for the award of the degree**

**of**

**MASTER OF BUSINESS ADMINISTRATION**

**Under the guidance of**

**Dr. R. ANTONY PRAKASH, MBA., M.Phil., MHRM., Ph.D.,**

**in**

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**JULY- 2024**

**i**





# M.I.E.T. ENGINEERING COLLEGE

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Website: www.miet.edu, E-mail: principalengg@miet.edu, contact@miet.edu



## DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

Certified that this project titled is "A STUDY ON EMPLOYEE RELATION AND CONFLICT RESOLUTION IN NEEKAN CONSULTING LLP AT CHENNAI" is the bonafide work of KURALARASAN.S Reg. No. 812422631026 who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree award was conferred on an earlier occasion on this or any other candidate.

Signature of student

Signature of the Guide

Name : KURALARASAN.S

Name : Dr.R. Antony Parkash

Roll no. : E4226026

Designation: Professor and Head

Reg. no.: 812422631026

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GURUR, TIRUCHIRAPPALLI-620 007

# NEEKAN CONSULTING LLP

Date: 13-06-2024

## TO WHOM IT MAY CONCERN

This is to Certify that **Mr.KURALARASAN S**, with REG NO:- 812422631026, MBA final year student of MIET Engineering College-Trichy, affiliated under Anna University has joined as Inter for a period of three months (from 13-03-2024 to 13-06-2024) in our concern "" As a part of the Intern he is doing his final year project in the title " **A STUDY ON EMPLOYEE RELATION AND CONFLICT RESOLUTION NEEKAN CONSULTING LLP AT CHENNAI**. and he completed his project successfully.

Thanks & Regards.

  
NEEKAN CONSULTING LLP

Authorized signatory

HR & Operations

  
PRINCIPAL  
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GUNGUR, TIRUCHIRAPPALLI-620 007



## ABSTRACT

Employee Relation and conflict resolution has become a major concern for corporate in the global competitive current Scenario. Recruiting the right candidate is a time consuming process. An organization invests time and money in grooming an individual and makes him ready to work and understand the corporate culture. It is essential for the Organization to maintain good employee relations to enhance the organisational growth. The employee relation can be maintained good by providing all the information, materials and equipments needed for the employees to work easily. The higher officials should also be aware that whether the employees are given personal care and support to work efficiently and effectively. The conflicts are inevitable. The conflicts are resolved in smooth manner to have better employee relations. All the employees opinion regarding a conflict should be given importance in times of resolving conflicts. The biggest Challenge that organizations are facing today is the conflicts arising in the organisation which has a greater impact in employee relations. Besides, resolving all conflicts faced by employees in the organisation and maintaining smooth employee relation is another challenge that the employers are facing today. This Project titled "A study on employee relations and conflict resolution at Neekan consulting , Chennai." has selected this topic because I have keen interest in understanding the factors influencing the employee relations and conflict resolution in an organisation and make a research on it. Totally 50 samples are collected from the employees of Neekan consulting . Data collected are analysed using statistical tools such as simple percentage method, anova, pie charts, histograms and bar chart. Over the past decade, the way in which people are managed and developed at work has come to be recognized as one of the primary factors in achieving improvement in organizational performan





**A STUDY ON PERFORMANCE APPRAISAL IN  
RELIANCE SMSL LIMITED AT ARIYAMANGALAM IN  
TIRUCHIRAPALLI DISTRICT  
A PROJECT REPORT**

Submitted by  
**MADHUMITHA.M**  
Register No: 812422631027

In partial fulfillment for the award of the degree  
of  
**MASTER OF BUSINESS ADMINISTRATION**  
Under the guidance of

**M.K.GANESHAN M.B.A., M.Com., PGDFM.,(Ph.D)**

in  
**DEPARTMENT OF MANAGEMENT STUDIES**

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**TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007**

**JULY- 2024**



## M.I.E.T. ENGINEERING COLLEGE

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Website:www.miet.edu, E-mail:principalengg@miet.edu, contact@miet.edu



### DEPARTMENT OF MANAGEMENT STUDIES BONAFIDE CERTIFICATE

Certified that this project titled is **A STUDY ON PERFORMANCE APPRAISAL IN RELIANCE SMSL LIMITED AT ARIYAMANGALAM, TIRUCHIRAPALLI DISTRICT** the bonafide work of **MADHUMITHA.M (Reg. No. 812422631027)** who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

*M. Madhif*  
Signature of student

Name :MADHUMITHA.M

Roll No: E4226027

Reg. No : 812422631027

*M.K. Ganeshan*  
Signature of the Guide

Name: M.K.GANESHAN

Designation: Assistant professor,MBA

Address: M.I.E.T Engineering college

*Q. Antony*  
HEAD OF THE DEPARTMENT  
DEPT OF MANAGEMENT STUDIES  
M.I.E.T ENGINEERING COLLEGE  
TRICHY-7



## Completion Certificate

June 10, 2024

This is to certify that Ms. MADHUMITHA M (Reg.no:812422631027) MBA (HUMAN RESOURCES ) student of M.I.E.T ENGINEERING College Trichy has successfully completed Internship Program for (Apr 1<sup>st</sup> – June 7<sup>th</sup>) at Reliance SMSL Limited. (Employee Performance Appraisal) During the Project Programme, she is very punctual and dedication to working.

*We wish you all the best in your future endeavors.*

For Reliance SMSL Limited

Authorized Signatory

Store Manager:  
**Mr. MANIKANADAN**

RELIANCE SMART BAZZAR  
ARIYAMANGALAM  
TRICHY



**Reliance SMSL Limited**

CIN: U01100MH1929PLC120563 Phone: +91 22 35553000

Registered Office: 3rd Floor, Court House, Lakshanya Tilak Marg, Dhobi Talao, Mumbai-400 002, India  
[www.reliance-retail.com](http://www.reliance-retail.com)



## ABSTRACT

performance appraisal is a crucial process in organizations aimed at evaluating and enhancing employee productivity and effectiveness. This abstract explores the fundamental components of performance appraisal, including its objectives, methods, and challenges. It discusses the importance of setting clear performance criteria and providing constructive feedback to employees. Additionally, the abstract examines how performance appraisals contribute to employee development, motivation, and organizational success. By analyzing various appraisal techniques such as 360-degree feedback and self-assessments, this abstract highlights best practices and strategies for conducting fair and effective evaluations. Finally, it addresses the role of performance appraisal in promoting communication between managers and employees and fostering a culture of continuous improvement within the organization.

This study is limited to reliance SMSL limited employees and is descriptive in nature. The study has been under taken with the help of a questionnaire and has brought out meaningful insights.

performance appraisal is essential for aligning individual contributions with organizational goals, enhancing employee motivation and engagement, and driving overall organizational success. By implementing fair and effective appraisal systems, organizations can optimize talent management strategies and support continuous employee development



**A STUDY ON WAREHOUSE HANDLING AND  
INVENTORY CONTROL AT RELIANCE SMART  
BAZAAR, ARIYAMANGALAM, TRICHY**

**A PROJECT REPORT**

Submitted by

**MOHAMMED AARIF.N**

**Register No: 812422631028**

In partial fulfillment for the award of the degree

of

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

**Mr. A.KARTHIKEYAN, MBA., M.Phil., (UGC-NET)**

in

**DEPARTMENT OF MANAGEMENT STUDIES**

**M.I.E.T. ENGINEERING COLLEGE**

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**JULY- 2024**



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Website: www.miet.edu, E-mail: principalengg@miet.edu, contact@miet.edu



## DEPARTMENT OF MANAGEMENT STUDIES BONAFIDE CERTIFICATE

Certified that this project titled is **A STUDY ON WAREHOUSE HANDLING S & INVENTORY CONTROL AT RELIANCE, ARIYAMANGALAM, TRICHY** is the bonafide work of **MOHAMED AARIEN (Reg. No. 812422631028)** who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

Signature of the Student

Name : Mohamed Aarif.N

ROLL. No.: E4226028

Reg. No.: 812422631028

Signature of the Guide

Name: Mr.A.Karthikeyan

Designation: Assistant professor

Address: M.I.E.T. Engineering  
College, Trichy.

HEAD OF THE DEPARTMENT  
DEPT OF MANAGEMENT STUDIES  
M.I.E.T ENGINEERING COLLEGE  
TRICHY-7





*Internship Certificate*

June 10, 2024

This is to certify that Mr. MOHAMED AARIF. N (Reg.no:812422631028) MBA (LOGISTICS SUPPLY CHAIN MANAGEMENT) student of M.I.E.T ENGINEERING College, Trichy has successfully completed his Internship Program from (Mar 11<sup>th</sup> – May 30<sup>th</sup>) at Reliance SMSL Limited. (Sales and operation) in the Topic of "WAREHOUSE HANDLING AND INVENTORY CONTROL". During the Internship Programme, he is very punctual and dedication to working.

*We wish you all the best in your future endeavors.*

For Reliance SMSL Limited

Authorized Signatory

Store Manager:  
Mr. MANIKANADAN



*a.e.f.*  
PRINCIPAL  
M.I.E.T. ENGINEERING COLLEGE  
GUNGUR, TRICHIRAPPALLI-625 007.

**Reliance SMSL Limited**

CIN: G01100MH1999\*CC12063 Phone: +91 22 35553800

Registered Office: 3rd Floor, Court House, Lokmanya Tilak Marg, Dhobi Talao, Mumbai-400 002, India.  
[www.reliance retail.com](http://www.reliance retail.com)

## **ABSTRACT**

Warehouse handling and inventory control are critical components of supply chain management, focusing on the efficient storage, movement, and tracking of goods within a warehouse. Effective warehouse handling ensures that products are stored in an organized manner, facilitating easy retrieval and minimizing damage during storage and transit. This involves the use of advanced technologies such as automated storage and retrieval systems, barcode scanning, and real-time inventory management software, which help streamline operations, reduce human error, and optimize space utilization.

Inventory control, on the other hand, encompasses strategies and techniques to maintain the right balance between supply and demand, ensuring that stock levels are accurately monitored and managed. It involves forecasting, ordering, and managing inventory levels to prevent stockouts or overstock situations, which can lead to increased costs or lost sales. Through regular audits, data analysis, and the implementation of inventory management systems, businesses can enhance their inventory accuracy, reduce carrying costs, and improve overall operational efficiency. Together, warehouse handling and inventory control form the backbone of an effective logistics operation, contributing to cost savings, improved customer satisfaction, and competitive advantage.



**A STUDY ON JOB SATISFACTION AT ASTONISH  
INFOTECH PVT.LTD., THIRUCHIRAPALLI  
A PROJECT REPORT**

Submitted by

**MOHAMED ANAS.S**

Register No: 812422631029

In partial fulfillment for the award of the degree

of

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

**Mr. V.PAGALAVAN B.sc., MBA**

in

**DEPARTMENT OF MANAGEMENT STUDIES**

**M.I.E.T. ENGINEERING COLLEGE**

(Approved by AICTE and Affiliated to Anna University Chennai)

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**JULY- 2024**





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Website:www.miet.edu, E-mail:principalengg@miet.edu, contact@miet.edu



## DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

Certified that this project titled is **A STUDY ON JOB SATISFACTION AT ASTONISH INFOTECH PVT.LTD, TIRUCHIRAPALLI** is the bonafide work of **MOHAMED ANAS.S(Reg. No. 812422631029)** who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

  
Signature of the Student

Name : Mohamed Anas.S

ROLL. No.: E4226029

Reg.No:812422631029

  
Signature of the Guide

Name:Mr.V.PAGALAVAN

Designation: Assistant

Professor

Address: M.I.E.T

Engineering college

ii

  
HEAD OF THE DEPARTMENT  
DEPT OF MANAGEMENT STUDIES  
M.I.E.T ENGINEERING COLLEGE  
TRICHY-7.

## TO WHOM IT MAY CONCERN

This is to Certify that **Mr. MOHAMED ANAS**, with REG NO: - 812422631029, MBA final year student of **MIET Engineering College-Trichy**, affiliated under Anna University has joined as Inter for a period of four months (from 13-03-2024 to 19-06-2024) in our concern **ASTONISH INFOTECH PVT.LTD** As a part of the Intern he is doing his final year project-in the title **A STUDY ON JOB SATISFICATION** and he completed his project successfully.

Thanks & Regards



Authorized,  
HR & Operation

  
PRINCIPAL  
M.I.E.T. ENGINEERING COLLEGE  
SUNGUR, TIRUCHIRAPPALLI-620 027

## ABSTRACT

Job satisfaction is a critical aspect of organizational dynamics that reflects employees' overall contentment with their work roles and environment. It encompasses both intrinsic factors, such as the meaningfulness of work, autonomy, and skill utilization, and extrinsic factors like compensation, working conditions, and management practices. Theories such as Herzberg's Two-Factor Theory, Maslow's Hierarchy of Needs, and the Job Characteristics Model provide frameworks for understanding how these factors contribute to job satisfaction. High job satisfaction is often linked to increased employee motivation, productivity, and well-being, while low satisfaction can lead to higher turnover and absenteeism.

From an organizational perspective, fostering job satisfaction is essential for maintaining a committed and effective workforce. Organizations that prioritize creating meaningful work experiences, offering fair compensation, and ensuring positive working conditions often see significant benefits, including improved employee retention and performance. Additionally, satisfied employees contribute to a positive organizational culture and enhance overall productivity, underscoring the importance of addressing job satisfaction as a key component of strategic management and employee relations.





**A STUDY ABOUT FUTURE AND DEVELOPMENT OF  
ENTREPRENEURSHIP IN M.V. GANGADHARAN &  
ASSOCIATES-CHARTERED ACCOUNTANT, CHENNAI**

**A PROJECT REPORT**

Submitted by

**MOHAMED JAVITH S**

**Register No: 812422631030**

In partial fulfillment for the award of the degree

of

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

**Dr. R. ANTONY PRAKASH, MBA., M.Phil., MHRM., Ph.D.,**

in

**DEPARTMENT OF MANAGEMENT STUDIES**

**M.I.E.T. ENGINEERING COLLEGE**

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**JULY- 2024**

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Website: www.miet.edu. E-mail: principalengg@miet.edu, contact@miet.edu



### DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

Certified that this project **A STUDY ABOUT FUTURE AND DEVELOPMENT OF ENTREPRENEURSHIP IN M.V. GANGADHARAN & ASSOCIATES-CHARTERED ACCOUNTANT, CHENNAI** is the Bonafede work of **MOHAMED JAVITH S** (Reg. No. 812422631030) who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

Signature of student

Signature of the Guide

Name : MOHAMED JAVITH S

Name : Dr. R. ANTONY PRAKASH

Roll No.: E4226030

Designation: Professor and Head/ MBA

Reg. No.: 812422631030

Address : M.I.E.T. Engineering college

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DEPT OF MANAGEMENT STUDIES  
M.I.E.T ENGINEERING COLLEGE  
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GUNDUR, TIRUCHIRAPPALLI-620 007



**M.V. GANGADHARAN & ASSOCIATES**  
Chartered Accountants

M.V. GANGADHARAN, B.Sc., FCA., IP.


Date: 19.06.2024

**COMPLETION OF TRAINING CERTIFICATE**

This is to confirm that Mr. Mohammed Javith has completed his training on entrepreneur future and development from 20.03.2024 to 19.06.2024 and that his performance is excellent.

With Regards,

M.V. Gangadharan & Associates  
Chartered Accountants

  
M.V. Gangadharan  
Sole Proprietor



  
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Off.: 341, 6th Floor, Khaleel Shirazi Estate (Fountain Plaza), Pantheon Road, Egmore, Chennai - 600 008.  
☎ : 42159123, 42147785 | Mobile : 93810 20638 | Email : mvgfca@gmail.com / gangadharanfca@gmail.com  
GSTIN : 33AADPG9970A1Z0



## ABSTRACT

Entrepreneurship is a cornerstone of economic growth and innovation. This study examines the future and development of entrepreneurs, highlighting the key trends, challenges, and opportunities that will define entrepreneurial endeavors in the next decade. By leveraging data from emerging markets, technological innovations, and changing consumer preferences, the research identifies the core competencies and resources needed for entrepreneurs to thrive. The study provides strategic recommendations for educational programs, policy initiatives, and business support systems to enhance entrepreneurial success and sustainability. The insights gained aim to empower aspiring entrepreneurs and stakeholders to proactively shape the future of entrepreneurship.



**A STUDY ON THE PERFORMANCE OF IIR POLICIES  
AND IMPLEMENTATION IN PREM INTERNATIONAL  
EXPORTS AT THANJAVUR**

**A PROJECT REPORT**

Submitted by

**K.MOHAMED RISWAN**

**Register No: 812422631031**

In partial fulfillment for the award of the degree

of

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

**Mr. M.K.GANESHAN, MBA.,M.COM.,PGDFM,Ph.D**

in

**DEPARTMENT OF MANAGEMENT STUDIES**

**M.I.E.T. ENGINEERING COLLEGE**

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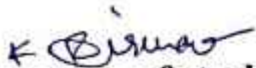
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## DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

Certified that this project titled "A STUDY ON THE PERFORMANCE OF HR POLICIES AND IMPLEMENTATION IN PREM INTERNATIONAL EXPORTS AT THANJAVUR" is the bonafide work of **K.MOHAMED RISWAN (Reg. No. 812422631031)** who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

  
Signature of student

Name:K.MOHAMED RISWAN

Roll No. : E4226031


Reg. No. : 812422631033

  
Signature of the Guide

Name: M.K. GANESHAN.

Designation :Assistant professor,MBA

Address:MIET Engineering College

  
HEAD OF THE DEPARTMENT  
DEPT OF MANAGEMENT STUDIES  
M.I.E.T ENGINEERING COLLEGE  
TRICHY-7..



TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. MOHAMAD RISWAN K (Reg. No: 812422631031) pursuing an MBA at MIET ENGINEERING COLLEG has successfully completed a project in A STUDY ON THE PERFORMANCE OF HR POLICIES AND IMPLEMENTATION partial fulfillment of his academic requirement during the period from 14. 03. 2024 to 11.06.2024.

We appreciate his performance in PREM INTERNATIONAL EXPORTS.

For PREM INTERNATIONAL EXPORTS



*G. S.*  
HR MANAGER

## ABSTRACT

This study explores the performance and implementation of Human Resource (HR) policies within organizations, focusing on their effectiveness and impact on employee satisfaction and organizational performance. Utilizing a mixed-methods approach, the research incorporates both quantitative surveys and qualitative interviews conducted with HR professionals and employees across various industries. The study examines key HR policies such as recruitment, training and development, performance management, and employee relations. Findings indicate that while well-designed HR policies significantly enhance employee engagement and productivity, the challenges of inconsistent implementation and inadequate communication can undermine their effectiveness. The study also highlights best practices for policy implementation and provides actionable recommendations for HR departments to improve policy performance. This research contributes to the understanding of how HR policies can be optimized to better align with organizational goals and improve overall workplace outcomes.

This study is limited to **PREM INTERNATIONAL EXPORTS, THANJAVUR** employees and is descriptive in nature. The study has been under taken with the help of a questionnaire and has brought out meaningful insights.



**A STUDY ON AIR CARGO HANDLING IN TRICHY  
INTERNATIONAL AIRPORT**

**A PROJECT REPORT**

Submitted by

**MOHAMED SAMEER M**  
**Register No: 812422631032**

In partial fulfillment for the award of the degree

of

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

**Mr. A. KARTHIKEYAN, MBA., M.Phil., (UGC-NET)**

in

**DEPARTMENT OF MANAGEMENT STUDIES**

**M.I.E.T. ENGINEERING COLLEGE**

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**JULY- 2024**





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## DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

Certified that this project titled **A STUDY ON AIR CARGO HANDLING IN TRICHY INTERNATIONAL AIRPORT** is the bonafide work of **MOHAMED SAMEER M (Reg. No. 812422631032)** who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

Signature of student

Signature of the Guide

Name: MOHAMED SAMEER.M

Name: Mr. A. KARTHIKEYAN

Roll No. : E4226032

Designation: Assistant professor, MBA

Reg. No. : 812422631032

Address: M.I.E.T Engineering college

DEPT OF MANAGEMENT STUDIES  
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TIRUCHIRAPPALLI INTERNATIONAL AIRPORT



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Ref No: AAI/TRZ/Internship Training/

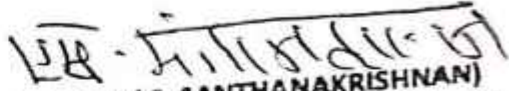
Date: 09.07.2024

To whomsoever it may concern

This is to certify that Shri. MOHAMED SAMEER M, II year M.B.A., student of M.I.E.T. ENGINEERING COLLEGE, TRICHY has undergone internship training in AIRPORTS AUTHORITY OF INDIA, TIRUCHIRAPPALLI INTERNATIONAL AIRPORT, during the period from 01.05.2024 TO 25.06.2024.

During the training period, he was familiarized in area of "CARGO HANDLING". His conduct and performance were adequate. On behalf of the organization, best wishes is accorded for his future endeavors.



  
(एस. संतानकृष्ण / S. SANTHANAKRISHNAN)  
सहायक महाप्रबंधक (मानव संसाधन) / Asst. General Manager (HR)  
होते विमानपत्तन निदेशक / for Airport Director  
का.वि.प्रा., तिरुचिरापल्ली अंतरराष्ट्रीय हवाई अड्डा  
A.A.I, Tiruchirappalli International Airport



## ABSTRACT

Air cargo handling at international airports is a critical component of the global logistics network, facilitating the movement of goods essential for international trade and commerce. This paper provides a comprehensive analysis of the complexities, challenges, and advancements in air cargo handling operations within the context of international airports. The study begins by examining the infrastructure requirements necessary to support efficient cargo handling operations, including terminal facilities, ground transportation networks, and storage capabilities. It explores the operational processes involved in the handling of diverse cargo types, ranging from perishable goods to hazardous materials, emphasizing the importance of adherence to international regulations and safety standards.

Technological innovations have revolutionized air cargo handling, with advancements such as automated sorting systems, RFID tracking, and real-time monitoring enhancing efficiency and transparency in logistics operations. The paper investigates these technological advancements and their impact on operational efficiency, security, and customer satisfaction in air cargo handling. Environmental sustainability has become a growing concern in the aviation industry, prompting airports and logistics providers to adopt eco-friendly practices. This study evaluates the initiatives taken to reduce carbon emissions and minimize the environmental footprint of air cargo operations, including the use of alternative fuels, energy-efficient infrastructure, and waste reduction strategies. Moreover, the paper discusses the regulatory frameworks governing air cargo handling, addressing customs procedures, security protocols, and trade agreements that impact international cargo flows. It analyzes the role of international organizations such as IATA and ICAO in setting industry standards and promoting best practices in air cargo logistics. By synthesizing these insights, the paper offers a comprehensive overview of the current state and future trends of air cargo handling in international airports. It identifies opportunities for innovation and improvement in infrastructure, technology, sustainability, and regulatory compliance, thereby contributing to the continued growth and efficiency of the global logistics sector.





**A STUDY ON QUALITY OF WORKLIFE BALANCE OF  
EMPOLYEES IN ILIFE TECHNOLOGIES, THANJAVUR**

**A PROJECT REPORT**

Submitted by

**MUTHUPPANDIT**

**Register No: 812422631034**

In partial fulfillment for the award of the degree

of

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

**Ms. R. SHANTHA SHEELA M.E., MBA., Ph.D.,**

in

**DEPARTMENT OF MANAGEMENT STUDIES**

**M.I.E.T. ENGINEERING COLLEGE**

(Approved by AICTE and Affiliated to Anna University Chennai)

**TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007**

**JULY- 2024**



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Website:www.miet.edu, E-mail:principalengg@miet.edu, contact@miet.edu



## DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

Certified that this project titled **A STUDY ON QUALITY OF WORKLIFE BALANCE OF EMPLOYEES IN ILIFE TECHNOLOGIES, THANJAVUR** is the bonafide work of **MUTHUPPANDI.T (Reg. No. 812422631034)** who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

*Muthuppandi.T*  
Signature of student

Name :MUTHUPPANDI.T

Roll No. : E4226034

Reg. No. : 812422631034

*R.S.*  
Signature of the Guide

Name : R.SHANTHA SHEELA M.E.,MBA.,Ph.D

Designation: Assistant professor, MBA

Address : M.I.E.T Engineering College.

*R. Anitha*  
HEAD OF THE DEPARTMENT  
DEPT OF MANAGEMENT STUDIES  
M.I.E.T ENGINEERING COLLEGE  
TRICHY-7.

**TO WHOMSOEVER IT MAY CONCERN**

This is to certify that **Mr. MUTHUPPANDI T (Reg. No: 812422631034)** pursuing an MBA at **MIET ENGINEERING COLLEGE** has successfully completed a project in **A STUDY ON QUALITY OF WORKLIFE BALANCE OF EMPLOYEES** partial fulfillment of his academic requirement during the period from **14.03.2024 to 11.06.2024**.

We appreciate his performance in **ILIFE TECHNOLOGIES**.

For **ILIFE TECHNOLOGIES**



  
**HR MANAGER**

  
**PRINCIPAL**  
M.I.E.T. ENGINEERING COLLEGE  
GUNGUR, TIRUCHIRAPPALLI-620 087



## ABSTRACT

The study on "Work-Life Balance for Employees" explores the dynamic equilibrium between professional responsibilities and personal life, aiming to understand the factors that contribute to an effective work-life balance. This research investigates the impact of work-life balance on employee well-being, job satisfaction, and productivity. Utilizing both qualitative and quantitative methods, the study collects data through surveys, interviews, and case studies across various industries. Key findings highlight the significance of flexible work arrangements, supportive organizational culture, and effective time management strategies. The research also addresses the challenges employees face in maintaining work-life balance, including long working hours, high job demands, and inadequate support systems. Recommendations are provided for employers to implement policies and practices that foster a healthy work-life balance, ultimately benefiting both employees and organizations. This study underscores the critical need for a balanced approach to work and personal life to enhance overall employee satisfaction and organizational success.



**A STUDY ON LOGISTIC MANAGEMENT IN RIYADH FAST  
LOGISTICS AT SAUDI ARABIA**

**A PROJECT REPORT**

Submitted by

**M.MUHAMMED THOUFIQ**

**Register No: 812422631033**

In partial fulfillment for the award of the degree

of

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

**V.PAGALAVAN B.sc, MBA**

in

**DEPARTMENT OF MANAGEMENT STUDIES**

**M.I.E.T. ENGINEERING COLLEGE**

(Approved by AICTE and Affiliated to Anna University Chennai)

**TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007**

**JULY- 2024**



# M.I.E.T. ENGINEERING COLLEGE

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Trichy - Pudukkottai Road, Tiruchirappalli - 620 007. Phone:0431-2660 303  
Website:www.miet.edu. E-mail:principalengg@miet.edu, contact@miet.edu



## DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

Certified that this project titled “A STUDY ON LOGISTIC MANAGEMENT IN RIYADH FAST LOGISTICS AT SAUDI ARABIA” is the bonafide work of M.MUHAMMED THOUFIQ (Reg. No. 812422631033) who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

M.muhammed Thoufiq.  
Signature of student

  
Signature of the Guide

Name :M.MUHAMMED THOUFIQ


Name : V.PAGALAVANB.sc,MBA

Roll No. : E4226033

Designation: Assistant professor

Reg. No. : 812422631033

Address: M.I.E.T Engineering college

  
HEAD OF THE DEPARTMENT  
DEPT OF MANAGEMENT STUDIES  
M.I.E.T ENGINEERING COLLEGE  
TRICHY-7

  
PRINCIPAL  
M.I.E.T. ENGINEERING COLLEGE  
GUNGUR, TIRUCHIRAPPALLI-620 007





شركة السريع للخدمات اللوجستية  
FAST LOGISTICS

Date: 30-May-2024

### To Whom It May Concern

This letter is to confirm that **Mr. Muhammed Thoufiq**, an MBA student from MIET Engineering College, Trichy, has completed a project titled " **A STUDY ON LOGISTIC MANAGEMENT** " at our warehouse in Riyadh-KSA from 16-Mar-24 to 28- May-24 as part of his curriculum.

Throughout the duration of his project, Mr. Muhammed Thoufiq demonstrated consistent dedication and interest in his assignment. He maintained regular attendance and diligently fulfilled his responsibilities.

We are pleased to confirm his successful completion of the project work and commend him for his commitment and contributions.

With Warm Regards,

M. Shaik Mohamed M.Sc.  
Coordinator  
Riyadh-Saudi Arabia.  
+966-510045754



  
PRINCIPAL  
M.I.E.T. ENGINEERING COLLEGE  
CHINGUR, TRICHYRAIPALLI-620 027

Kingdom of Saudi Arabia Riyadh Al Sulay & Al Malaz • W: www.fastlogistics.sa

Air & Sea Freight Forwarding • Customs Clearing • Import & Export • Shipping Agent • Logistics & GCC Transportation

## ABSTRACT

The strategic advantage of renting warehouse space under the company Fast Logistics involves researching and analyzing the competition in the logistics industry. It includes gathering information about competing businesses, their warehouse facilities, pricing strategies, operational efficiencies, and overall market position. The purpose of this analysis is to help Fast Logistics understand their competitors' strengths and weaknesses, identify opportunities for operational improvement, and develop strategies to gain a competitive edge.

Fast Logistics conducted a competitive analysis of warehouse rental services in the year 2023-24, focusing on top-performing logistics companies that offer storage solutions, distribution services, and logistical support. They selected various companies for evaluation and gathered insights through market research and industry data.

A comprehensive survey was conducted among stakeholders to gauge the demand for warehouse space and logistical services. Data collected was processed and analyzed using various tools such as Google Sheets, Docs, Drive, Slides, SQL Databases, Python, and Tableau. The analysis revealed common trends and patterns among competitors, highlighting key areas such as service quality, pricing models, and customer satisfaction.

The survey findings underscored a growing need for efficient warehouse solutions and highlighted areas where Fast Logistics could differentiate itself in the market. Armed with these insights, Fast Logistics developed new strategies to enhance service offerings, optimize warehouse operations, and capitalize on emerging market opportunities.



**A STUDY ON HR PRACTICES AND PERFORMANCE  
APPRAISAL IN ASTONISH INFOTECH PVT.LTD., TRICHY**

**A PROJECT REPORT**

Submitted by

**NIVETHA.M.B**

**Register No: 812422631036**

In partial fulfillment for the award of the degree

of

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

**Dr.R.ANTONY PRAKASH, MBA., M.Phil., MHRM., Ph.D.,**

in

**DEPARTMENT OF MANAGEMENT STUDIES**

**M.I.E.T. ENGINEERING COLLEGE**

(Approved by AICTE and Affiliated to Anna University Chennai)

**TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007**

**JULY- 2024**





# M.I.E.T. ENGINEERING COLLEGE

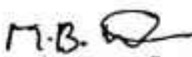
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Trichy - Pudukkottai Road, Tiruchirappalli - 620 007. Phone:0431 2660 303  
Website: www.miet.edu, E-mail:principal@miet.edu contact@miet.edu



## DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

Certified that this project titled **A STUDY OF HR PRACTICES AND PERFORMANCE APPRAISAL IN ASTONISH INFOTECH PVT LTD TRICHY** is the bonafide work of **M.B.NIVETHA (Reg. No. 812422631036)** who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

  
Signature of student

Name : M.B.NIVETHA

Roll No. : E4226036


Reg. No. : 812422631036

  
Signature of the Guide

Name: Dr.R.ANTONY PRAKASH

Designation: HOD & Professor

Address: M.I.E.T Engineering  
college

  
HEAD OF THE DEPARTMENT  
DEPT OF MANAGEMENT STUDIES  
M.I.E.T ENGINEERING COLLEGE  
TRICHY-7



G7, Technology Park,  
Bharathidasan University (BUTP),  
Kajamalai Campus,  
Tiruchirappalli – 620 023

Office: 04312331318, 09994954031  
Email: admin@astonishinfotech.com  
Website: www.astonishinfotech.com

Date: 04-04-2024

## PROJECT ACCEPTANCE

This is to certify that **Ms M.B.Nivetha, Register Number: 812422631036, final year MBA student of M.I.E.T Engineering college, going to do project in Astonish InfoTech Private Limited** duration the period 04-04-2024 to 30-06-2024. Project topic is **A Study of HR practices and process of performance appraisal.**

Authorised signatory



  
PRINCIPAL  
M.I.E.T. ENGINEERING COLLEGE  
SUNGUR, TIRUCHIRAPPALLI-620 007

## ABSTRACT

A performance appraisal is known by other terms like employee appraisal, performance review. A performance appraisal is a measuring, comparing, controlling, finding, guiding managing career development of an employee. It is a method by which critically analysing information about the relative importance of gathering, recording and critically analysing information about the relative importance of employee to the organization. It is measured in terms of quality, quantity, cost, behaviour and time, it is conducted by peers, supervisors, HR manager, self. But generally in formal method it is conducted by the immediate manager or supervisor under whom the person is directly working. Performance appraisal is study of present achievements, and failures, personal strengths and weakness, and suitability for incentives, rewards and recognition, increased pay scale, promotion or further training. Finally it shows the suitability of person at present job to the organisation. This study has been done to analyse the concept of performance appraisal, its objectives and process to carry out of the performance appraisal. Execution examination is a proper framework that assesses the nature of a laborer's exhibition. The examination estimates abilities and achievements with sensible precision and consistency. It gives an approach to assist with recognizing regions for execution upgrade and to assist with advancing proficient development. It ought not, notwithstanding, be viewed as the administrator's just specialized apparatus. Open lines of correspondence over time help to make successful working connections. Execution evaluation is the cycle which surveying the presentation and progress of a representative on a given occupation for his future turn of events, and it fundamentally comprises formal systems. Every worker is qualified for an insightful and cautious evaluation. The achievement of the cycle relies upon the chief's ability to finish a valuable and target examination and on the worker's eagerness to react to productive ideas and to work with the administrator to arrive at future objectives.

This study is limited to Trichy Astonish Infotech Pvt Ltd. employees and is descriptive in nature. The study has been undertaken with the help of a questionnaire and has brought out meaningful insights.





**WONDER WOMEN IN DIRECT SELLING: DIRECT  
SELLING ENTREPRENEURSHIP FROM A WOMEN'S  
PERSPECTIVE, PATTUKKOTTAI.**

**A PROJECT REPORT**

**Submitted by**

**PIRTHIKA. R**

**Register No: 812422631037**

In partial fulfillment for the award of the degree

of

**MASTER OF BUSINESS ADMINISTRATION**

**Under the guidance of**

**Mr. M.K. GANESHAN, MBA., PGDFM.,(Ph.D)**

in

**DEPARTMENT OF MANAGEMENT STUDIES**

**M.I.E.T. ENGINEERING COLLEGE**

(Approved by AICTE and Affiliated to Anna University Chennai)

**TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007**

**JULY 2024**



# M.I.E.T. ENGINEERING COLLEGE

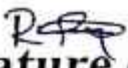
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Website: www.miet.edu, E-mail: principal@miet.edu, contact@miet.edu



## DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

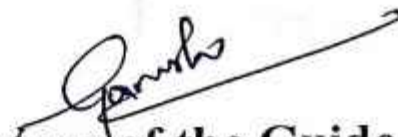
Certified that this project titled **WONDER WOMEN IN DIRECT SELLING: DIRECT SELLING ENTREPRENEURSHIP FROM A WOMEN'S PERSPECTIVE, PATTUKKOTTAI** is the bonafide work of **PIRTHIKA. R (Reg. No. 812422631037)** who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

  
**Signature of the student**

Name: Pirthika. R

Roll No. : E4226037

Reg. No.: 812422631037


  
**Signature of the Guide**

Name : Mr. M.K. Ganeshan,

Designation: Assistant Professor/MBA

Address : M.I.E.T. Engineering

College, Trichy.

  
**HEAD OF THE DEPARTMENT  
DEPT OF MANAGEMENT STUDIES  
M.I.E.T ENGINEERING COLLEGE  
TRICHY-7**





CERTIFICATE NO. :SG-CF-008

## INTERNSHIP COMPLETION CERTIFICATE

To,

The HOD,  
MIET ENGINEERING COLLEGE,  
THIRUCHIRAPPALLI.

Respected Sir/Madam

**sub: Internship completion letter**

This is certify that Ms.PIRTHIKA R (Reg no.:812422631037 ) doing her final year Master of Business Administration HR and Finance has completed her internship in our organisation under "HUMAN RESOURCES" Department from 18th April to 30th June 2024.

We wish her all the best for the successful career

For Smart Groups

  
WAVEENKUMAR K  
The Manager

  
PRINCIPAL  
M.I.E.T. ENGINEERING COLLEGE  
DINDUR, THIRUCHIRAPPALLI-620 017

# SMART GROUPS

93, Sri murugan Building , Big Bazaar Street , Pattukkottai -614601



## ABSTRACT

Direct selling has emerged as a viable entrepreneurial option for women, offering flexibility, autonomy, and economic empowerment. This study explores the experiences of women in direct selling, highlighting the benefits and challenges they face. Our research reveals that direct selling provides women with a sense of fulfilment, financial independence, and social connections. However, they also encounter obstacles such as gender bias, time management constraints, and emotional labour. Our findings underscore the importance of supportive networks, training, and resources in fostering success in direct selling entrepreneurship. By amplifying women's voices, we aim to promote gender-inclusive policies and practices that enhance their entrepreneurial journeys.



**A STUDY ON WORKING CAPITAL MANAGEMENT AT  
SCHWING STETTER PRIVATE LIMITED CHENNAI,**

**PROJECT WORK**

**Submitted by**

**POOJITHA.P**

**Register No: 812422631038**

In partial fulfillment for the award of the degree

of

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

**Mr.A. KARTHIKEYAN, MBA., MPhil., (UGC-NET)**

in

**DEPARTMENT OF MANAGEMENT STUDIES**

**M.I.E.T. ENGINEERING COLLEGE**

(Approved by AICTE and Affiliated to Anna University Chennai)

**TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007**

**JULY 2024**



# M.I.E.T. ENGINEERING COLLEGE

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Website: www.miet.edu, E-mail: principalengg@miet.edu, contact@miet.edu



## DEPARTMENT OF MANAGEMENT STUDIES BONAFIDE CERTIFICATE

Certified that this project titled **A STUDY ON WORKING CAPITAL MANAGEMENT SCHWING STETTER PRIVATE LIMITED CHENNAI**. is the bonafide work of 2024 Reg. No. 812422631038 who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

**Signature of student**

Name : Poojitha. P

Roll No. : E4226038

Reg. No. : 812422631038

**Signature of the Guide**

Name: Mr.A.Karthikeyan

Designation: ASSISTANT PROFESSOR

Address: M.I.E.T. Trichy

HEAD OF THE DEPARTMENT  
DEPT OF MANAGEMENT STUDIES  
M.I.E.T ENGINEERING COLLEGE  
TRICHY-7



# SCHWING STETTER (INDIA) PVT LTD

Corporate Office & Works:

72, SIPCOT Industrial Park, Irungattukottai, Sriperumpudur Taluk, Kancheepuram District,

du - 602 117. Fax no. 044 71378105 .Phone : +91 - 44 - 71378100.

info@schwingstetterindia.com

309TN1998PTC046270



**SCHWING  
Stetter**



June 20, 2024

## TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Ms. Poojitha P** from M.I.E.T Engineering College has successfully completed the internship in our organization from **April 02, 2024** to **June 21, 2024**. As per curriculum requirement.

We extend our best wishes for [his/her] future endeavors and express our gratitude for [his/her] valuable contributions to our organization.

For **SCHWING Stetter (India) Private Limited,**

**Santhosh Kumar V R**

Assistant Manager – HR

  
PRINCIPAL  
M.I.E.T. ENGINEERING COLLEGE  
GUNGUR, TIRUCHIRAPPALLI-620 087

Offices - Ahmedabad, Bangalore, Bhubaneswar, Cochin, Coimbatore, Guwahati, Hyderabad, Indore, Jaipur, Kolkata, Lucknow, Mohali, Mumbai, Nagpur, New Delhi, Patna, Pune, Raipur, and Vizag



## ABSTRACT

Effective working capital management is crucial for the financial health and sustainability of companies in the construction equipment industry. This study compares the working capital management practices of Schwing Stetter and Sany, two leading companies in the industry, over a 5-year period (2018-2023). The study analyzes the working capital components, including accounts receivable, accounts payable, inventory, and cash, and evaluates the companies' working capital management efficiency using various ratios and metrics. The results show that Schwing Stetter has a more efficient working capital management system, with a shorter cash conversion cycle and a higher working capital turnover ratio. The study also identifies areas for improvement in Sany's working capital management practices. The findings of this study can provide valuable insights for companies in the construction equipment industry to optimize their working capital management and improve their financial performance.



**A STUDY ON REWARDS RECONGNITION IN  
HITAKY TRICHY**

**PROJECT WORK**

**Submitted by**

**RIFAYA PARVIN. J**

**Register No: 812422631043**

**In partial fulfillment for the award of the degree**

**of**

**MASTER OF BUSINESS ADMINISTRATION**

**Under the guidance of**

**Mr. V. PAGALAVAN, BSC., MBA.,**

**in**

**DEPARTMENT OF MANAGEMENT STUDIES**

**M.I.E.T. ENGINEERING COLLEGE**

**(Approved by AICTE and Affiliated to Anna University Chennai)**

**TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007**

**JULY 2024**





# M.I.E.T. ENGINEERING COLLEGE

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Website: www.miet.edu, E-mail: principalengg@miet.edu, contact@miet.edu



## DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

Certified that this project titled **A STUDY REWARDS RECOGNITION IN HITAKEY TRICHY.** is the bonafide work of **2024 Reg. No. 812422631043** who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

Signature of student

Name : Rifaya parvin. J

Roll No. : E4226043

Reg. No. : 812422631043

Signature of the Guide

Name: Mr. V. Pagalavan

Designation: Assistant professor

Address: M.I.E.T - Trichy

HEAD OF THE DEPARTMENT  
DEPT OF MANAGEMENT STUDIES  
M.I.E.T ENGINEERING COLLEGE  
TRICHY-7.

**CERTIFICATE**

**Sub: Completion letter of Project work**

**This is to certify that J.RIFAYA PARVIN Reg.No:812422631043 is studying  
at M.I.ET Engineering College Trichy, Triuchitappalli-620007 .She was undergone  
project work in our industry during the period from March 2024 to June2024**

**Thanking you**

**BestRegards,**

**Manager**  


**JERLIN**

## ABSTRACT

This study explores the impact of rewards and recognition on employee motivation and performance in Paraguay. Through surveys and interviews with employees across various industries, the research identifies key factors that influence how rewards and recognition are perceived. The findings suggest that tailored reward systems and consistent recognition significantly enhance job satisfaction and productivity. Additionally, the study examines the role of cultural values in shaping employee expectations and responses to different types of recognition. Results indicate that monetary rewards are highly valued, but non-monetary recognition, such as public acknowledgment and career development opportunities, also plays a crucial role. The study highlights cultural nuances and provides recommendations for organizations to implement effective reward strategies that align with employee expectations. This research contributes to the understanding of human resource practices in the Paraguayan context and offers insights for improving workplace morale and engagement. By understanding these dynamics, companies can foster a more motivated and committed workforce, leading to sustainable organizational success.





**A STUDY ON MODERATION OF FINANCIAL LITERACY ON  
THE RELATIONSHIP BETWEEN INDIVIDUAL FACTORS AND  
RISK INVESTMENT INTENTIONS IN GALWIN  
TECHNOLOGY, TRICHY**

**A PROJECT REPORT**

Submitted by

**RIYASKHAN.M**

**Register No: 812422631044**

In partial fulfillment for the award of the degree

of

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

**Ms. R. SHANTHA SHEELA, M.E., MBA., Ph.D.,**

in

**DEPARTMENT OF MANAGEMENT STUDIES**

**M.I.E.T. ENGINEERING COLLEGE**

(Approved by AICTE and Affiliated to Anna University Chennai)  
**TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007**

**JULY- 2024**



# M.I.E.T. ENGINEERING COLLEGE

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Website:www.miet.edu, E-mail:principalengg@miet.edu, contact@miet.edu



## DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

Certified that this project titled **A STUDY ON MODERATION OF FINANCIAL LITERACY ON THE RELATIONSHIP BETWEEN INDIVIDUAL FACTORS AND RISKY INVESTMENT INTENTIONS IN GALWIN TECHNOLOGY, TRICHY** is the bonafide work of **RIYASKHAN.M** (Reg. No. 812422631044) who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

*M. Riyaskhan*  
Signature of student

*R.S.S.*  
Signature of the Guide

Name :RIYASKHAN. M Name : R.SHANTHA SHEELA M.E.,MBA.,Ph.D

Roll No. : E4226044

Designation: Assistant professor, MBA

Reg. No. : 812422631044

Address : M.I.E.T Engineering College.

*R. Anitha*  
HEAD OF THE DEPARTMENT  
DEPT OF MANAGEMENT STUDIES  
M.I.E.T ENGINEERING COLLEGE  
TRICHY-7

*R. Anitha*  
PRINCIPAL  
M.I.E.T. ENGINEERING COLLEGE  
GUDUR, TIRUCHIRAPPALLI-620 007



Date: 11.06.2024.

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. RIYASKHAN. M (Reg. No: 812422631044) pursuing MBA at MIET ENGINEERING COLLEGE has successfully completed project in "A STUDY ON MODERATION OF FINANCIAL LITERACY ON THE RELATIONSHIP BETWEEN INDIVIDUAL FACTORS AND RISKY INVESTMENT INTENTIONS" at GALWIN TECHNOLOGY as a during the period from 14. 03.2024 To 11.06.2024.

We appreciate his performance in GALWIN TECHNOLOGY.

For GALWIN TECHNOLOGY



*P. S. K.*

HR MANAGER

Phone No: +91 9786714472 | 9786811119 Website: www.galwin.com



## ABSTRACT

This study investigates the moderation effect of financial literacy on the relationship between individual factors and risky investment intentions. With financial decisions becoming increasingly complex, understanding how individual characteristics influence investment behavior is crucial. The research employs a quantitative approach, utilizing survey data from [describe your sample]. Individual factors such as age, income level, education, and risk tolerance are analyzed alongside measures of financial literacy. The results suggest that financial literacy moderates the impact of these individual factors on the propensity to engage in risky investments. Specifically, higher levels of financial literacy tend to mitigate the influence of certain individual factors, indicating a more informed decision-making process. These findings contribute to both theoretical understanding and practical implications for financial education and advisory services. Strategies to enhance financial literacy could potentially reduce risky investment behaviors among different demographic groups. Future research directions include exploring additional moderators and longitudinal studies to assess the long-term effects of financial literacy interventions.



**A STUDY ON INVENTORY MANAGEMENT AT RELIANCE  
SMART BAZAAR, ARIYAMANGALAM, TRICHY**

**A PROJECT REPORT**

**Submitted by**

**SANJANA.R**

**Register No: 812422631045**

In partial fulfillment for the award of the degree

of

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

**Dr. R. ANTONY PRAKASH, MBA., M.Phil., MHRM., Ph.D.,**

in

**DEPARTMENT OF MANAGEMENT STUDIES  
M.I.E.T. ENGINEERING COLLEGE**

(Approved by AICTE and Affiliated to Anna University Chennai)  
**TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007**

**JULY- 2024**



# M.I.E.T. ENGINEERING COLLEGE

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Website: www.miet.edu, E-mail: principal@mggg@miel.edu, contact@miel.edu



## DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

Certified that this project titled is **A STUDY ON INVENTORY MANAGEMENT RELIANCE SMART BAZAAR COMPANIES, ARIYAMANGALAM, TRICHY** is the bonafide work of **SANJANA.R** Reg. No. **812422631045** who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

*P. Sanjana*  
Signature of student

Name : SANJANA.R

Roll no. : E4226045

Reg. no.: 812422631045

*Dr. R. Antony Parkash*  
Signature of the Guide

Name : Dr.R. Antony Parkash

Designation : Professor and Head

Address : M.I.E.T Engineering college

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*Dr. R. Antony Parkash*  
HEAD OF THE DEPARTMENT  
DEPT OF MANAGEMENT STUDIES  
M.I.E.T ENGINEERING COLLEGE  
TRICHY-7





*Internship Certificate*

June 10, 2024

This is to certify that Ms. SANJANA.R (Reg.no:812422631045) MBA (LOGISTICS SUPPLY CHAIN MANAGEMENT) student of M.I.E.T ENGINEERING College, Trichy has successfully completed her Internship Program from (Mar 11<sup>th</sup> – May 30<sup>th</sup>) at Reliance SMSL Limited. (Sales and operation) in the Topic of "INVENTORY MANAGEMENT". During the Internship Programme, she is very punctual and dedication to working.

*We wish you all the best in your future endeavors.*

**For Reliance SMSL Limited**

**Authorized Signatory**

**Store Manager:  
Mr. MANIKANADAN**

**RELIANCE SMART BAZZAR  
ARIYAMANGALAM  
TRICHY**



**Reliance SMSL Limited**

CIN: U01100MH1999PLC120563 Phone: +91 22 35553800

Registered Office: 3rd Floor, Court House, Lakmánya Tilak Marg, Dhobi Talao, Mumbai-400 002, India.  
[www.reliance retail.com](http://www.reliance retail.com)

  
PRINCIPAL  
M.I.E.T. ENGINEERING COLLEGE  
GUNGUR, TRICHYRAIPALLI-520 007.

## ABSTRACT

Inventory management is a crucial function within organizations across various industries, impacting operational efficiency, customer satisfaction, and financial performance. This abstract provides an overview of key concepts, strategies, and challenges in inventory management.

Effective inventory management involves balancing the costs associated with holding inventory against the benefits of ensuring product availability. Key strategies include demand forecasting, which involves predicting future demand based on historical data, market trends, and seasonal variations. Accurate forecasting helps organizations maintain optimal inventory levels, reducing the risk of stockouts and excess inventory.

Inventory control techniques such as ABC analysis categorize inventory based on its value and demand variability. This classification enables organizations to prioritize resources and focus on managing high-value and critical items more closely.

Technological advancements play a significant role in modern inventory management. Inventory management systems (IMS) and enterprise resource planning (ERP) software automate processes, track inventory levels in real-time, and facilitate efficient order fulfillment and replenishment.

Challenges in inventory management include inventory carrying costs, which encompass storage, insurance, and obsolescence costs. Minimizing these costs requires effective inventory planning and optimization strategies.



**A STUDY ON YOUNG WOMEN CONTINUANCE INTENTIONS TO  
USE SOCIAL MEDIA**

**A PROJECT REPORT**

Submitted by

**SATHIYA NARAYANAN D**

**Register No: 812422631046**

In partial fulfillment for the award of the degree

of

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

**Mr. M.K.GANESHAN, M.B.A., M.Com., PGDFM., Ph.D.,**

in

**DEPARTMENT OF MANAGEMENT STUDIES**

**M.I.E.T. ENGINEERING COLLEGE**

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**TRICHY – PUDUKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007**

**JULY- 2024**

  
**PRINCIPAL**  
M.I.E.T. ENGINEERING COLLEGE  
GUNDUR, TIRUCHIRAPPALLI-620 007





**A STUDY ON YOUNG WOMEN CONTINUANCE  
INTENTIONS TO USE SOCIAL MEDIA**

**A PROJECT REPORT**

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**TRICHY – PUDUKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007**

**JULY- 2024**

i

TO WHOM SO EVER IT MAY CONCERN

This is to certify that **Mr. SATHIYA NARAYANAN.D** (Reg .No: 812422631046) pursuing an **MBA** at **MIET ENGINEERING COLLEGE** has successfully completed his final year project on the topic "**A STUDY ON YOUNG WOMEN CONTINUANCE INTENTIONS TO USE SOCIAL MEDIA**" in our company from **14.03.2024** to **11.06.2024**

We appreciate his performance in **ILIFE TECHNOLOGIES**.

For **ILIFE TECHNOLOGIES**



  
**HR MANAGER**

## ABSTRACT

Young women's intentions to continue using social media are influenced by a complex interplay of factors that shape their experiences and perceptions of these platforms. This abstract explores key determinants such as social connectedness, self-presentation, and the influence of peers and social norms. It delves into how young women perceive social media as a tool for maintaining relationships, constructing identities, and seeking validation, while also examining the potential negative impacts such as comparison and self-esteem issues. By understanding these factors, this study aims to provide insights into the factors that drive or inhibit young women's ongoing engagement with social media platforms, offering implications for both users and platform developers seeking to enhance user experiences and well-being in this digital age. The design and features of social media platforms themselves contribute to young women's continuance intentions. User-friendly interfaces, personalized content recommendations, and interactive functionalities enhance their overall experience, making the platforms more appealing and habit-forming. Furthermore, the social norms and peer influences within their networks can shape their attitudes towards social media use, influencing their decision to continue engaging with these platforms. Understanding these multifaceted influences is essential for developing strategies to promote responsible and positive use of social media among young women while mitigating potential negative effects.





**A COMPREHENSIVE STUDY ON PREFERRED LEADERSHIP STYLE  
AMONG WORKERS AT MURUGAPPA ENGINEERING  
TECHNOLOGY SOLUTIONS**

**A PROJECT REPORT**

Submitted by

**SEBASTIN VINOOTH S**

**Register No: 812422631047**

In partial fulfillment for the award of the degree

of

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

**Mr. A.KARTHIKEYAN, MBA., M.Phil., (UGC-NET)**

in

**DEPARTMENT OF MANAGEMENT STUDIES**

**M.I.E.T. ENGINEERING COLLEGE**

(Approved by AICTE and Affiliated to Anna University Chennai)  
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**JULY 2024**

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# M.I.E.T. ENGINEERING COLLEGE

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## DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

Certified that this project titled **A COMPREHENSIVE STUDY ON PREFERRED LEADERSHIP STYLE AMONG WORKERS AT MURUGAPPA ENGINEERING TECHNOLOGY SOLUTIONS** is the bonafide work of **SEBASTIN VINOTH** (Reg. No. 812422631047) who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

Signature of student

Name : SEBASTIN VINOTH S

Roll No. : E4226047

Reg. No. : 812422631047

Signature of the Guide

Name : A.KARTHIKEYAN

Designation: Assistant Professor

Address: M.I.E.T Engineering College

HEAD OF THE DEPARTMENT  
DEPT OF MANAGEMENT STUDIES  
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## MURUGAPPA ENGINEERING TECHNOLOGY SOLUTION

Trichy - 62002.

Cell : 8940812514, 93844 12515

### TO WHOM SO EVER IT MAY CONCERN

This is to certify that Mr. SEBASTIN VINOTH S (Reg. No: 812422631047) pursuing an MBA at MIET ENGINEERING COLLEGE has successfully completed a project in A COMPREHENSIVE STUDY ON PREFERRED LEADERSHIP STYLE AMONG WORKERS partial fulfillment of his academic requirement during the period from 14.03.2024 to 11.06.2024.

We appreciate his performance in MURUGAPPA ENGINEERING TECHNOLOGIES.

For MURUGAPPA ENGINEERING

TECHNOLOGIES





## ABSTRACT

The preferred leadership styles among workers in various industries, aiming to identify trends and factors influencing these preferences. Using a mixed-methods approach, we surveyed 500 employees from diverse sectors and conducted in-depth interviews with 50 participants. The quantitative data were analyzed using statistical tools, while thematic analysis was applied to qualitative data. The findings indicate a significant preference for transformational leadership, characterized by inspirational motivation, intellectual stimulation, and individualized consideration. Factors such as age, industry type, and organizational culture were found to influence leadership style preferences. Younger employees and those in creative industries showed a strong preference for transformational leadership, while older employees and those in more traditional sectors favored transactional leadership. The study's implications suggest that organizations should tailor their leadership development programs to align with the specific preferences and needs of their workforce to enhance job satisfaction and productivity. Future research should explore the impact of these preferences on organizational performance and employee well-being.



**A STUDY ON EMPLOYEE RELATION AND CONFLICT  
RESOLUTION IN NEEKAN CONSULTING LLP AT  
CHENNAI**

**A PROJECT REPORT**

**Submitted by**

**SHANMUGARAJAN S**

**Register No: 812422631048**

**-In partial fulfillment for the award of the degree**

**of**

**MASTER OF BUSINESS ADMINISTRATION**

**Under the guidance of**

**Mr.V,PAGALAVAN B.SC.,MBA**

**in**

**DEPARTMENT OF MANAGEMENT STUDIES**

**M.I.E.T. ENGINEERING COLLEGE**

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**JULY- 2024**



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### DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

Certified that this project titled is "A STUDY ON EMPLOYEE RELATION AND CONFLICT RESOLUTION IN NEEKAN CONSULTING LLP AT CHENNAI" is the bonafide work of SHANMUGARAJAN.S Reg. No. 812422631048 who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

Signature of student

Name : SHANMUGARAJAN.S

Roll no. : E4226048

Reg. no.: 812422631048

Signature of the Guide

Name : Mr.V.PAGALAVAN

Designation: Assistant Professor

Address : M.I.E.T Engineering college



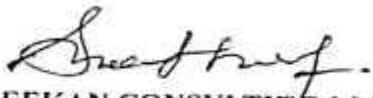
# NEEKAN CONSULTING LLP

Date: 13-06-2024

## TO WHOM IT MAY CONCERN

This is to Certify that Mr.SHANMUGARAJAN .S, with REG NO:- 812422631048, MBA final year student of MIET Engineering College-Trichy, affiliated under Anna University has joined as Inter for a period of three months (from 13-03-2024 to 13-06-2024) in our concern "" As a part of the Intern he is doing his final year project in the title " A STUDY ON EMPLOYEE RELATION AND CONFLICT RESOLUTION NEEKAN CONSULTING LLP AT CHENNAI. and he completed his project successfully.

Thanks & Regards.



NEEKAN CONSULTING LLP

Authorized signatory

HR & Operations

  
PRINCIPAL  
M.T.E.T. ENGINEERING COLLEGE  
GUNGUR, TIRUCHIRAPPALLI-620 087

## ABSTRACT

Employee Relation and conflict resolution has become a major concern for corporate in the global competitive current Scenario. Recruiting the right candidate is a time consuming process. An organization invests time and money in grooming an individual and makes him ready to work and understand the corporate culture. It is essential for the Organization to maintain good employee relations to enhance the organisational growth. The employee relation can be maintained good by providing all the information, materials and equipments needed for the employees to work easily. The higher officials should also be aware that whether the employees are given personal care and support to work efficiently and effectively. The conflicts are inevitable. The conflicts are resolved in smooth manner to have better employee relations. All the employees opinion regarding a conflict should be given importance in times of resolving conflicts. The biggest Challenge that organizations are facing today is the conflicts arising in the organisation which has a greater impact in employee relations. Besides, resolving all conflicts faced by employees in the organisation and maintaining smooth employee relation is another challenge that the employers are facing today. This Project titled "A study on employee relations and conflict resolution at Neekan consulting , Chennai." has selected this topic because I have keen interest in understanding the factors influencing the employee relations and conflict resolution in an organisation and make a research on it. Totally 50 samples are collected from the employees of Neekan consulting . Data collected are analysed using statistical tools such as simple percentage method, anova, pie charts, histograms and bar chart. Over the past decade, the way in which people are managed and developed at work has come to be recognized as one of the primary factors in achieving improvement in organizational performan



**A STUDY ON THE STRATEGIC USE OF IT IN HUMAN  
RESOURCE MANAGEMENT OF HILIFEAI PVT. LTD,  
TRICHY**

**A PROJECT REPORT**

Submitted by

**SIKKANDAR THULKARNAI J**

**Register No: 812422631049**

In partial fulfillment for the award of the degree

of

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

**Ms. R. SHANTHA SHEELA, M.E., MBA., Ph. D.,**  
in

**DEPARTMENT OF MANAGEMENT STUDIES**

**M.I.E.T. ENGINEERING COLLEGE**

(Approved by AICTE and Affiliated to Anna University Chennai)  
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**JULY- 2024**

I





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## DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

Certified that this project titled **A STUDY ON THE STRATEGIC USE OF IT IN HUMAN RESOURCE MANAGEMENT OF HILIFEAI PVT. LTD, TRICHY** is the bonafide work of **SIKKANDAR THULKARNAI J (Reg. No. 812422631049)** who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

  
Signature of the student

  
Signature of the Guide

Name : SIKKANDAR THULKARNAI J


Name : SHANTHA SHEELA R

Roll No. : E4226049

Designation: Assistant professor, MBA

Reg. No. : 812422631049

Address: M.I.E.T Engineering College

  
HEAD OF THE DEPARTMENT  
DEPT OF MANAGEMENT STUDIES  
M.I.E.T ENGINEERING COLLEGE  
TRICHY-7



HILIFE.AI PRIVATE LIMITED  
WWW.HILIFE.AI.COM

**PROJECT COMPLETION CERTIFICATE**

Date: 06.07.2024

To

The Head of the Department,  
Master of Business Administration,  
M.I.E.T Engineering College,  
Tiruchirappalli.

Respected Sir,

Sub: Project Completion Certificate

This is to certify that Mr. SIKKANDAR THULKARNAI J (Reg. No.812422631049) done his final year Master of Business Administration – HR and Business Analytics in M.I.E.T Engineering College has successfully completed his final year project on the topic "A Study on Strategic Use of Information Technology in Human Resource Management" and Internship in our HILIFEAI PVT LTD, TRICHY from 01.04.2024 to 01.07.2024.



  
DIRECTOR  
HILIFE AI PRIVATE LIMITED  
PUTHUR, TRICHY -17

No:2,Second Floor, E.V.R Road ,ZeeTower,Puthur Trichy-17  
Telephone: +91- 7871651351

Email: contact@hillfeal.com

## ABSTRACT

The use of Information Technologies (IT) in Strategic Human Resource Management (SHRM) has become increasingly prevalent in modern organizations. This study aims to explore the integration of IT into HR functions and its impact on strategic HR practices. The abstract will examine the various applications of IT in areas such as talent acquisition, performance management, employee engagement, learning and development, and HR analytics. Furthermore, this research will highlight the role of IT in supporting HR leaders in their strategic decision-making process and aligning HR strategies with organizational goals. By analyzing real-world examples and case studies, this abstract will provide insights into successful IT implementations in SHRM and identify best practices for organizations looking to leverage technology to optimize their HR functions. The findings of this study aim to contribute to the growing body of knowledge on the effective utilization of IT in strategic HR management and provide practical recommendations for HR professionals and organizational leaders.





**“A STUDY ON EFFECTIVENESS OF ERP ON SUPPLY CHAIN  
MANAGEMENT IN VRL LOGISTICS LIMITED  
COIMBATORE”**

**A PROJECT REPORT**

Submitted by

**SNEHA B**

**Register No: 812422631050**

In partial fulfillment for the award of the degree

of

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

**Dr. R. ANTONY PRAKASH, MBA, MPhil., MHRM Ph.D.,**

in

**DEPARTMENT OF MANAGEMENT STUDIES**

**M.I.E.T. ENGINEERING COLLEGE**

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## DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

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*B. Sneha*

Signature of student

Name : Sneha B

Roll No. : E4226050

Reg. No. : 812422631050

*D. Antony*

Signature of the Guide

Name : Dr. R. Antony

Designation: Professor / HOD

Address : M.I.E.T Engineering College  
Trichy

*D. Antony*

HEAD OF THE DEPARTMENT  
DEPT OF MANAGEMENT STUDIES  
M.I.E.T ENGINEERING COLLEGE  
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VRL LOGISTICS LTD



Branch Office:  
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Phone: 0422-2344944, 2342035  
Fax : 0422-2344945  
E-mail: cmado@vrllogistics.com  
GST No: 33AABCV3609C1ZU

**CERTIFICATE**

This is certify that Ms. B.SNEHA, Reg. No: 812422631050, Final year MBA, student of M.I.E.T. Engineering College, Trichy has successfully completed her Project in our company for a period from 16.03.2024 to 26.05.2024. Her character and conduct was good. We wish her for a bright and successful future.

Thanks & Regards,  
For VRL LOGISTICS LTD

M. BHASKAR  
HR Manager



---

Corporate Office : Giriraj Annexe, Circuit House Road, HUBBALLI - 580 029 Karnataka  
Phone :0836 2237511 Fax :0836 2256612 e-mail : headoffice@vrllogistics.com  
Customer Care : HUBBALLI ☎ Phone: 0836 - 2307800 E-mail : customercare@vrllogistics.com  
Website : www.vrllogistics.com CIN : U6021 OKA1 983PLC005247

  
PRINCIPAL  
M.I.E.T. ENGINEERING COLLEGE  
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## ABSTRACT

Enterprise Resource Planning (ERP) system is an important tool for business processes planning, information flowing, executing and controlling, supplying the services of the companies deployed premises in different places. Supply Chain Management (SCM) practices are extraverred doors of the companies in order to secure mutual advantages in their own processes. Successfully implemented and integrated ERP systems 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 advantages 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 VKL Logistics Ltd, Coimbatore". 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.



**A STUDY ON TRAINING AND DEVELOPMENT OF  
EMPLOYEES RETENTION AT VELMURUGAN HEAVY  
ENGINEERING INDUSTRIES (Pvt) LTD, THANJAVUR.**

**A PROJECT REPORT**

Submitted By

**R. SOWMIYA**

**Register No: 812422631052**

In partial fulfillment for the award of the degree

of

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

**Mr. A.Karthikeyan, MBA., M.Phil., (UGC-NET)**

in

**DEPARTMENT OF MANAGEMENT STUDIES**

**M.I.E.T. ENGINEERING COLLEGE**

(Approved by AICTE and Affiliated to Anna University Chennai)

**TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007**

**JULY- 2024**



## M.I.E.T. ENGINEERING COLLEGE

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### DEPARTMENT OF MANAGEMENT STUDIES BONAFIDE CERTIFICATE

Certified that this project titled **A STUDY ON TRAINING AND DEVELOPMENT OF EMPLOYEES RETENTION AT VELMURUGAN HEAVY ENGINEERING INDUSTRIES (Pvt) LTD, THANJAVUR** is the bonafide work of Ms. **R.SOWMIYA ( Register No: 812422631052 )** who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

Signature of student

Name : R.SOWMIYA

Roll No. : E4226052

Reg. No. : 812422631052

Signature of the Guide

Name : A.KARTHIKEYAN

Designation: Assistant Professor

Address : M.I.E.T. Engineering College

HEAD OF THE DEPARTMENT  
DEPT OF MANAGEMENT STUDIES  
M.I.E.T ENGINEERING COLLEGE  
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PRINCIPAL  
M.I.E.T. ENGINEERING COLLEGE  
GUNGUR, TRICHIRAPPALLI-620 087



3<sup>rd</sup> July 2024

**TO WHOM IT MAY CONCERN**

This is to certify that Ms. **SOWMIYA R (812422631052)** final year MBA(HR&FINANCE) student of **M.I.E.T Engineering College, Trichy**. Has successfully completed her project in **M/s VELMURUGAN HEAVY ENGINEERING INDUSTRIES (From 11<sup>th</sup> March, 2024 to 31<sup>st</sup> May 2024)**. In the field of '**HUMAN RESOURCES DEPARTMENT**' During the period of her project she was found punctual, hardworking and inquisitive.

We wish her every success in life.

DGM - HR



  
PRINCIPAL  
M.I.E.T. ENGINEERING COLLEGE  
GURUR, TIRUCHIAPPALLI-620 007

## ABSTRACT

This study examines the impact of training and development on employees retention within the Velmurugan Heavy Engineering Industries. Objectives included assessing employees satisfaction with training programs, evaluating perceived performance impacts, and gauging perceptions of program quality and also employees benefits. Using a descriptive research design, a questionnaire was administered via simple random sampling to 117 respondents from a population of 300 employees. Statistical tools such as percentage analysis, ANOVA, chi-square tests, and correlation were employed for data analysis.

Findings indicate high satisfaction with training programs, with a majority affirming their effectiveness in boosting job satisfaction, performance, and adaptation to job changes. Statistical tests confirmed hypothesis that appropriate training correlates with employees retention. ANOVA analysis reinforced the role of training in enhancing performance. The study highlights the need for tailored training initiatives to meet specific employee needs in manufacturing, enhancing their skills and satisfaction. It underscores comprehensive retention strategies that encompass factors such as compensation, workplace culture, and leadership support, addressing more than just training.



**A STUDY ON TRAINING AND DEVELOPMENT AS A  
TOOL FOR HIGH EMPLOYEES PERFORMANCE IN  
FEMTOSOFT TECHNOLOGIES, CHENNAI**

**A PROJECT REPORT**

**Submitted by**

**SRIABINAYA.S**

**Register No: 812422631053**

In partial fulfilment for the award of the degree

of

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

**Mr. V. PAGALAVAN, B.Sc., MBA.**

in

**DEPARTMENT OF MANAGEMENT STUDIES**

**M.I.E.T. ENGINEERING COLLEGE**

(Approved by AICTE and Affiliated to Anna University Chennai)

**TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007**

**JULY 2024**





## M.I.E.T. ENGINEERING COLLEGE


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Trichy - Pudukkottai Road, Tiruchirappalli - 620 007. Phone:0431-2650 303  
Website:www.miet.edu, E-mail:principalengg@miet.edu, contact@miet.edu



### DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE


Certified that this project titled is **A STUDY ON TRAINING AND DEVELOPMENT AS A TOOL FOR HIGH EMPLOYEES PERFORMANCE IN FEMTOSOFT TECHNOLOGIES, CHENNAI** is the bonafide work of **SRIABINAYA S (Reg. No. 812422631053)** who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

  
Signature of the Student

Name : Sriabinaya. S

Roll No.: E4226053

Reg. No.: 812422631053


  
Signature of the Guide

Name : V. Pagalavan, B.Sc., MBA

Designation: Assistant Professor/MBA

Address: M.I.E.T Engineering College,

Trichy.

  
HEAD OF THE DEPARTMENT  
DEPT OF MANAGEMENT STUDIES  
M.I.E.T ENGINEERING COLLEGE  
TRICHY-7..

II



A Software Design & Development Company

CERTIFICATE NO:- FST-LH-1001

**INTERNSHIP COMPLETION CERTIFICATE**

**Date:28.05.2024**

To,  
The HOD,  
MIET Engineering College,  
Tiruchirappalli.

Respected Sir / Madam,

Sub: Internship Completion Letter

This is to certify that Ms. Sriabinaya S (Reg. No.812422631053) doing her final year Master of Business Administration –HR and Finance has completed her internship in our organization under 'HUMAN RESOURCES' department from 18<sup>th</sup> April 2024 to 18<sup>th</sup> May 2024.

We wish her all the best for the successful career.

For Femtosoft Technologies

  
Murugan A  
Human Resource Manager

**FEMTOSOFT TECHNOLOGIES**

17/25, 1st Floor, Griffith Main Road, Essa Pallavaram, Chennai - 43.  
Ph: +91 44 - 22642421, Mobile: +91 9884448421, Email : hr@femtosoft.in  
Web: www.femtosoft.in

## ABSTRACT

Employees are the major assets of any organization. Every organizations needs well trained employees to perform the activities effectively and efficiently. It is the continuous process of the organizations that helps to develop skills, knowledge, and abilities. Training and development leads the better performance of employees. The success of the organizations depends on employee performance. In this globalization era training is crucial for the competent and challenging business. It is the nerve that needs to help enhancing the quality of work life of employees and development the organization. Training and development is the crucial factors of enlightening the employee performance in most organizations.

The purpose of the study is to find out the impact of training and development on employee performance. The study found out that employees are aware about training; employees are motivated through training; and training and development results into higher performance. The study suggested that training and development of all staff should be dynamically followed and made obligatory and the employer should give compulsory training programs for all employees in order to improve performance. The study decided that there is need for continuous training and development taking into deliberation the opposition, market dynamics, customer satisfaction, and net promoter score among others. It concludes that the most of the employees are satisfied with the training and development of the organisation FemtoSoft Technologies, Chennai.





**A STUDY ON EXPORT OF PLANNING APPROACH AND PROCESS  
IN AIR CARGO INDUSTRY AT TIRUCHIRAPPALLI  
INTERNATIONAL AIRPORT**

**A PROJECT REPORT**

Submitted by

**SRINATH. S**

**Register No: 812422631054**

In partial fulfillment for the award of the degree

of

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

**Ms.R. SHANTHA SHEELA .M.E.,MBA.,( Ph.D)**

in

**DEPARTMENT OF MANAGEMENT STUDIES**

**M.I.E.T. ENGINEERING COLLEGE**

(Approved by AICTE and Affiliated to Anna University Chennai)

**TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007**

**JULY- 2024**



# M.I.E.T. ENGINEERING COLLEGE

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Approved by UGC, New Delhi, Affiliated to Anna University, Chennai  
Approved by State Council of Higher Education, Tamil Nadu  
Approved by State Council of Technical Education, Tamil Nadu  
Approved by State Council of Vocational Education, Tamil Nadu  
Approved by State Council of Distance Education, Tamil Nadu  
Approved by State Council of Open Education, Tamil Nadu  
Approved by State Council of Correspondence Education, Tamil Nadu



## DEPARTMENT OF MANAGEMENT STUDIES BONAFIDE CERTIFICATE

Certified that this project titled **A STUDY ON PLANNING APPROACH & PROCESS IN AIR CARGO INDUSTRY AT TIRUCHIRAPPALLI INTERNATIONAL AIRPORT**, is the Bonafide work of **SRINATH S (Reg. No. 812422631054)** who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

  
Signature of student

Name :SRINATH S

Roll No.: E4226054

Reg.No.:812422631054

  
Signature of the Guide

Name:R.SHANTHA SHEELA

Designation:Assitant professor

Address:MIETENGINEERINGCOLLEGE

  
HEAD OF THE DEPARTMENT  
DEPT OF MANAGEMENT STUDIES  
M.I.E.T ENGINEERING COLLEGE  
TRICHY-7



भारतीय विमानपत्तन प्राधिकरण  
AIRPORTS AUTHORITY OF INDIA  
तिरुचिरापल्ली अन्तरराष्ट्रीय हवाई अड्डा  
TIRUCHIRAPPALLI INTERNATIONAL AIRPORT



दूरध्वनि / 0431 - 2341810, 2340551  
फैक्स / Fax : 0431 - 2341812, 2340606  
ई-मेल / E-mail : apdtrichy@aai.aero

Ref No: AAI/TRZ/Internship Training/

Date: 09.07.2024

To whomsoever it may concern

This is to certify that Shri. S SRINATH, II year M.B.A., student of M.I.E.T. ENGINEERING COLLEGE, TRICHY has undergone internship training in AIRPORTS AUTHORITY OF INDIA, TIRUCHIRAPPALLI INTERNATIONAL AIRPORT, during the period from 01.05.2024 TO 25.06.2024.

During the training period, he was familiarized in area of "CARGO HANDLING". His conduct and performance were adequate. On behalf of the organization, best wishes is accorded for his future endeavors.



श्री. सन्तानकृष्ण  
(श्री. सन्तानकृष्ण / S. SANTHANAKRISHNAN)  
सहायक महासंचालक (मानव संसाधन) / Asst. General Manager (HR)  
हवाई विमानपत्तन निदेशक / for Airport Director  
वा.वि.पा, तिरुचिरापल्ली अन्तरराष्ट्रीय हवाई अड्डा  
A.A.I, Tiruchirappalli International Airport

PRINCIPAL  
M.I.E.T. ENGINEERING COLLEGE  
GONDUR, TIRUCHIRAPPALLI-620 007



## ABSTRACT

This research examines the air cargo planning approach and process at **Tiruchirappalli International Airport**, aiming to identify areas for improvement and opportunities for growth. Through a comprehensive review of industry practices, surveys with air cargo stakeholders, and in-depth interviews with airport authorities, we analyzed the current planning methodologies, capacity allocation, and demand forecasting techniques employed. Our findings indicate that the current planning approach relies heavily on manual interventions, leading to inefficiencies and missed opportunities. We identified gaps in data-driven decision-making, inadequate collaboration between stakeholders, and limited visibility into real-time capacity and demand. We propose a structured air cargo planning framework, integrating advanced data analytics, machine learning algorithms, and collaborative platforms to enhance forecasting accuracy, optimize capacity utilization, and streamline operations. By adopting this framework, Tiruchirappalli International Airport can increase cargo volumes, reduce congestion, and improve customer satisfaction, ultimately strengthening its position in the regional air cargo market



**A STUDY ON THE ROLE OF AN HR IN IMPROVING  
THE EMPLOYEES PERFORMANCE ORGANIZATION  
AT TIRUCHIRAPALLI  
A PROJECT REPORT**

Submitted by  
**TAMIL SELVAN M**  
Register No: 812422631055

In partial fulfillment for the award of the degree  
of  
**MASTER OF BUSINESS ADMINISTRATION**  
Under the guidance of

**Dr. R. ANTONY PRAKASH, MBA., M.Phil., MHRM., Ph.D.,**

in

**DEPARTMENT OF MANAGEMENT STUDIES**

**M.I.E.T. ENGINEERING COLLEGE**

*(Approved by AICTE and Affiliated to Anna University, Chennai)*

**TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007**

**JULY- 2024**



## M.I.E.T. ENGINEERING COLLEGE

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Website:www.miet.edu, E-mail:principalengg@miet.edu, contact@miet.edu



### DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

Certified that this project titled is **A STUDY ON THE ROLE OF AN HR INIMPROVING THE EMPLOYEES PERFORMANCE ORGANIZATION AT TIRUCHIRAPALLI** the bonafide work of **TAMIL SELVAN.M (Reg. No. 812422631055)** who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

Signature of student

Signature of the Guide

Name :TAMIL SELVAN.M

Name: R.ANTONY PRAKASH

Roll No: E4226055

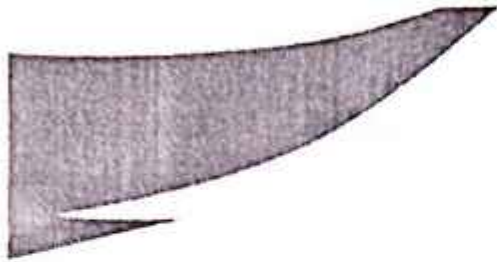
Designation: professor and head/MBA

Reg. No : 812422631055

Address: M.I.E.T Engineering college

HEAD OF THE DEPARTMENT  
DEPT OF MANAGEMENT STUDIES  
M.I.E.T ENGINEERING COLLEGE  
TRICHY-7..





Date: 11.06.2024.

**TO WHOMSOEVER IT MAY CONCERN**

This is to certify that Mr. TAMIL SELVAN .M (Reg. No: 812422631055) pursuing MBA at MIET ENGINEERING COLLEGE has successfully completed project in "A STUDY ON ORGANISATION ADOPTING HUMAN RESOURSE INFORMATION SYSTEM " at GALWIN TECHNOLOGY as a during the period from 14. 03.2024 To 11.06.2024.

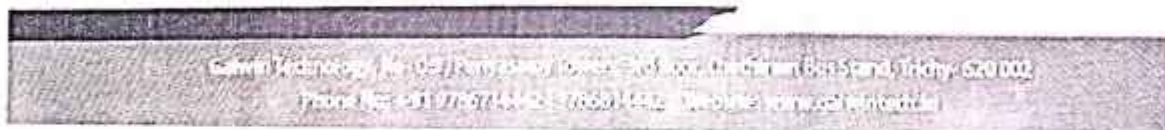
We appreciate his performance in GALWIN TECHINOLOGY.

For GALWIN TECHNOLOGY



*P. J. R.*

HR MANAGER



Galwin Technology, (P.O: 11) K. V. S. Road, Lower Floor, 4th Floor, 6th Floor, Trichy-620 002.  
Phone No: 91 77 9715 25 1050/442 Website: www.galwintrichy.com

## ABSTRACT

performance appraisal is a crucial process in organizations aimed at evaluating and enhancing employee productivity and effectiveness. This abstract explores the fundamental components of performance appraisal, including its objectives, methods, and challenges. It discusses the importance of setting clear performance criteria and providing constructive feedback to employees. Additionally, the abstract examines how performance appraisals contribute to employee development, motivation, and organizational success. By analyzing various appraisal techniques such as 360-degree feedback and self-assessments, this abstract highlights best practices and strategies for conducting fair and effective evaluations. Finally, it addresses the role of performance appraisal in promoting communication between managers and employees and fostering a culture of continuous improvement within the organization.

This study is limited to reliance SMSL limited employees and is descriptive in nature. The study has been under taken with the help of a questionnaire and has brought out meaningful insights.

performance appraisal is essential for aligning individual contributions with organizational goals, enhancing employee motivation and engagement, and driving overall organizational success. By implementing fair and effective appraisal systems, organizations can optimize talent management strategies and support continuous employee development



**A STUDY ON WORKING CAPITAL MANAGEMENT IN  
BIHARAT HEAVY ELECTRICALS LIMITED AT  
TRICHY**

**A PROJECT REPORT**

Submitted by

**S. THARANIYA**

Reg. No.: 812422631056

In partial fulfillment of the requirement for the award of the degree

OF

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

**M.K. GANESHAN M.B.A., M.Com., PGDFM., (Ph.D)**

in

**DEPARTMENT OF MANAGEMENT STUDIES**

**M.I.E.T. ENGINEERING COLLEGE**

(Approved by AICTE and Affiliated to Anna University Chennai)

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**JULY- 2024**





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Website:www.miet.edu, E-mail:principalengg@miet.edu, contact@miet.edu



### DEPARTMENT OF MANAGEMENT STUDIES

#### BONAFIDE CERTIFICATE

Certified that this project titled "A STUDY ON WORKING CAPITAL MANAGEMENT WITH REFERENCE TO BHARAT HEAVY ELECTRICALS LIMITED" is the bonafide work of S. THARANIYA (Reg No: 812422631056), 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 thesis or dissertation or project on the basis of which a degree of award was conferred on an earlier occasion on this or any other candidate.

*S. Tharaniya*

Signature of student

Name : THARANIYA.S

Roll No. : E4226056

Reg. No. : 812422631056

*M.K. Ganeshan*

Signature of the Guide

Name : M.K. GANESHAN

Designation: Assistance professor,MBA

Address : M.I.E.T Engineering College

*R. Anand*  
HEAD OF THE DEPARTMENT  
DEPT OF MANAGEMENT STUDIES  
M.I.E.T ENGINEERING COLLEGE  
TRICHY-7



AN ISO 9001  
COMPANY

## **.Bharat Heavy Electricals Limited**

[A Government of India Undertaking] CIN - L74599DL1981GDRR4281

ACCOUNTS/FINANCE DEPARTMENT,

Tiruchirappalli - 620 014, INDIA

Phone : (0431)-2578549 Fax : (0431)-2520464 E-Mail : unees@bhel.in

29.07.2024

### **CERTIFICATE**

This is certify that Ms. THARANIYA ( Reg. No. 812422631056) final year student of M.B.A in Department of Management Studies of M.I.E.T ENGINEERING COLLEGE has done her Project Work titled "A STUDY ON WORKING CAPITAL MANAGEMENT WITH REFERENCE TO BHEL" under my guidance from 09.04.2024 to 08.07.2024.

Ms. S. THARANIYA is very sincere and hardworking. She showed keen interest and enthusiasm in the Project work.

I wish him all success in all her future endeavors.

  
PRINCIPAL  
M.I.E.T. ENGINEERING COLLEGE  
DURGUR, TIRUCHIRAPPALLI-620 007

## ABSTRACT

The study of the research entitled A Study on Working Management in **BHARAT HEAVY ELECTRICALS LIMITED**, Trichy. Working Capital is a financial metric which represents the operating liquidity of a company. A company can be endowed with assets and profitability but short of liquidity if its assets cannot readily be converted into cash. The management of working capital involves managing inventories, accounts receivable and payable, and cash. The main objective of study is to make an analysis on the working capital management of the company for 5 financial years.

The nature of secondary data collected from company annual report and company websites. Data analysis was carried out and findings are listed down. Suitable suggestion have been provided.





**A STUDY ON CUSTOMER SATISFACTION  
TOWARDS SERVICE QUALITY (SRIRAJ TVS),  
TRICHY**

**A PROJECT REPORT**

**Submitted by**

**THOMAS. A**

**Register No: 812422631057**

In partial fulfillment for the award of the degree

of

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

**Mr. A.KARTHIKEYAN, MBA., M.Phil., (UGC-NET)**

in

**DEPARTMENT OF MANAGEMENT STUDIES**

**M.I.E.T. ENGINEERING COLLEGE**

(Approved by AICTE and Affiliated to Anna University Chennai)

**TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007**

**JULY 2024**

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Trichy - Palakkotta Road, Tiruchirappalli - 620 007. Phone: 9445 2660 303  
Website: www.miet.edu, E-mail: principal@miet.edu, contact@miet.edu



### DEPARTMENT OF MANAGEMENT STUDIES

### BONA FIDE CERTIFICATE

Certified that this project titled is **A STUDY ON CUSTOMER SATISFACTION TOWARDS SERVICE QUALITY (SRIRAJ TVS), Trichy**, the bonafide work of **Mr. A.THOMAS (Reg.No.812422631057)** who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

Signature of the Student

Name: Thomas . A

Roll No.: E4226057

Reg. No.: 812422631057

Signature of the Guide

Name : **Mr.A.KARTHIKEYAN**

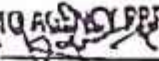
Designation: Assistant Professor

Address: M.I.E.T. Engineering College,  
Trichy.

Date: 16-06-2024

**PROJECT CERTIFICATE**

This is to certify that the project titled "A Study on customer satisfaction towards service quality [Shriraj TVS] Trichy" is a record of research work done by Mr. A.Thomas(Reg.no:812422631057) of MIET Engineering collage, Tiruchirappalli 620 007, Tamil Nadu, India, under my supervision in our organisation from 15-03-2024 to 16-06-2024.

For SRIRAJ AUTO AGENCY PRIVATE LTD.  
Signature 

Mr. Raghuram MANAGER

Designation: Service Manger

SRIRAJ AUTO AGENCY PRIVATE LTD.,  
No.1, Karur Bypass Road,  
Ann  
Tr

Company Seal

GST No. 33ABJCS6527R1ZL CIN: U50400TN2022PTC156330



## ABSTRACT

This research project delves into the intricate dynamics between customer satisfaction and service quality, recognizing the pivotal role service-related attributes play in shaping consumer perceptions. The study adopts a multi-industry perspective, examining diverse sectors such as hospitality, telecommunications, banking, and retail. Geographical and demographic considerations are incorporated to capture regional and cultural influences, while the research spans various customer segments to identify potential variations in the relationship between service quality and satisfaction. The scope also encompasses feedback mechanisms, customer expectations, and long-term implications, offering a comprehensive exploration of how businesses can optimize service quality to enhance customer satisfaction. The findings are anticipated to contribute valuable insights to organizations across industries, guiding them in tailoring strategies to meet evolving customer expectations and sustain high levels of satisfaction in a competitive market environment.



**A STUDY ON STRESS AMONG THE EMPLOYEES  
DURING WORK FROM HOME IN TECHVOLT  
SOFTWARE PVT LTD, COIMBATORE.**

**A PROJECT REPORT**

**Submitted by**

**VAISHALI. S**

**Register No: 812422631058**

In partial fulfilment for the award of the degree

of

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

**Mr. V. PAGALAVAN, B.Sc., MBA.,**

in

**DEPARTMENT OF MANAGEMENT STUDIES**

**M.I.E.T. ENGINEERING COLLEGE**

(Approved by AICTE and Affiliated to Anna University Chennai)

**TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007**

**JULY 2024**

1



## M.I.E.T. ENGINEERING COLLEGE

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Recognized by UGC under section 2(F) & 12(B) of U.C. Act, 1956  
Trichy - Pudukkottai Road, Tiruchirappalli - 620 017 Phone: 0431 2605 393  
Website: www.miet.edu E-mail: principal@mg@miet.edu, contact@miet.edu



### DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

Certified that this project titled is **A STUDY ON STRESS AMONG THE EMPLOYEES DURING WORK FROM HOME IN TECHVOLT SOFTWARE PVT LTD, COIMBATORE** is the bonafide work of **VAISHALI S**

(Reg. No. 812422631058) who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

Signature of the Student

Name : Vaishali, S

Roll No.: E4226058

Reg. No.: 812422631058

Signature of the Guide

Name : V. Pagalavan,

Designation: Assistant Professor/MBA

Address: M.I.E.T Engineering College,

Trichy.

HEAD OF THE DEPARTMENT  
DEPT OF MANAGEMENT STUDIES  
M.I.E.T ENGINEERING COLLEGE  
TRICHY-7





**TECHVOLT SOFTWARE PVT.LTD**  
Simple But Marvelous...



Date: 12/07/2024

To  
The Head of the Department,  
Master of Business Administration,  
M.I.E.T Engineering College,  
Tiruchirappalli.

Dear Sir/Madam,



**Sub: Project Completion Certificate**

This is to certify that Ms.S.Vaishali [Register No:812422631058] student of MBA [HR and Finance], M.I.E.T Engineering College, Trichy has successfully completed her project from 12-03-2024 to 12-07-2024 at our company located in Coimbatore. During the period she entitled her project work "A Study on Stress among the Employees during Work from Home".

During the project period her performance found to be good and satisfactory.




With Regards,


For Techvolt Software Private Limited

HR Head  
  


  
PRINCIPAL  
M.I.E.T. ENGINEERING COLLEGE  
SUNGUR, TIRUCHIRAPPALLI-620 007

CIN : U72900TZ2019PTC031761

 [www.techvoltsoftware.com](http://www.techvoltsoftware.com) |  [support@techvoltsoftware.com](mailto:support@techvoltsoftware.com) |  8428 983 975

 #7, 1st Floor, Sri Sairam Tower, NSR Road, Saibaba Kovil Junction, Coimbatore - 641011.



## **ABSTRACT**

The project work entitled "A Study on Stress Among the Employees During Covid-19 (Work from Home) With Special Reference to Techvolt Software Pvt Ltd is to study the stress among the employees due to work from home in Techvolt Software pvt ltd. The study focused on the challenges faced during working from home, the various factors causing stress and coping up techniques followed by employees to overcome stress. The methodology used is descriptive research design. The primary data was collected through questionnaire. The questionnaire was issued to 66 respondents at simple random sampling method from the total population. The data was analyzed by using statistical tools like simple percentage analysis, chi-square, Anova, Independent t test. The study has proved that the employees feels that they have no stress while working from home. Work from home can be brought into practice after this pandemic too, at least one week in a month. When the work from home is made into practice, the employees feel more connected with the company and it helps to turn down the employee's turnover rate.



**A STUDY ON STRESS MANAGEMENT IN SVARAD  
LOGISTICS INDIA PRIVATE LIMITED CHENNAI**

**A PROJECT REPORT**

Submitted by

**VIMAL RAJ .N**

**Register No: 812422631060**

In partial fulfillment for the award of the degree

of

**MASTER OF BUSINESS ADMINISTRATION**

Under the guidance of

**MS.R. SHANTHA SHEELA, M.E, MBA., (Ph.D)**

in

**DEPARTMENT OF MANAGEMENT STUDIES**

**M.I.E.T. ENGINEERING COLLEGE**

(Approved by AICTE and Affiliated to Anna University Chennai)  
**TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALI - 620007**

**JULY- 2024**





# M.I.E.T. ENGINEERING COLLEGE

(Approved by AICTE, New Delhi. Affiliated to Anna University, Chennai)  
UG - C, SE, EEE & MECH Programs Accredited by NBA, New Delhi  
Accredited with 'A' grade by MAEF.  
An ISO 9001:2015 Certified Institution  
Recognized by UGC under section 2(f) & 12(b) of UGC Act, 1956  
Trichy - Pudukkottai Road, Tiruchirappalli - 620 007. Phone: 0421 2566100  
Website: www.miet.edu, E-mail: principal@mieta.edu, contact@mieta.edu



## DEPARTMENT OF MANAGEMENT STUDIES

### BONAFIDE CERTIFICATE

Certified that this project titled "A STUDY ON STRESS MANAGEMENT IN SVARAD LOGISTICS INDIA PRIVATE LIMITED CHENNAI" is the bonafide work of VIMAL RAJ .N (Reg. No. 812422631060) who carried out the work under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other thesis or dissertation or project on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.

*N. vimal raj*

Signature of student

Name : *N. vimal raj*

Roll No. : E4226060

Reg. No. : 812422631060

*R. Bhantha Sheela*

Signature of the Guide

Name : *R. BHANTHA SHEELA*  
*M.E., MBA (PHD)*

Designation: *Assistant professor*

Address : *M.I.E.T Engineering college.*

*P. Anus*

HEAD OF THE DEPARTMENT  
DEPT OF MANAGEMENT STUDIES  
M.I.E.T ENGINEERING COLLEGE  
TRICHY-7



**SVARAD LOGISTICS INDIA PRIVATE LIMITED**

Date: 13-06-2024

**TO WHOM IT MAY CONCERN**

This is to Certify that Mr **VIMAL RAJ.N.** with REG NO:- 812422631060, MBA final year student of MIET Engineering College-Trichy, affiliated under Anna University has joined as Inter for a period of three months (from 13-03-2024 to 13-06-2024) in our concern "**SVARAD LOGISTICS INDIA PRIVATE LIMITED**" As a part of the Intern he is doing his final year project in the title "**A STUDY ON STRESS MANAGEMENT SVARAD LOGISTICS INDIA PRIVATE LIMITED**". and he completed his project successfully.

Thanks & Regards.

FOR SVARAD LOGISTICS

Authorized signatory  
HR & Operations



## ABSTRACT

A strange new disease has found its way into lives of people of this industrialized nation of the world. The most common disease is headache. Not only is this, but diseases like heart attack, high Blood Pressure, stomach disorders, and skin diseases very common to the people in the present world. These have become the effects of stress and have become most common in many of the organizations, now-a- days. Stress is an all-pervading modern phenomenon that takes a heavy toll of human life. Different situations 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, in the worker in big bazaar. Traits and the research is done the analysis stress management, in the worker in improve the employee stress management, in the big bazaar. The study focused on stress management in big bazaar, the researchers have taken a 100 sample, and the major study reveals that the company employees feel the stress in the work. The researcher some ideas to overcome the stress





# FANTASY SOLUTION

*Fins Ur Passion...*

SOFTWARE DEVELOPMENT AND TRAINING

Date: 06.08.2024

To,

Head of the Department,  
Department of Business Administration,  
MIET Engineering College,  
Trichy – 620007.

Dear Mam / Sir,

**Sub: Internship Completion –Reg.**


This is to certify that **MR. S. ABDUL RAHMAN (Reg.No: 812423631001)** student of **MIET Engineering College, Trichy** studying **M.B.A ( Master of Business Administration)** has been completed an internship program “ **Human Resource Management(HRM)**” in our company “**Fantasy Solution, Trichy**” from **15<sup>th</sup> July 2024 to 06<sup>th</sup> August 2024** under the guidance of **S.Devika**.

During the period of his internship with us is excellent.He has been exposed to different process was found punctual hardworking and inquisitive.

**Authorized Signature  
(With Seal)**

90430 95535 | 90420 95535

6, Samnath Plaza, 2<sup>nd</sup> & 3<sup>rd</sup> Floor, Madurai Main Road, Melapudur, Trichy-1.  
fantasysolution@gmail.com [www.fantasysolution.in](http://www.fantasysolution.in)

  
PRINCIPAL  
MIET ENGINEERING COLLEGE  
GUDUR, TRICHY (KARNATAKA) - 570007

Regd Off & Fac.: Silampudayanpatti Road, Nagamangalam, Tiruchirappalli-12. (TN)  
GSTIN/UIN : 33AALCS5586R1ZC. CIN No : U27106TN2007PTC065678

P : 0431 - 2680411 / 2680422  
F : 0431 - 2680850  
E : sasai@ammantry.com  
W : www.ammantry.com

SASAI-INT-FINAL-106

01-08-2024

## CERTIFICATE

This is to certify that Mr. ANNAMALAI M (812423631002), M.I.E.T. ENGINEERING COLLEGE, (AUTONOMOUS), TRICHY, has successfully completed his Final Internship work in SHRI AMMAN STEEL AND ALIED INDUSTRIES (P) LTD, Trichy under the guidance of Mr. M. Mohamed Ibrahim (M.Q.C / MR) from 09.07.2024 to 01.08.2024. We appreciate his keen interest and the efforts taken to do this Internship. During this period his conduct and character is good and performance is satisfactory.

We wish success in all future endeavors.

For SHRI AMMAN STEEL AND ALIED INDUSTRIES (P) LTD



AUTHORIZED SIGNATORY  
Email : qc@ammantry.com



PRINCIPAL  
M.I.E.T. ENGINEERING COLLEGE  
GUDUR, TRICHIRAPPALI - 620 017



**DELTA LASER**

**CERTIFICATE**

Date:10.08.2024

Place:Trichy-620011

This is to certify Mr. Antony Sanjay. A (812423631003) Studying MBA First year at M.I.E.T ENGINEERING COLLEGE,Trichy has successfully completed His Internship "A study on Employee training and development in DELTA LASER , K.K.KOTTAI,Trichy-620011"from 08.07.2024 to 07.08.2024 in our organization.His attitude and work has been GOOD.

We wish his every success in our life.

For DELTA LASER,



Authorised signatory

52/2,Sriram Nagar

Keelakalkandar kottai,

Trichy- 620011.

  
PRINCIPAL  
M.I.E.T ENGINEERING COLLEGE  
GUTTUR, TRICHY-620011





# R.R. ENTERPRISES

Date: 05.08.2024

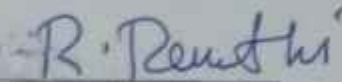
TO WHOM SO EVER IT MAY CONCERN

This is to certify that Mr. SYLVESTER CHIRSTY.A.H (Reg. No: 812423631004) MBA – 1<sup>st</sup> Year student of MIET Engineering College successfully completed his INTERNSHIP TRAINING in our industry from 15.07.2024 to 05.08.2024 (22days).

We wish him every success in life.

For, RR Enterprises

For R.R. ENTERPRISES


  
Proprietor

Authorized signature

No. SIDCO Industrial Area Mathur,  
Kumaramangalam, Pudukkottai-622515

GSTIN: 33CMUPR1976C1ZN

Cell : 7402539284

  
PRINCIPAL  
MIET ENGINEERING COLLEGE  
PUDUKKOTTAI

## Company Completion Certificate

  
**FANTASY SOLUTION**  
*From the Passion...*  
SOFTWARE DEVELOPMENT AND TRAINING

*Certificate of Accomplishment*

This is certify that Mr./Miss. ARTHI P (812423631005)  
Student of M.I.E.T ENGINEERING COLLEGE,  
TIRUCHIRAPPALLI

underwent Inplant Training / Internship / Course on HUMAN RESOURCE MANAGEMENT  
concern from 09/07/2024 to 05/08/2024 issued on 05/08/2024

  
Technical Incharge

  
Manager

  
CEO



FANTASY SOLUTION  
P. 119, SANKAR PALLY, T. M. ROAD, TIRUCHIRAPPALLI, KARNATAKA  
94481 253382 | www.fantasysolution.com | info@fantasysolution.com

  
PRINCIPAL  
M.I.E.T. ENGINEERING COLLEGE  
GONDUR, TIRUCHIRAPPALLI - 620007



# RIGHT, K-SURGICALS



206/3 Vivekananda Nagar,  
Mathur - 622515 (Near Trichy)  
Pudukkottai Dist, Tamil Nadu, South India.

GSTINNo: 33BRDPR5469K1ZA

f:

Date : .....

July 29, 2024

To whom it may concern,

This cerification proves that N.Aswin raj has completed the internship program at  
**RIGHT K. SURGICALS**, N.Aswin raj started joining the program from Monday  
july 8.2024 until Monday july 29.2024.

We are the lucky to have him as one of our interns before and we would like to wish  
him all the best.

Sincerely

for RIGHT, K. SURGICALS

*K. Ravi Kumar*  
Proprietor

K.Ravi kumar

Managing director.

Right k. Surgical

July 29 2024





# RIGHT, K-SURGICALS



206/3 Vivekananda Nagar,  
Mathur - 622515 (Near Trichy)  
Pudukkottai Dist, Tamil Nadu, South India.  
GSTINNo: 33BRDPR5469K1ZA

Date : .....

July 29, 2024

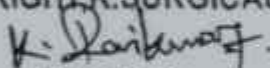
To whom it may concern,

This certification proves that S.Avinash has completed the internship program at **RIGHT K. SURGICALS**. S.Avinash started joining the program from Monday July 8, 2024 until Monday July 29, 2024.

We are the lucky to have him as one of our interns before and we would like to wish him all the best.

Sincerely

K.Ravi kumar  
Managing director,  
Right k. Surgical

for RIGHT K. SURGICALS  
  
Proprietor

July 29 2024

05.08.2024

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. E.N. Balaraman,(R.N.812423631008),Student of MBA,(Master of Business Administration) from MIET Engineering College(A), Tiruchirappalli, Tamil Nadu - 620 007. He has successfully completed his Internship training at department of Human Resource from 16.07.2024 to 05.08.2024 in our Hospital.

During the training period his code and conduct were good.

For Meenakshi Hospital

*M. Selvapandi*

**M. Selvapandi**  
**Manager - Human Resources**

244/2, Trichy Main Road,  
Tanjore, Tamil Nadu - 613 005.

PH. 04362 - 226474 / 226575 (Extn:2112)

Mob: 74026 05582

E - [hr@mht.org.in](mailto:hr@mht.org.in), Web - [www.meenakshihospital.com](http://www.meenakshihospital.com)



First NABH accredited hospital in Trichy and Thanjavur delta districts

05 August, 2024

## Certificate of Internship Completion

This is to formally acknowledge that **Mr. Bayas Batcha C (Reg.No:812423631009)**, a final-year M.B.A. student from **M.I.E.T. Engineering College, Tiruchirappalli**, has successfully fulfilled the requirements of an internship in the Human Resources Department at Nexware Technologies, Coimbatore. The internship spanned from 8 July, 2024 to 3 August, 2024.

During his tenure, he exhibited commendable proficiency in various HR functions and responsibilities, including but not limited to:

- Assisting with recruitment processes and onboarding new employees.
- Participating in the development and implementation of HR policies.
- Contributing to employee engagement initiatives and training sessions.

His ability to quickly adapt to our organizational culture, combined with his proactive approach and strong communication skills, significantly contributed to his success in this role.

We have no doubt that the knowledge and skills he acquired during his internship will serve him well in his future endeavours.

We wish him all the best in his academic and professional pursuits.

Truly,



Authorized Signatory

HR Manager



## NEXWARE TECHNOLOGIES PRIVATE LIMITED

Address: 7B, Caledon Square, 7<sup>th</sup> floor, #348, Avinashi Rd, Peelamedu, Coimbatore, Tamil Nadu - 641004.

[www.nexware-global.com](http://www.nexware-global.com), [info@nexware-global.com](mailto:info@nexware-global.com)

TEL: +91 0422-4982052, +91 73050 24280

  
PRINCIPAL  
M.I.E.T. ENGINEERING COLLEGE  
GURUR, TIRUCHIRAPPALLI - 620 007





## Internship Completion Certificate

Date: 08-08-2024  
Place: Coimbatore

To  
Head of the Department,  
Department of Management Studies,  
M.L.E.T Engineering College,  
Trichy.

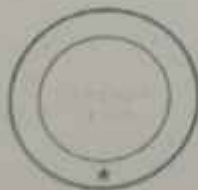
**Subject:** Confirmation of Internship Completion for **Mr. S.Deena Dhayalan**.

Respected Sir/Mam,

This letter is to confirm you that your student **Mr.S.Deena Dhayalan** [RegNo: **812423631010**], a final year MBA student from your esteemed organization, has been successfully completed his academic internship in the Human Resource Department with **HashTag Technologies**. The internship duration was from **08 July 2024** to **03 August 2024**.

Congratulations to Deena on the successful completion of his project. We believe this accomplishment will serve as a significant stepping stone towards a successful career in the future.

Sincerely,



  
Authorized Representative  
HashTag Technologies

August 06, 2024

HR Ref. Code: HR2024/1291

## Internship Completion Certificate

This is to certify that Miss **A. Dhansheer Bhasheela**, bearing registration number **812423631011**, a student of **MBA** at **M.I.E.T. Engineering College, Trichy**, successfully completed her internship in the **Human Resource Department** from **July 08, 2024**, to **August 03, 2024**.

During this period, Miss Bhasheela actively engaged in various HR-related tasks, demonstrating a strong commitment to her responsibilities. She showed a keen understanding of HR principles, effectively applied her academic knowledge to real-world situations, and contributed positively to our department.

Upon evaluation, it is confirmed that the internship meets all the stated criteria, and the student's findings are her original work. I hereby certify that her performance during the internship was satisfactory to the best of my knowledge.

Wishing you continued success in all your future endeavors. May your career be filled with many more accomplishments and opportunities for growth.

Best Regards

For Nineteen Hour IT Pvt. Ltd.



Authorized Signatory

**Nineteen Hour IT Pvt Ltd**

1/1 Collector Office Rd, Cantonment,  
Tiruchirappalli, Tamil Nadu 620001.

[www.19hourit.com](http://www.19hourit.com)

[hr@19hourit.com](mailto:hr@19hourit.com)

0431-3559737

  
PRINCIPAL  
M.I.E.T. ENGINEERING COLLEGE  
GANDUR, TRICHIRAPPALLI - 620007

हाई एनर्जी प्रोजेक्टाइल फैक्टरी  
म्युनिशन्स इण्डिया लिमिटेड की इकाई  
भारत सरकार काउंट्रोल  
रक्षा मंत्रालय  
तिरुच्चिरापल्ली - 620 025.



**High Energy Projectile Factory**  
Unit of Munitions India Ltd.  
A Govt. of India Enterprise  
Ministry of Defence  
Thiruchirappalli-620 025.

दूरभाष सं/Phone No.:0431-2584600,

फैक्स सं/Fax No.-0431-2581891

ई मेल / Email id: [happ@india.gov.in](mailto:happ@india.gov.in)

दिनांक / Date: 03-08-2024

## CERTIFICATE


This is to certify that Shri. DINESH KUMAR A (REG.NO.812423631012) MBA/1<sup>ST</sup> year student of **M.I.E.T ENGINEERING COLLEGE (autonomous) Anna university Trichy** has undergone Internship as Financial Operations Associate in **HIGH ENERGY PROJECTILE FACTORY, Unit of Munitions India Ltd., A Govt. of India Enterprise, Ministry of Defence, Thiruchirappalli-620 025, for 3 weeks from July 15, 2024, to August 03, 2024. (20 Days)**

During the internship, Shri. DINESH KUMAR A worked diligently in the Finance and Accounts department, specifically focusing on Financial Operations and Book Keeping.

Shri. DINESH KUMAR A demonstrated exceptional enthusiasm and keen understanding of Financial Operations and Book Keeping practices during his tenure with us. His dedication and proactive approach were highly appreciated by the team.

We wish Shri. DINESH KUMAR A continued success in his academic and professional endeavors.



  
आ.नि.से./AMOL BALASAHEB KALE, I.O.F.S  
कार्य प्रबन्धक/WORKS MANAGER/ (F&A)  
कृते मुख्यमहाप्रबंधक/FOR CHIEF GENERAL MANAGER

CIN No. U29190PN2021GOI203505

पंजीकृतपता : गोला बारुद निर्माणी, खडकी, पुणे, महाराष्ट्र - 411 003.

निगमित कार्यालय पता: दूसरी मंजिल, न्याति यूनिटी, नगर रोड, येरवडा, पुणे - 411 006

Regd. Address: Ammunition Factory, Khadki, Pune, Maharashtra - 411 003.

Corporate Office Address: 2<sup>nd</sup> Floor, Nyati Unitree, Nagar Road, Yerwada, Pune-411 006

दूरभाष सं / PHONE No. 020-67080400, Email - mil@munitionsindia.co.in

PRINCIPAL  
M.I.E.T. ENGINEERING COLLEGE  
GULBUR, THIRUCHIRAPPALLI - 620 025





**E.I.D. Parry (India) Limited**

Nellikuppam, Cuddalore district, Tamil Nadu - 607 105

Tel: 04142-272231, 272232, Fax : 04142-272242 & 46

Regd. Office : "Dare House", 234, N.S.C. Bose Road, Chennai-600 001, India.

CIN:L24211 Tn 1975plc006989, Website : WWW.eidparry.com .

23/08/2024

**TO WHOMSOEVER IT MAY CONCERN**

This is to certify that Mr. Elankathir S (REG.NO.812423631013) Doing MBA in MIET engineering college, as done his internship from 18<sup>th</sup> July 2024 to 16<sup>th</sup> August 2024 at E.I.D Parry (India) limited, Nellikuppam.

His attendance and conduct during this period were found to be good.

We wish him all the best for his future endeavors.

For **E.I.D Parry (India) limited,**



*[Signature]*  
PRINCIPAL  
MIET ENGINEERING COLLEGE  
GUDUR, TRICHY DISTRICT, TAMIL NADU



# ALAN INDUSTRIES

Date: 30.07.2024

## TO WHOM SO EVER IT MAY CONCERN

This is to certify that M/s. **L. GOGULAVANI** D/o N. Lakshmikandhan  
(Reg. No: 812423631014) MBA – 1st Year student of MIET Engineering College  
(Autonomous) Affiliated to Anna University has undergone the **INTERNSHIP TRAINING**  
satisfactorily in our Industry from **08.07.2024** to **30.07.2024** (20 Days).

We wish her all the success and growth in her future.

Thank you.

For Alan Industries.



20.08.2024

**To whomsoever it may Concern**

*This is to certify that concurrent Internship training was done by **Mr. A. GOVINDARAJ (Reg No:812423631015)** First year student of Master of Business (HR and Operations) from M.I.E.T Engineering College , Thiruchirappalli at **VELAN SPECILAITY HOSPITALS** for training from **05<sup>th</sup> July 2024 to 31<sup>th</sup> July 2024**.*

*During the aforesaid period, the trainee showed keen interest to learn, upgrade and apply his knowledge in the practical filed. His conduct and character were found to be good. He has proven his excellence in all his assigned work.*

*We wish him all the best for his future.*

for VELAN SPECIALITY HOSPITALS, Trichy

  
**Kayalvizhi C**  
HR- Manager



**Velan Speciality Hospitals Pvt Ltd.,**

o-1, Highways Colony, Subramanlyapuram, Jailcorner, Pudukottai Main Road, Trichy, Tamilnadu - 620020.  
Phone : 0431 - 233 4444 - Email: info@velanhospitals.com - www.velanhospitals.com



Date: 10-08-2024

## To Whomsoever It May Concern

This is to certify that **Ms.R.Haritha (Reg.No.812423631016)** has successfully completed her internship as a **Human Resource Intern** at **Virtual Desk IT Services Private Limited** from **08/07/2024** to **03/08/2024**. During her tenure, she worked diligently under the guidance of **Mr. J. Britto Roy, HR Executive**, and demonstrated a strong understanding of various HR functions. She was actively involved in assisting the recruitment process, onboarding new employees, maintaining and updating employee records, and organizing employee engagement activities. She also contributed significantly to the development and implementation of HR policies. In addition to her core responsibilities, she provided valuable administrative support to the HR team, ensuring the smooth operation of day-to-day activities.

Her academic background in Human Resource Management, combined with her strong communication and organizational skills, was clearly reflected in the quality of her work. She displayed a high level of professionalism, adaptability, and enthusiasm throughout her internship.

We are confident that the experience and skills she has gained during this period will greatly benefit her future career. We wish her all the best in her future endeavors.

Warm regards,

P.DAYAPARAN

Initiatives Coordinator



# FANTASY SOLUTION

*Find Us Passion...*

SOFTWARE DEVELOPMENT AND TRAINING

## Certificate of Accomplishment

This is certify that Mr./Miss. INDRAGANDHI R (818423631017)

Student of M.I.E.T ENGINEERING COLLEGE,  
TIRUCHIRAPPALLI.

underwent Inplant Training / Internship / Course on HUMAN RESOURCE MANAGEMENT

concern from 09/07/2024 to 05/08/2024 issued on 05/08/2024

Technical Incharge

Manager

CEO





DATE:02.08.2024

## CERTIFICATE

This is to certify that **Mr.JJAMEEL MOHAMED (REG NO:812423631018)**, B.MBA of **MIET ENGINEERING COLLEGE (Autonomous)** has successfully completed his internship with us for the period from 17-07-2024 and end on 02-08-2024..

During his project, he was found punctual, sincere, quick learner and a good team player.

We wish all the very best for his future endeavors.

With Thanks & Regards,

For Arasan Steel  
Managing Director  
P.shanmugam







The Mind

Building the future with mind...

Date: 07-08-2024

## Industrial Training Completion Certificate

This is to certify that **Miss JENIFER A** (Reg.No:812423631019), a final year M.B.A. student from M.I.E.T. Engineering College, Tiruchirappalli, successfully completed her internship in the Human Resources Department at The Mind IT, Trichy, from 8<sup>th</sup> July 2024 to 3<sup>rd</sup> August 2024.

During her internship, Miss Jenifer A was involved in various HR activities, including but not limited to:

- Assisting in the recruitment process by managing job postings, screening resumes.
- Maintaining and updating employee records and databases with accuracy.
- Participating in employee engagement initiatives, contributing to a positive work environment.
- Assisting in the formulation and implementation of HR policies and procedures.

Under the supervision of **Mr. D. Senthilkumar**, Human Resource at The Mind IT, she demonstrated exceptional dedication, responsibility, and a keen understanding of HR practices. She successfully applied her academic knowledge to real-world scenarios and developed practical skills that will significantly contribute to her future career in Human Resources.

We appreciate her contributions to our team and wish her all the best in her future endeavor.



Sincerely

Intern Coordinator

The Mind IT

The Mind IT

No.1, Ground Floor, Christ Church Complex, Chatram Bus Stand, Trichy, Tamil Nadu 620002.  
www.themind.co.in, hr@themind.co.in, 0431-3559737.

Principal  
M.I.E.T. ENGINEERING COLLEGE  
TIRUCHIRAPPALLI

# ASJ ENGINEERING WORKS

Kondamanayakkanpatti, Viralimalai, Pudukkottai – 621 316

Email : [asjengineeringviralmalai@gmail.com](mailto:asjengineeringviralmalai@gmail.com)

GST No: 33BYUPS8041N1ZI

Call : 9790316652

DATE : 26.07.2024

## CERTIFICATE

This Is To Certificate That S. JOYAL Reg No: 812423631020 MBA (Master Of Business Administration) Student Of M.I.E.T Engineering College, Trichy Has Completed His Academic Internship In Our Industry ASJ Engineering Works, For (TNSTC) Buses Front Works From 08.07.2024 To 26.07.2024.

His Attitude And Work Has Been Good.

For ASJ ENGINEERING WORKS,

For ASJ Engineering Works

*A. Sakaraj*  
PROPRIETOR

*[Signature]*  
PRINCIPAL  
M.I.E.T. ENGINEERING COLLEGE  
GUDUR, TRICHY (TAMIL NADU) - 620 017



Regd Off & Fac.: Silampudayanpatti Road, Nagamangalam, Tiruchirappalli-12. (TN)  
GSTIN/UIN : 33AALCS5586R1ZC. CIN No : U27106TN2007PTC065678

☎ : 0431 - 2680411 / 2680422  
☎ : 0431 - 2680850  
✉ : sasai@ammantry.com  
🌐 : www.ammantry.com

Ref: SASAI-PROJ-FINAL-140-02

02-08-2024

**CERTIFICATE**

This is to certified that Miss. **KANIMOZHI. M (Reg. No. 812423631022)**, MBA, First Year student of **M.I.E.T. Engineering College, Trichy**, has successfully completed her Internship in our organization under the guidance of **Mr. M. Mohamed Ibrahim (M.Q.C/MR)** from 13<sup>th</sup> July 2024 to 02<sup>nd</sup> August 2024. We appreciate her keen interest and the efforts taken to do this Internship Period. During this period her Performance, Conduct, Attendance, and character were found to be good and satisfactory.

We wish success in all future endeavors.

For **SHRI AMMAN STEEL AND ALIED INDUSTRIES (P) LTD**

  
**MANAGEMENT REPRESENTATIVE**  
Email: qc@ammantry.com



  
PRINCIPAL  
M.I.E.T. ENGINEERING COLLEGE  
GUDUR, TRICHIRAPPALI - 620 017



## Company Completion Certificate



Lumiance Technologies Pvt Ltd  
Building Technology

Date: 08-08-2024

### COMPLETION CERTIFICATE

This is certified that Ms. Kakula S having Reg.No:812423431823 is bonafide student of MLET Engineering College, Trichy. She has done her internship from July 08, 2024 to August 03, 2024. She is completed her internship for the partial fulfillment for the award of Master of Business Administration (2023-2025) academic years. She is a self-motivated, hard worker that is always looking to learn new skills. She has done more than her role's responsibilities.

We wish her all the best in all her future endeavors.

Sincerely,

Authorized Signatory  
Lumiance Technologies

**LUMIANCE TECHNOLOGIES PVT LTD**  
NO.17, THE PARK, SPUR ROAD,  
THE PARK ROAD, ARUMBANKAN,  
MAYAPURAM, ARUMBANKAN,  
CHENNAI-600108  
PH: 044-600108  
WWW.LUMIANCE.PVT.COM



Lumiance Technologies Pvt. Ltd.  
No 145, 2nd Floor, Aalam Center  
100 Feet Road, Arumbakan  
Chennai-600108  
www.lumiansetech.com

PRINCIPAL  
MLET ENGINEERING COLLEGE  
GUDUR, TRICHY (TAMIL NADU) - 620 021

STIN : 33AAEPN4703D1Z9

N.JAGANATHAN: 90039 50426

N.SEKAR : 90039 50427



# JAGANNATHAN ENGINEERING WORKS

(AN ISO 9001 - 2015 CERTIFIED COMPANY)

SF No.22/2A-3G,Attikudi Village,Vengur Post,Thiruverumbur,Trichy - 620 013.

Ph : 0431- 2404012,2404426 E-mail ID : jewengg7@gmail.com



4CE1971

VTL, Horizontal and Floor Boring Machine BHEL, NTPC & IBR Approved Firm

Date: 05.08.2024

## TO WHOM SO EVER IT MAY CONCERN

This is to certify that **Mr.KOWSHIK . B (Register No. 812423631024)**  
student of **II<sup>nd</sup>** year MBA , MIET Engineering College, Trichy has under gone  
an Internship Training in our factory from **15.07.2024 to 03.08.2024**

During this training period of his conduct and character are good. We wish him  
all success in his future career.

Thanks & Yours truly,



  
PRINCIPAL  
MIET ENGINEERING COLLEGE  
GUDUR, TRICHY (KARNATAKA) - 570 007



250/15, Periyar Pathai, Chokkiamedu, Chennai - 600054 | info.visiltech@gmail.com | 9939705676

Date: 06-08-2024

#### INTERNSHIP COMPLETION LETTER

##### TO WHOMSOEVER IT MAY CONCERN

This is to certify that **MR. MOHAMED SAJID M** (REG NO: S12423631027), a student in **MBA 2nd Year** at **MIET ENGINEERING COLLEGE**, has successfully completed the **INTERNSHIP** in **USER AND MARKET DATA ANALYSIS** at **Visil Labs** from **10-July-2024** to **05-Aug-2024** under the guidance of **Hari Vishal**.

During the period of his internship with us, his performance was excellent. He has been exposed to various **User and Market Analysis** processes and demonstrated **punctuality, diligence, and a keen interest in learning**.

We wish him all the best in his future endeavours.

Best Wishes,

Hari Vishal M

HR - Head,

Visil Labs, Chennai.





# RETNA GLOBAL HOSPITAL

95/1, Pattabiraman St, Tennur, Trichy - 17.

Ph: 0431 - 2791450, 2791460



20/08/2024

Date .....

## INTERNSHIP CERTIFICATE

This is to certify that **Mr.MOHAMED ARSATH.M**  
(REG No: 812423631025) Student of 1<sup>ST</sup> Year  
**MASTER OF BUSINESS ADMINISTRATION** at  
MIET Engineering College, has successfully completed  
his Training in our **RETNA GLOBAL HOSPITAL** from  
**15-07-2024 to 05-08-2024.**

During this Training programme, his conduct was good and he was  
sincere.

**Dr. PRIYA PRAVEEN (M.B.B.S., M.S., O&G.)**

**Medical Director**

**RETNA GLOBAL HOSPITAL**

95/1, Pattabiraman Street,

Tennur, Trichy - 17

0431 - 2791450



DATE:02.08.2024

## CERTIFICATE

This is to certify that **Mr.M.MOHAMED NAASER** (REG NO:812423631026) ,I MBA of MIET ENGINEERING COLLEGE (Autonomous) has successfully completed him internship with us for the period from 17-07-2024 and end on 02-08-2024..

During him project, he was found punctual, sincere, quick learner and a good team player.

We wish all the very best for his future endeavors.

With Thanks & Regards,

**For Arasan Steel  
Managing Director  
P.shanmugam**



# Lakshanaa Pulvaraising Industries

Registered Office : 154-2A, KAS Nagar, Court Road, SALEM (Dt). Tamil Nadu - 636 007.

Factory Address : 1/118, 119, Karumanur to Thimmipalayam Road, Kuttaiyakadu, Kolankondai Pa, Tiruchengodu Tk., Namakkal - 637 503.

Date: 05.08.24

## INTERNSHIP COMPLETION LETTER

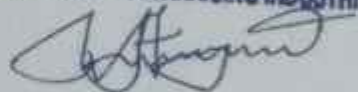
This is to certify that MR. MOHAMMED ISMAIL.M.(REG NO: 812423631028) a student of pursuing MBA in MIET ENGINEERING COLLEGE has successfully completed the INTERNSHIP in Cement Manufacturing Concern in QUALITY & PRODUCTION DEPARTMENT from [08-07-2024]to[02-08-2024] under the guidance of Mr.JAGAN MOHAN-MANAGING PARTNER

During the period of his internship with us is excellent .He has been exposed to different process was found punctual, hardworking and inquisitive.

We wish him all the best for his upcoming year.

BEST WISHES,

For LAKSHANAA PULVARAISING INDUSTRIES



MANAGING PARTNER



Date: 05-08-2024

Place: Chennai

### To Whom It May Concern

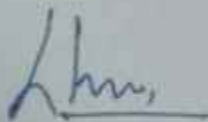
This is to certify that Miss D. Mouriya [Reg.No:812423631030], a student of the **Master of Business Administration** program at M.I.E.T Engineering College, Trichy, has successfully completed her internship with Genial Digitech from 08/07/2024 to 03/08/2024.

Throughout her internship, she demonstrated a commendable ability to grasp complex HR concepts and effectively apply them in real-world scenarios. She quickly adapted to our organizational environment, showcasing her aptitude for both independent and collaborative work. Her keen attention to detail, coupled with her proactive approach, significantly contributed to the smooth functioning of the HR department. We wish her all the best in her future endeavors.

Her contributions during this period have been invaluable, and she has left a positive impression on our team. We are confident that the skills and experience she has gained during this internship will serve her well in her future career.

We wish her every success in her academic and professional pursuits.

Sincerely,



Human Resource

Genial Digitech Pvt. Ltd.



**Genial Digitech Pvt. Ltd.**

531, MERRYDALE, F1, Sivaraman Street, Ram Nagar North Extension, Madipakam, Chennai 600 091, Tamil Nadu, India.

Website : [www.genialdigitech.com](http://www.genialdigitech.com) - Email : [info@genialdigitech.com](mailto:info@genialdigitech.com) - Phone : 044 4208 5859

02-Aug-2024

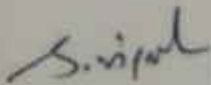
## CERTIFICATE OF APPRECIATION

This is to Certify that Ms. Monika Rubeena (812423641029) M.I.E.T. Engineering College - Trichy, has successfully completed her internship work in Swathi Technologies - Trichy, under the guidance of Mr. G. Rajendran (Manager) from 15.07.2024 to 01.08.2024.

We appreciate her keen interest and efforts taken to do this internship. During the period her conduct and character is good, and performance is satisfactory.

We wish success in all future endeavors.

For Swathi Technologies



Authorized Signatory



DCBL-DPM:RTC-PRJ-TRG-73-2024

19<sup>th</sup> July 2024

## CERTIFICATE

This is to certify that **Mr. PARVEZ MOHAMED M (Reg No. 812423631031)** Pursuing First Year MBA at MIET Engineering College, Trichy has undergone Internship in our Organization from 09<sup>th</sup> July 2024 to 19<sup>th</sup> July 2024.

During the Training Period, his Performance, Conduct were found to be Good.

We wish all success for his Bright Future.

For Dalmia Cement (Bharat) Limited,

  
E. KADIRAVAN  
Manager - HR



Date: 10.08.2024

**TO WHOMSOEVER IT MAY CONCERN**

This is to certify that Mrs. **M Poorani**, ROLL No: **812423631032**, a student of **MBA** at MIET Engineering College – Tamilnadu, has successfully completed 3 weeks of summer Internship at our "Transformers Manufacturing Division" during the period from **22.07.2024** to **10.08.2024**.

During her project work, she was found punctual, hardworking, and inquisitive.

We take this opportunity to wish her all the best for future endeavors.

For Shirdi Sai Electricals Ltd.,

Authorized Signatory



**Corporate Office:**

# 6-3-0-879/B, 3rd Floor, Green Lands Road,  
G.Pulla Reddy Building, Begumpet, Hyderabad,  
Telangana, India 500016.  
Ph: 040-66233266  
GST: 36AAOC599DC22N


**Kadapa Works**

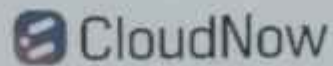
Plot # 13/32, 53-55 & 58-60  
Industrial Development Area,  
YSR Kadapa, Andhra Pradesh, India - 516 002.  
Ph: +91-822671110  
GST: 37AAOC599DC22M

**Katni Works**

4-3, Chak Daud Nagar,  
Naini Dahanu, PO Naini,  
Muzapur Road,  
Dist. Prayagraj 211008 (UP),  
GST: 09AAOC599DC22L



  
PRINCIPAL  
MIET ENGINEERING COLLEGE  
GATEWAY TO KNOWLEDGE



Date: 07-08-2024

Place: Chennai

### Certificate of Internship Completion

This is to certify that Miss **PRIYADHARSHINI P** (Reg.No:812423631033), a student of final year M.B.A. at **M.I.E.T. Engineering College, Tiruchirappalli - 620007**, has successfully completed her internship in the **Human Resource Department** at **CloudNow Technologies Private Limited** from **08-07-2024** to **03-08-2024**.

During this period, Miss Priyadharshini showed her ability to apply academic knowledge in a practical setting, working diligently on various HR-related tasks. Her contributions included assisting in the recruitment process by screening resumes, coordinating interviews, and managing candidate communications. Her responsibilities also included managing and updating employee records in the HR information system and she consistently showed a strong work ethic, attention to detail, and a willingness to learn.

We commend her performance and dedication throughout the internship and wish her the best in her future endeavors.

Sincerely,

**P. Periyasamy**  
Human Resources



**CloudNow Technologies Private Limited**

No. 6 /13, North Ave, Kesavaperumalpuram, Raja Annamalai Puram, Chennai - 600 085.  
Web:www.cloudnowtech.com - Mail: info@cloudnowtech.com - Call : 044-24619130

PRINCIPAL  
M.I.E.T. ENGINEERING COLLEGE  
GUDUR, TIRUCHIRAPPALLI - 620007

## Company Completion Certificate



31<sup>st</sup> July 2024

### TRAINING CERTIFICATE

This is to certify that Ms. Priyadharsini B (Reg No: 812423631034) who is pursuing her First Year MBA [Master of Business Administration] at MIT Engineering College, Trichy has undergone internship training at our hospital from 15<sup>th</sup> July 2024 to 31<sup>st</sup> July 2024.

During the training period, her conduct was good. We wish her all the very best for her future endeavors.

For Apollo Speciality Hospitals, Trichy

*Karthick*  
Karthick  
Manager - HR



Apollo Speciality Hospital  
Shreevallabhpuram Road, Arinjankulam, N34  
Dattapattanam, Trichy, Tamil Nadu | 620 014, India  
☎ 91 742 342 777 / 225 777 | Emergency ☎ 108  
📧 [hr@apollohospitals.com](mailto:hr@apollohospitals.com) | [www.apollohospitals.com](http://www.apollohospitals.com)

Regd. Office: Apollo Hospitals Enterprise Limited  
# 15, Shree Vallabhpuram, Raja Annamalaiapuram,  
Chennai, Tamil Nadu - 600 020, India  
☎ 91 44 3025 2222 | [www.apollohospitals.com](http://www.apollohospitals.com)  
Corporate Security Number (CSN): LK7120X97979L060022



Scan here to  
know us better

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📺 [Apollo Chennai](#)  
📺 [Apollo Chennai](#)

*Principal*  
PRINCIPAL  
M.Y.E.T. ENGINEERING COLLEGE  
GUDUR, TRICHY DISTRICT - 620 017





**Srikamatchi**  
Medical Centre  
Thanjavur

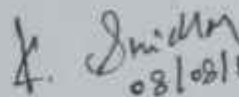
08<sup>th</sup> August 2024

TO WHOM IT MAY CONCERN

This is to certify that Mr. D.R. RAMANA, REG NO - 812423631035 studying 1<sup>st</sup> year MBA (HR&FINANCE) in MIET ENGINEERING COLLEGE TRICHY has successfully completed his internship training with SRIKAMATCHI MEDICAL CENTRE in the HUMAN RESOURCES Department from 18<sup>th</sup> July 2024 to 08<sup>th</sup> August 2024.

I hereby certify that his overall work as good to the best of my knowledge.

Wishing best of luck for his future endeavours.

*for*   
08/08/2024

With Warm Regards  
Susairaj A  
General Manager-HR



NADH



Emergency



Nursing



Pharmacy

37, Trichy Main Road, Thanjavur - 613 005, Tamil Nadu, India

Enquiry ☎ 94 98 77 94 98 Emergency 📞 89 03 108 108 📧 info@smclife.in 🌐 www.smclife.in

DCBL-DPM:RTC-PRJ-TRG-74-2024

19<sup>th</sup> July 2024


**CERTIFICATE**

This is to certify that Ms. RAZIYA BEGAM A (Reg No. 812423631036) Pursuing First Year MBA at MIET Engineering College, Trichy has undergone Internship in our Organization from 09<sup>th</sup> July 2024 to 19<sup>th</sup> July 2024.

During the Training Period, her Performance, Conduct were found to be Good.

We wish all success for her Bright Future.

For Dalmia Cement (Bharat) Limited,

  
E. KADIRAVAN  
Manager - HR



Date : 22-07-2024

### To Whomsoever It May Concern

This is to certify that Ms. R. Reethika, M.B.A (Reg. No. 812423631037), M.I.E.T. Engineering College, Gundur, Tiruchirappalli has successfully completed 16 Days (From 05-07-2024 to 20-07-2024) internship program. During the period of her internship program with us she was found punctual, hardworking and inquisitive.

We wish her success in her life.

For ARN Concrete

A handwritten signature in black ink, appearing to be 'S. M.'.

Authorized Signature



### ARN CONCRETE

No. 19, 10th Cross West Extension,  
80 Feet Road, Thilai Nagar  
Trichy - 620 018.

Phone : +91 431 4000369

Mobile : +91 99421 62969

Mail : arnconcrete@arnconcrete.co.in

M.I.E.T. ENGINEERING COLLEGE  
GUNDUR, TIRUCHIRAPPALLI - 620 018





# ALAN INDUSTRIES

Date: 30.07.2024

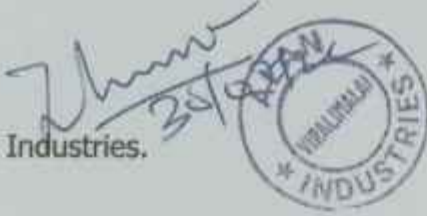
## TO WHOM SO EVER IT MAY CONCERN

This is to certify that M/s. **R. RENUGA DEVI** D/o B. Ravikumar  
(Reg. No: 812423631038) MBA – 1st Year student of MIET Engineering College  
(Autonomous) Affiliated to Anna University has undergone the **INTERNSHIP TRAINING**  
Satisfactorily in our Industry from **08.07.2024** to **30.07.2024** (20 Days).

We wish her all the success and growth in her future.

Thank you.

For Alan Industries.



20.08.2024

**To whomsoever it may Concern**

*This is to certify that concurrent Internship training was done by **Mr. A. ROSHAN ALI (Reg No: 812423631039)** First year student of Master of Business (HR and Marketing ) from M.I.E.T Engineering College , Thiruchirappalli at **VELAN SPECILAITY HOSPITALS** for training from **05<sup>th</sup> July 2024 to 31<sup>th</sup> July 2024**.*

*During the aforesaid period, the trainee showed keen interest to learn, upgrade and apply his knowledge in the practical filed. His conduct and character were found to be good. He has proven his excellence in all his assigned work.*

*We wish him all the best for his future.*

for VELAN SPECIALITY HOSPITALS, Trichy

  
**Kayalvizhi C**  
HR- Manager



**Velan Speciality Hospitals Pvt Ltd.,**

-1, Highways Colony, Subramaniyapuram, Jailcorner, Pudukottal Main Road, Trichy, Tamilnadu - 620020.  
Phone : 0431 - 233 4444 - Email: [info@velanhospitals.com](mailto:info@velanhospitals.com) - [www.velanhospitals.com](http://www.velanhospitals.com)

cromā

  
infini retail ltd

Date: 01-08-2024

**TO WHOMSOEVER IT MAY CONCERN**

This is to certify that **Mr. Saleem Maliq (Reg. No. 812423631040)** doing MBA in MIET college of engineering has completed his internship in our organization from 10<sup>th</sup> July 2024 to 30<sup>th</sup> July 2024.

During the above period his conduct and the character was found to be good.

**For and on behalf of**



**Merin M Joy**  
Human Resources  
Infini Retail Limited

  
PRINCIPAL  
MIET ENGINEERING COLLEGE  
GUNDUR, TRICHIRAPALLE - 521007





# SUMEE PRECISION ENGINEERING WORKS

Manufactures : Precision Pressed Components & Press Tool Dies

Date: 15.07.2024

## TO WHOMEVER IT MAY CONCERN

This is to certify that SANGAVI V [REG. NO.812423631041], a student of II year MBA MIET ENGINEERING COLLEGE, GUNDUR has worked in our firm during her Internship period 1.07.2024 to 15.07.2024 for an effective period of 15 days. During the Internship, She has closely work has a part of the comparative study of the industry. She demonstrated good administrative skills and strategy with self motivated attitude to new things.

We wish her all the very best for her future endeavors.

For Sumee Precision Engg. Works

  
Proprietor





# மகிழன் மருத்துவமனை

Date :

## TO WHOM SO EVER IT MAY CONCERN

This is to certify that M/s. **R.SANJAI D/o V.RAMESH**  
(Reg.no:812423631043) MBA-1<sup>st</sup> Year student of **MIET Engineering College (Autonomous)** Affiliated to Anna University has undergone the **INTERNSHIP TRAINING** satisfactorily in our hospital from **(15.07.2024 to 07.08.2024)(20DAYS)**

We Wish her all the success and growth in her future.

Thank you.

FOR MAGIZHAN HOSPITAL

  
**Dr. K. KALAIYANDAN, MD.,**  
(Managing Director)  
Magizhan Hospital



**MAGIZHAN HOSPITAL**

No.205, Madurai Main Road  
Viraimalei, Pudukkottai - 621310  
Ph : 04339 - 220464



# AMIRTHAM INDUSTRIES

Madhakottai Road, Thanjavur, Tamil Nadu 613005

02.08.2024

Ref: AM/MBA/0093/2024

## CERTIFICATE

This is to certify that **Mr.S.SANJAI (812423631044)**, I MBA of **MIET ENGINEERING COLLEGE (Autonomous)** has successfully completed him internship with us for the period from 17-07-2024 and end on 02-08-2024..

During him project, he was found punctual, sincere, quick learner and a good team player.

We wish all the very best for his future endeavors.

With Thanks & Regards,

For Amirtham Industries

Authorized Signature

S.Ramesh

  
AMIRTHAM INDUSTRIES  
THANJAVUR.

Enquiry @ 9976592005

[www.amirthamindustries.com](http://www.amirthamindustries.com)

Furniture manufacturer in Tamil Nadu

  
PRINCIPAL  
MIET ENGINEERING COLLEGE  
GUDUR, THANJAVUR, 613005





Regd Off & Fac.: Silampudayanpatti Road, Nagamangalam, Tiruchirappalli-12. (TN)  
GSTIN/UIN : 33AALCS5586R1ZC. CIN No : U27106TN2007PTC065678

☎ : 0431 - 2680411 / 2680422  
☎ : 0431 - 2680850  
✉ : sasai@ammantry.com  
🌐 : www.ammantry.com

Ref: SASAI-PROJ-FINAL-140-01

02-08-2024

**CERTIFICATE**


This is to certified that Miss, SARONIYA. A (Reg. No. 812423631045), MBA, First Year student of M.I.E.T. Engineering College, Trichy, has successfully completed her Internship in our organization under the guidance of Mr. M. Mohamed Ibrahim (M.Q.C/MR) from 13<sup>th</sup> July 2024 to 02<sup>nd</sup> August 2024. We appreciate her keen interest and the efforts taken to do this Internship Period. During this period her Performance, Conduct, Attendance, and character were found to be good and satisfactory.

We wish success in all future endeavors.

For SHRI AMMAN STEEL AND ALIED INDUSTRIES (P) LTD

  
MANAGEMENT REPRESENTATIVE  
Email: qc@ammantry.com

eromā

  
infiniti retail Ltd

Date: 01-08-2024

**TO WHOMSOEVER IT MAY CONCERN**

This is to certify that **Mr. H. Shajith Hussain (Reg. No. 812423631046)** doing MBA in MIET college of engineering has completed his internship in our organization from 10<sup>th</sup> July 2024 to 30<sup>th</sup> July 2024.

During the above period his conduct and the character was found to be good.

**For and on behalf of**



**Merin M Joy**  
Human Resources  
Infiniti Retail Limited

  
PRINCIPAL  
MIET ENGINEERING COLLEGE  
GUNGUR, TRICHY (KARNATAKA) - 576 007



# ALAN INDUSTRIES

Date: 30.07.2024

## TO WHOM SO EVER IT MAY CONCERN

This is to certify that M/s. **P. SHALINI** D/o R. Pakkirisamy  
(Reg. No: 812423631047) MBA – 1st Year student of MIET Engineering College  
(Autonomous) Affiliated to Anna University has undergone the **INTERNSHIP TRAINING**  
Satisfactorily in our Industry from **08.07.2024** to **30.07.2024** (20 Days).

We wish her all the success and growth in her future.

Thank you.

For Alan Industries.





DCBL-DPM:RTC-PRJ-TRG-75-2024

19<sup>th</sup> July 2024

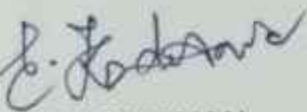
## CERTIFICATE

This is to certify that **Ms. SHIFANA BANU S (Reg No. 812423631048)** Pursuing First Year MBA at MIET Engineering College, Trichy has undergone Internship in our Organization from **09<sup>th</sup> July 2024 to 19<sup>th</sup> July 2024**.

During the Training Period, her Performance, Conduct were found to be Good.

We wish all success for her Bright Future.

For Dalmia Cement (Bharat) Limited,



**E. KADIRAVAN**  
Manager - HR

05 August, 2024

## Certificate of Internship Completion

This is to formally acknowledge that Mr. Shivaram S (Reg. No:812423631049), a final-year M.B.A. student from M.I.E.T. Engineering College, Tiruchirappalli, has successfully fulfilled the requirements of an internship in the Human Resources Department at Nexware Technologies, Coimbatore. The internship spanned from 8 July, 2024 to 3 August, 2024.

During his tenure, he exhibited commendable proficiency in various HR functions and responsibilities, including but not limited to:

- Assisting with recruitment processes and onboarding new employees.
- Participating in the development and implementation of HR policies.
- Contributing to employee engagement initiatives and training sessions.

His ability to quickly adapt to our organizational culture, combined with his proactive approach and strong communication skills, significantly contributed to his success in this role.

We have no doubt that the knowledge and skills he acquired during his internship will serve him well in his future endeavours.

We wish him all the best in his academic and professional pursuits.

Truly,



Authorized Signatory

HR Manager



## NEXWARE TECHNOLOGIES PRIVATE LIMITED

Address: 7B, Caledon Square, 7<sup>th</sup> floor, #348, Avinashi Rd, Peelamedu, Coimbatore, Tamil Nadu - 641004.

[www.nexware-global.com](http://www.nexware-global.com), [info@nexware-global.com](mailto:info@nexware-global.com)

TEL: +91 0422-4982052, +91 73050 24280



**JOSEPH EYE HOSPITAL**  
**T.E.L.C.**  
**TIRUCHIRAPALLI**

Recognized by The Medical Council of India



Friday, August 9, 2024

**CERTIFICATE**

This is to certify that **Ms. B. Sneka**, of MIET Engineering College from the department of MBA – HR, has successfully completed her Internship from 15/07/2024 to 02/08/2024 and she was exposed to the activities of HR Department. During the above period she was sincere, hardworking and was found to be good and well mannered.

Wishing her all success in the future.

Dr. AARTHY RAJESH  
Assistant Director - HR





# MUTHOOT MICROFIN



Date : 12.08.2024

Place : Keeranur

---

## CERTIFICATE

This is to certify **Mr.Suryaprakash.A (8124236051)** Studying MBA First year at M.I.E.T ENGINEERING COLLEGE, Trichy has successfully completed His Internship "**A study on Employee training and development in MUTHOOT MICROFIN, KEERANUR, Pudukkottai-622502**" from **08.07.2024 to 07.08.2024** in our organization. His attitude and work has been GOOD.

We wish his every success in our life.

For Muthoot Microfin

A handwritten signature in black ink, appearing to read 'Shrija MUTHOOT', with the word 'MUTHOOT' in all caps.

Authorised Signatory

---

O.S.P Mahal, Near Royal Enfield Showroom,  
Pudukkottai Main Road, Keeranur, Pudukkottai Dist- 622 502

A handwritten signature in green ink, appearing to read 'Principal', with the word 'PRINCIPAL' in all caps below it.  
PRINCIPAL  
M.I.E.T. ENGINEERING COLLEGE  
GONDUR, TRICHY (TAMIL NADU) - 622 007



# RETNA GLOBAL HOSPITAL

95/1, Pattabiraman St, Tennur, Trichy - 17.

Ph: 0431 - 2791450, 2791460



Date ..... 20/08/2024 .....

## INTERNSHIP CERTIFICATE

This is to certify that **Mr.VIGNESH.R (REG No: 812423631052)**  
**Student of 1<sup>ST</sup> Year MASTER OF BUSINESS ADMINISTRATION**  
at MIET Engineering College, has successfully completed  
his Training in our **RETNA GLOBAL HOSPITAL** from  
**15-07-2024 to 05-08-2024.**

During this Training programme, his conduct was good and he was  
sincere.

**Dr. PRIYA PRAVEEN (M.B.B.S., M.S., O&G.)**

**Medical Director**

RETNA GLOBAL HOSPITAL

95/1, Pattabiraman Street,

Tennur, Trichy - 17

0431 - 2791450



# AST INDUSTRIES

(FABRICATION & ERECTION OF HEAVY STRUCTURES AND BOILER COMPONENTS TO M/s. BHEL, M/s. ISRO)

R08, Sidco Industrial Estate, Vaalavanthankottai, Trichy, Tamil Nadu - 620 015.

E-mail : astindustries@yahoo.co.in, astindustriestrichy@gmail.com, info@astindustries.in

**30905**

Date : 26/07/24

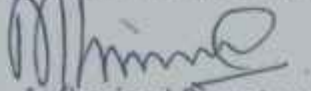
## TO WHOM SOEVER IT MAY CONCERN

This is to certify that Mr. R.VIGNESHWARAN (Reg. No: 812423631053) student form MIET Engineering College - Trichy-07 has undergone internship training for HR & Finance in our factory from 05.07.2024 to 26.07.2024 and he has completed the internship training successfully.

We wish him all success.

Thank you.

For A.S.T. INDUSTRIES

  
Authorized Signatory



  
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MIET ENGINEERING COLLEGE  
SUDUR, TRICHY (NAPALEY - 620 017)





# COVAI GREEN RIDE

RIDING TOWARDS GREENER ENVIRONMENT

*Eco Friendly Battery Operated Vehicles  
Sales & Services*

GST TIN : 33AZKPG8728J1Z1

STATE : TamilNadu

STATE : 33

20.07.2024

## TO WHOMEVER IT MAY CONCERN

This is to certify that R.VIJAYABHARATHI (812423631054) who is pursuing her final year MBA (HR & FINANCE) in MIET Engineering College, Trichy has undergone INTERNSHIP Training in our Firm for 15 days from (05.07.24 to 15.07.24).

During the internship period, She had a good leadership skills and her conduct was good .

We wish all the very best for her future endeavor.



For Covai Green Ride,

  
Sathish Kumar  
For COVAI GREEN RIDE  
Manager

Authorized Signatory



**G.K. Dairy**

1/12, Main Road, Kurichy, Kumbakonam,  
Thanjavur Dt., Tamil Nadu. Pin - 612 504.



Ph : 0435 - 2458442, Cell : 73730 73300  
e-mail : gkdairy35@gmail.com, www.tamilmilk.com

**Date: 31.07.2024**

## CERTIFICATE

This is to certify that **Miss.K. VISHNU PRIYA, MBA**, Reg No: 812423631055 in I year student of **M.I.E.T ENGINEERING COLLEGE (AUTONOMOUS) - TRICHY-7**. Under gone internship training in Tamil Nadu G.K Dairy Kurichi- 612504, for the period of **08.07.2024 to 30.07.2024** and completed the same satisfactorily.

We wish her all success,

Thanking You,

*S. Ezz*  
HR Executive,  
G.K.Dairy.





®

**HashTag**  
TECHNOLOGIES

Lumsense Chennai  
- Kokila - Coimbatore

## Internship Confirmation Letter

Date: 01-07-2024

Place: Coimbatore

To

Head of the Department,  
Department of Management Studies,  
M.I.E.T Engineering College,  
Trichy.

Respected Sir/Mam,

**Subj:** Regarding Internship in our Company's Human Resource Department.

This letter is to confirm you that your student **Mr. K.Vishva [Reg.No:812423631056]**, has been offered to do an internship with **HashTag Technologies** under the supervision of **Mr.P.Arun** who will be the student's mentor.

The internship duration is from **08 July 2024** to **03 August 2024**.

Sincerely,



  
Authorized Representative  
HashTag Technologies

DC-36, 4<sup>th</sup> Floor,

E.L. Park Coimbatore Ltd., ELCOT-SEZ, IT/ITES,

Villankurichi Road, Aerodrome Post,

Coimbatore - 641014.

094447 41138

[www.hashtagtechnologies.com](http://www.hashtagtechnologies.com)

contact@hash-tag.com



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TRICHY





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 Website:www.miet.edu, E-mail:principalengg@miet.edu, contact@miet.edu



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 Website:www.miet.edu, E-mail:principalengg@miet.edu, contact@miet.edu

**Department of Management Studies**

16.10.2023

**Note: Submitted to the Chairman,**  
Through Principal,

Respected Sir,

**Sub: Requesting Permission to go for Industrial visit to our final year MBA students -Reg.**

It is planned to go for Industrial visit to Kerala for 2 days (19.10.2023 and 20.10.2023) for our final year MBA students. The schedule is given below.

Industrial visit date	Company name /place
19.10.23	Anna Aluminium Co Pvt. Ltd, Aluva, Kerala.
20.10.23	Kannadewan Tea Factory, Munnar, Kerala.

No. of Boy students	27
No. of Girl students	17
No. of Male Staff accompanying	02
No. of Female Staff accompanying	01

Kindly grant us permission to go for Industrial visit.

Thanking you

  
**Industrial Visit Coordinator**  
 G. Sathish Kumar  
 Ao /MBA

  
**HoD/MBA**

  
**Principal**

  
**Chairman**  


  
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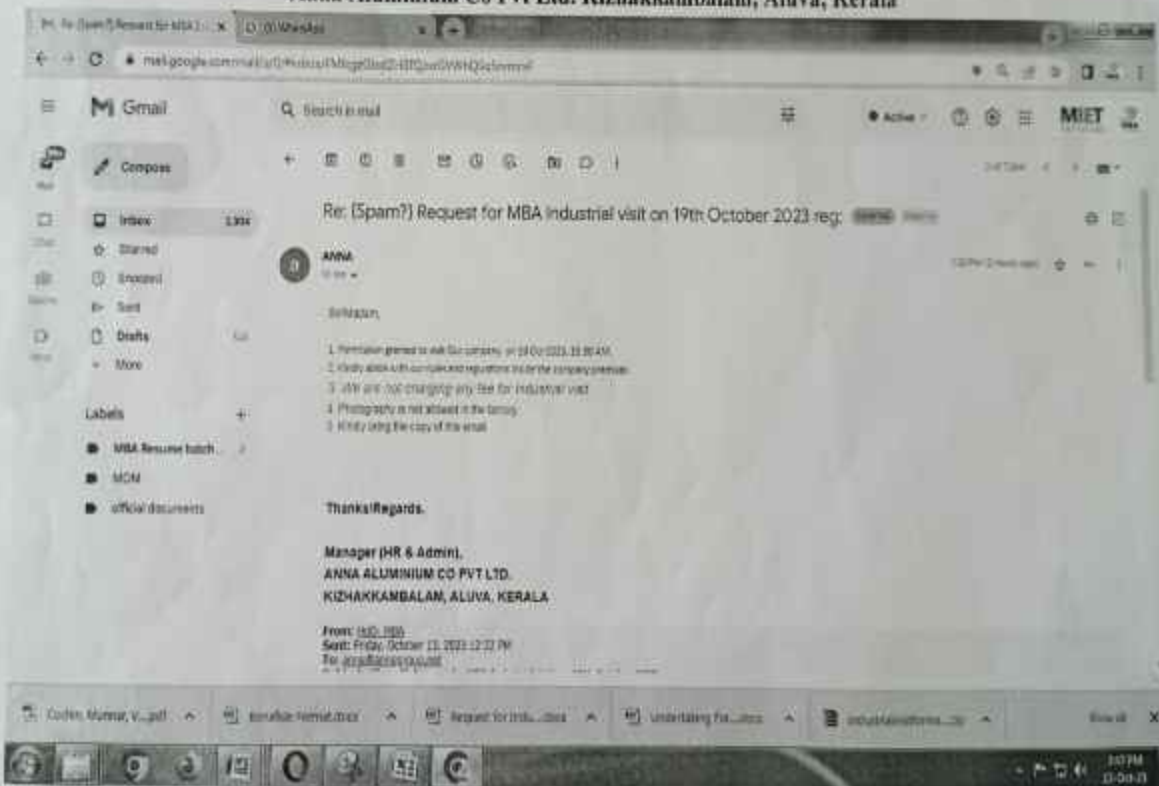
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## DEPARTMENT OF MANAGEMENT STUDIES

Permission Letter from the Company

Anna Aluminium Co Pvt Ltd. Kizhakkambalam, Aluva, Kerala



*A. Sub.*  
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## M.I.E.T. ENGINEERING COLLEGE



### DEPARTMENT OF MANAGEMENT STUDIES

#### Industrial Visit - Willing Students Name List

Year: II

Batch (2022-2024)

S.No	ROLL NO	STUDENT LIST
1	E4226001	AARTH.K
2	E4226002	ABDULRAHIM. A
3	E4226003	ABUTHALIF. K
4	E4226004	AKALYA V.C.
5	E4226005	ANISH HENDRY. A
6	E4226006	ASRAF. A
7	E4226007	BALAKRISHNAN. R
8	E4226009	BELAL. A
9	E4226011	DILIPAN KUMAR
10	E4226014	HARINI. P
11	E4226016	HEMALATHA. G
12	E4226017	JAYAMALA R.
13	E4226018	JOEL. H
14	E4226019	JOTHI MANI. G
15	E4226020	KALAI PREETHI. M
16	E4226023	KARTHIKEYAN. P
17	E4226024	KAVIYA MARY. V
18	E4226025	KUMARAN. M
19	E4226026	KURAIARASAN. S
20	E4226027	MADHUMITHA. M
21	E4226028	MOHAMED AARIF. N
22	E4226029	MOHAMED ANAS. S
23	E4226030	MOHAMED JAVITH. S
24	E4226031	MOHAMED RISWAN. K
25	E4226033	MUHAMMED THOUFIQ. M
26	E4226034	MUTHUPPANDI. T
27	E4226035	NISHALINI. S
28	E4226038	POOJITHA. P
29	E4226039	POORNA. P
30	E4226040	RAGUNATH. V
31	E4226041	RAHMAN. J
32	E4226042	REX J.
33	E4226044	RIYASHKHAN. M
34	E4226045	SANJANA. R
35	E4226046	SATHIYANARAYANAN. D
36	E4226047	SEBASTIN VINOOTH. S
37	E4226048	SHANMUGARAJAN. S
38	E4226050	SNEHA. B
39	E4226052	SOWMIYA. R
40	E4226053	SRIABINAYA. S
41	E4226055	TAMIL SELVAN. M

*A. Sub.*  
PRINCIPAL

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**MIET INSTITUTIONS** **M.I.E.T. ENGINEERING COLLEGE** **NBA**

42	E4226056	THARANIYA. S
43	E4226057	THOMAS. A
44	E4226058	VAISHALL S

Accompanying Staff Members:

S.No	Employee Number	Staff Name	Designation
1.	E8018	Mr. G. Sathishkumar	Assistant Professor
2.	E123609	Mr. V. Pagalavan	Assistant Professor
3.	E123608	Dr.P. Nandhini	Assistant Professor

*G. Anil*  
HOD/MBA

*A. Anand*  
PRINCIPAL

*A. Anand*  
PRINCIPAL  
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## M.I.E.T. ENGINEERING COLLEGE



### Department of Management Studies

14.05.2024

Note: Submitted to the Chairman,  
Through Principal,



Respected Sir,

**Sub: Requesting Permission to go for Industrial visit to our First year MBA students -Reg.**

It is planned to go for Industrial visit to two Companies in Kerala for 2 days on (17.05.2024 and 18.05.2024) for our first year MBA students.

The schedule is given below.

Industrial visit date	Company name /place
17.05.2024	MASCO Tea Factory, Vagamon
18.05.2024	Kannadewan Tea Factory, Munnar

No. of Boy students	31
No. of Girl students	14
No. of Male Staff accompanying	02
No. of Female Staff accompanying	01

Kindly grant us permission to go for Industrial visit.

Thanking you

*V. Jeyapalan*  
Industrial Visit Coordinator

*Ant. Jaleby*  
HoD/MBA

*A. Jeyapalan*  
Principal

*S. S. S. S.*  
Chairman

*A. Jeyapalan*  
PRINCIPAL  
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## M.I.E.T. ENGINEERING COLLEGE



### DEPARTMENT OF MANAGEMENT STUDIES

#### Industrial Visit - Willing Students Name List

Year: II

Batch (2022-2024)

S.No	ROLL NO	STUDENT LIST
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6	E4226006	ASRAF. A
7	E4226007	BALAKRISHNAN. R
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41	E4226055	TAMIL SELVAN. M

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**M.I.E.T. ENGINEERING COLLEGE**  
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36	E 4236043	Sanjai S
37	E 4236044	Saroniya A
38	E 4236046	Shalini P
39	E 4236048	Shivaram S
40	E 4236049	Sneka B
41	E 4236050	Surya prakash A
42	E 4236052	Vignesh R
43	E 4236053	Vigneshwaran R
44	E 4236055	Vishupriya K
45	E 4236056	Vishva K

Accompanying Staff Members:

S:no	Employee Number	Name	Designation
1	E122602	Dr. Antony Prakash	Professor & Head
2	E123609	Mr. V. Pagalavan	Assistant Professor
3	E124647	Ms. Shantha Sheela	Assistant Professor

*Antony*  
HoD/MBA 15/10/24

*A. Prakash*  
PRINCIPAL 15/10/24

*A. Prakash*  
**PRINCIPAL**  
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GUNDUR, TIRUCHIRAPALLI - 620 007.



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*A. Suf*  
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