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



1.3.3: Number of students undertaking project work/field work/internship during last year

Dept:MBA

Academic Year-2023-2024

Sl.No	Description	Page No.
1	Project work Details	2-200


PRINCIPAL
M.I.E.T. ENGINEERING COLLEGE
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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

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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 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

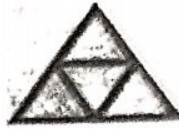
Roll No. : E4226002

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



YASKO

18 June 2024

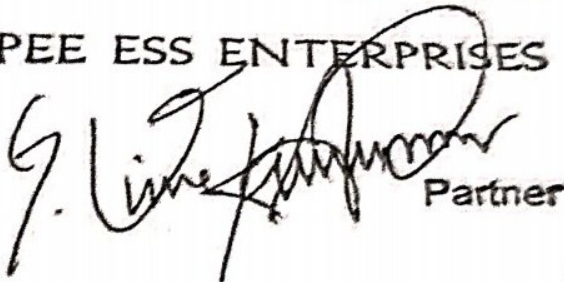
TO WHOMSOEVER IT MAY CONCERN

This is to certify that MR.A.ABDUL RAHIM (REG.NO:812422831001) 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 11TH MARCH 2024 TO 11TH 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)

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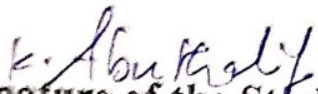
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Website: www.miet.edu, E-mail: principal@miet.edu, contact@miet.edu




DEPARTMENT OF MANAGEMENT STUDIES BONAFIDE CERTIFICATE

Certified that this project titled is **A STUDY ON 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.


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



HEAD OF THE DEPARTMENT
DEPT OF MANAGEMENT STUDIES
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Reliance
SMSL Limited

Internship Certificate

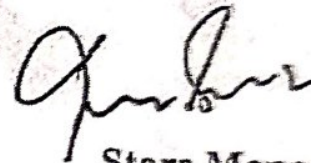
June 10, 2022

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 11th – May 30th) 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.

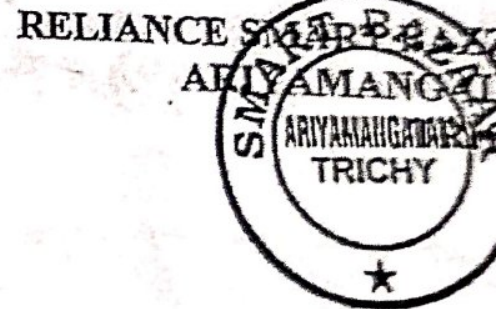
We wish you all the best in your future endeavors.

For Reliance SMSL Limited

Authorized Signatory

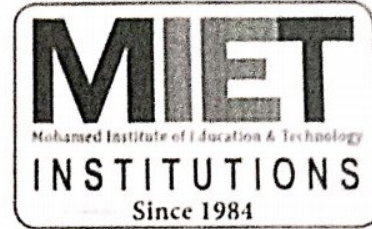
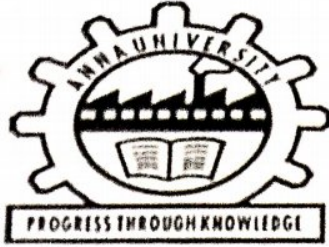


Store Manager
Mr. MANIKANADHAR



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)

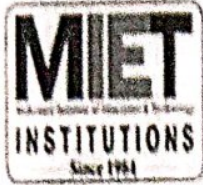
in

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



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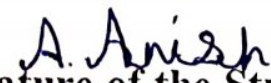
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Website: www.miet.edu, E-mail: principal@miet.edu, contact@miet.edu



DEPARTMENT OF MANAGEMENT STUDIES

BONAFIDE CERTIFICATE

Certified that this project titled is **A STUDY ON 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.


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M.I.E.T. ENGINEERING COLLEGE
GUNGUR, 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 MIE T 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

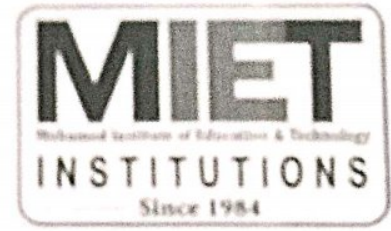
SRIRAJ AUTO AGENCY PRIVATE LTD.
No. 1, Karim Road, Gundur,
Tiruchirappalli,
Tamil Nadu,
India

Company Seal


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GUNDUR, TIRUCHIRAPPALLI-620 007

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

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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 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
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SARDOXNY TECHNOLOGIES PVT. LTD

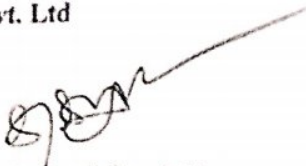
Date: 14.06.2024

TO WHOM IT MAY CONCERN

This is to Certify that Mr. Asraf A, with REG NO:- 812422031008, MBA final year student of MIET Engineering College-Tiruchy, affiliated under Anna University has joined an Intern 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



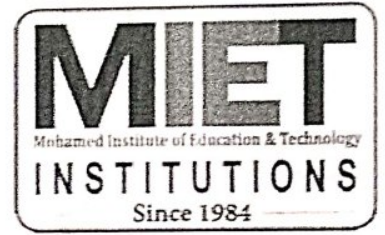
Authorized signatory,
HR & Operations


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M.I.E.T. ENGINEERING COLLEGE
GUNGUR, TIRUCHIRAPPALLI-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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Accredited with 'A' grade by EQUIS
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Trichy - Palayamkottai Road, Tiruchirappalli - 620 005. Phone: 0423-2666 303
Website: www.miet.edu, E-mail: principal@miect.edu, contact@miect.edu

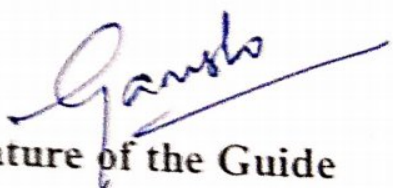


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Certified that this project titled **A STUDY ON KNOWLEDGE FLOW AND CAPABILITY BUILDING IN WIPRO INFRASTRUCTURE ENGINEERING, SIPCOT INDUSTRIAL PARK, SRIPERUMBUDHUR** is the bonafide work of **BALAKRISHNAN R (Reg. No. 812422631007)** who carried out 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


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


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



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
GUNGUR, TIRUCHIRAPPALLI-620 007.

Business Unit:

Wipro Infrastructure Engineering T : +91 (044) 3090 9197
Plot A-22, SIPCOT Industrial Park E : wipro.winf@wipro.com
Mungathuruthi W : wiproinfra.com
Sriperambudur Taluk
Kanchiapuram Dist. TN - 602 117

Registered Office:

Wipro Enterprises (P) Ltd.
Wipro House
T : +91 (081) 6189 1301
No. 65, T. Nagar, 50 Feet Road E : sartham@wipro.com
Koramangala 1st Block W : wiprotel.com
Bengaluru, Karnataka 560024 C : 1737A3KAZD18P7C05L608

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)

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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 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
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TRICHY-7

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

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

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



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 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

Signature of the Guide

Name : Belal .A

Name : Mr.V. Pagalavan

Roll No. : E4226009

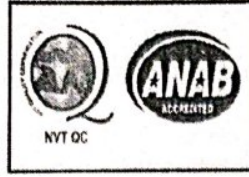
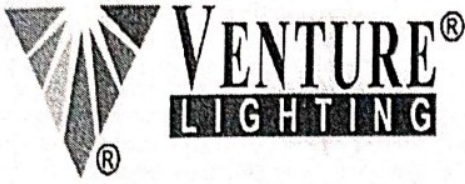
Designation: Assistant Professor,MBA

Reg. No. : 812422631009

Address : MIET Engineering College

PRINCIPAL
M.I.E.T. ENGINEERING COLLEGE
GUNDUR, 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
F ax : 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) 2nd 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

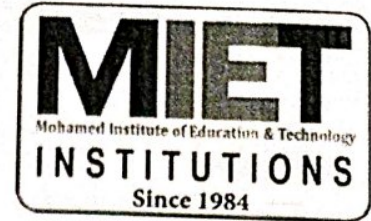
ABSTRACT

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

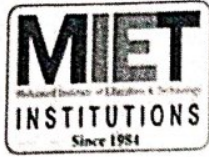
DEPARTMENT OF MANAGEMENT STUDIES

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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Recognized by UGC under section 2(f) & 12(B) of UGC Act, 1956
Trichy - Pudukkotta 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

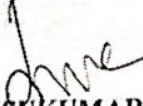
This is to certify that, Mr. U. DHILIBAN KUMAR., (Reg. No: 812422631011), doing final year MBA student of M.I.E.T. Engineering College, Trichy has successfully completed the HR Project work on "A Study on Employee Recruitment Process" In our Esteemed Company for the period from March 2024 to June 2024.

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.

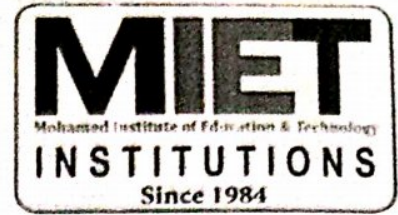
PH : 0452-2343527, 2350078

Website : www.phoenixsoftech.in

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

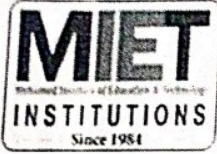
DEPARTMENT OF MANAGEMENT STUDIES

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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Trichy - Pudukkottai Road, Tiruchirappalli - 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 Engg.

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 Intern 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, TIRUCHIRAPPALLI-620 007

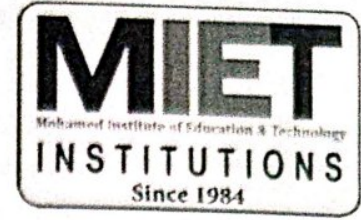
ABSTRACT

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



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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 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. Anand

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

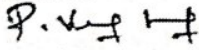
The Head of the Department,
Master of Business Administration,
M.I.E.T Engineering College,
Tiruchirapalli.

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 Periyanyagi Complex, Anna Nagar Housing Unit,
Navalpattu, Trichy - 620 026.

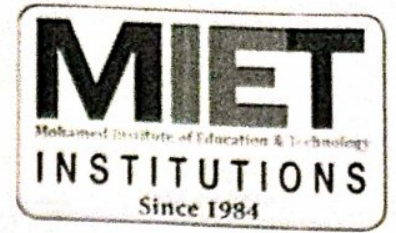
Email : cb3440@canarabank.com

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


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



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

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Accredited by NBA (CIVIL, CSE, ECE, EEE & MECH)
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 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.

Harini P

Signature of student

Name : HARINI.P

Roll No. : E4226014

Reg no : 812422631014

R. Shanthasheela

Signature of the Guide

Name: R.SHANTHASHEELA

Designation: ASSISTANT PROFESSOR

Address : MIET-TRICHY

R. Anitha
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

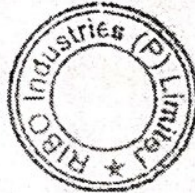
This is to certify that Ms. **Harini P** D/o Pandurengun P, student of MIET Engineering College, Trichy to Pudukkottai Road, Tiruchirappalli - 620007 having Registration No. **812422631014**, has completed her MBA Internship Program in the field of HR from **26-Mar-2024 to 07-Jun-2024**.

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
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GUNDUR, TIRUCHIRAPPALLI-620 007

ABSTRACT

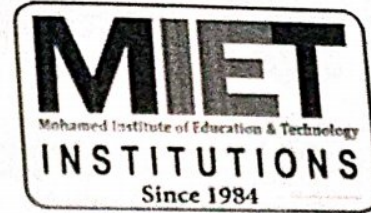
HRIS shape an integration between human resource management (HRM) and Information Technology. Even though these systems may rely on centralized hardware resources optimally a small group of IS specialists residing within the personnel department increasingly manage, support, and maintain them.

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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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.

Signature of student

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

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

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

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

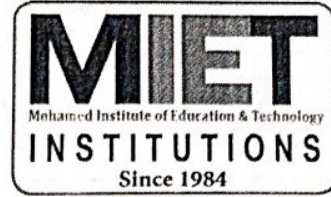

For RR Consultants

Authorized,
HR & Operation


PRINCIPAL
M.I.E.T. ENGINEERING COLLEGE
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

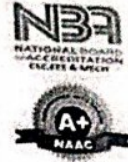
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TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007

JULY- 2024



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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 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

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

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

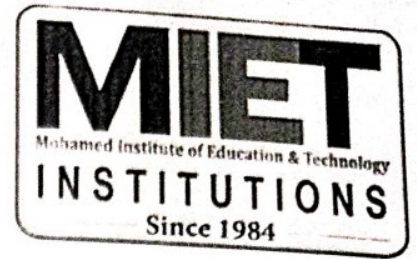

For RR Consultants

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

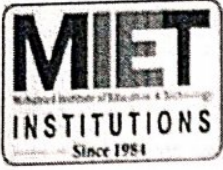
DEPARTMENT OF MANAGEMENT STUDIES

M.I.E.T. ENGINEERING COLLEGE

(Approved by AICTE and Affiliated to Anna University Chennai)

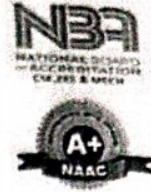
TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007

July 2024



M.I.E.T. ENGINEERING COLLEGE

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

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



RIBO

Date: 06.07.2024

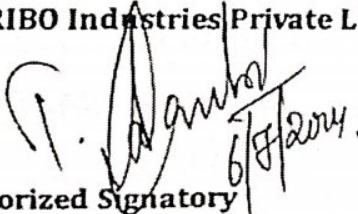
TO WHOM IT MAY CONCERN

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 DI, TN 622515 | www.RIBO.in

GSTIN 33AAECR5716P1Z0 | PAN : AAECR5716P | CIN : U74900TN2009PTC073932

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ISO 9001

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OHSMS 45001

CERTIFIED


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

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

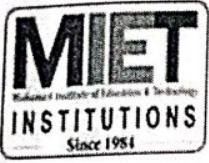
DEPARTMENT OF MANAGEMENT STUDIES

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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 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

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

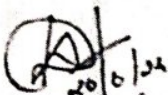
Date:- 20-06-2024

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.

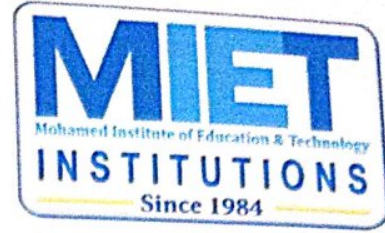
Thanks & Regards.

For MyInception Tech

Authorized signatory,
HR & Operations
PRINCIPAL
M.I.E.T. ENGINEERING COLLEGE
GUNDUR, 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 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

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

JULY- 2024


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GUNDUR, 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 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

ii

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



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



HR MANAGER

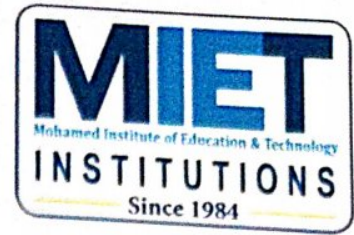

PRINCIPAL
M.I.E.T. ENGINEERING COLLEGE
GUNDUR, TIRUCHIRAPPALLI-620 007

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

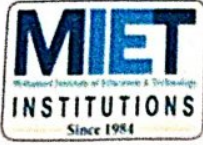
DEPARTMENT OF MANAGEMENT STUDIES

M.I.E.T. ENGINEERING COLLEGE

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TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007

JULY- 2024


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GUNGUR, TIRUCHIRAPPALLI-620 007



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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 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 Prakash

Signature of the Guide

Name : Dr. R. Antony Prakash

Designation : **HOD & PROFESSOR**

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

Dr. R. Antony Prakash

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

INN: 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
GUNDUR, TIRUCHIRAPPALLI-620 007

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



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

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

JULY- 2024



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


(Approved by AICTE, New Delhi and Affiliated to Anna University, Chennai)
Accredited by NBA (CIVIL, CSE, ECE, EEE & MECH)
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 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

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



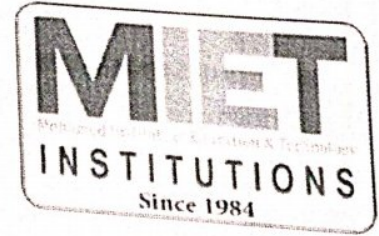
No. 44, Ramakrishnapuram East,
Karur - 639 001,
Tamilnadu,
India.

Ph:+91-4324-239137,274009
Mobile:+91-99944 11009, 99944 12009
E-mail : info@shripranav.com, arjuna@shripranav.com

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

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



M.I.E.T. ENGINEERING COLLEGE

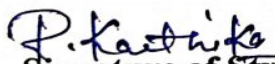
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Website: www.miet.edu. E-mail: miet@afengg@miet.edu, contact@afengg.edu



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

Name : KARTHIKA.R

Roll No: E4226022


Reg. No: 812422631022


Signature of the Guide

Name : MR. A. KARTHIKEYAN

Designation: ASST 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
GUNDUR, TIRUCHIRAPPALLI-620 007



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AIRPORTS AUTHORITY OF INDIA
तिरुचिरापल्ली अन्तरराष्ट्रीय हवाईअड्डा
TIRUCHIRAPPALLI INTERNATIONAL AIRPORT



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ISO 9001:2015, ISO 14001:2015 & ISO 45001:2018



दूरभाष / 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 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.

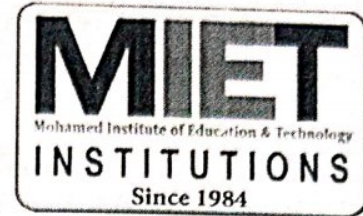


S. Santhanakrishnan
(एस. संतानकृष्ण / S. SANTHANAKRISHNAN)
सहायक महाप्रबंधक (मानव संसाधन) / Asst. General Manager (HR)
हृते विमानपत्तन निदेशक / for Airport Director
का.वि.प्रा, तिरुचिरापल्ली अंतरराष्ट्रीय हवाई अड्डा
A.A.I, Tiruchirappalli International Airport

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

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

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



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



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 1st – June 7th) 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 35553900

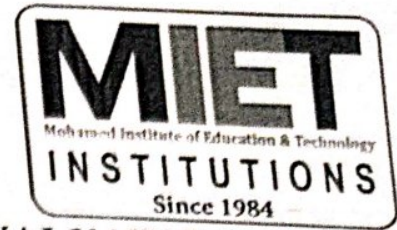
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GUNGUR, TIRUCHIRAPPALLI-620 007

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

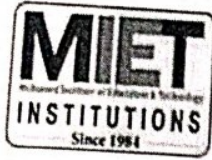
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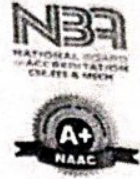
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Website: www.miet.edu, E-mail: principalengg@miet.edu, contact@miet.edu



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



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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 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.



S. Santhakrishnan
(प्र. संतानकृष्ण / S. SANTHANAKRISHNAN)
सहायक महाप्रबंधक (मानव संसाधन) / Asst. General Manager (HR)
हवाई विमानपत्तन निदेशक / for Airport Director
भा.वि.आ, 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)
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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

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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

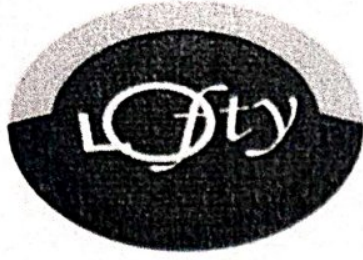
Signature of the Guide

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

Designation: Assistant professor

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

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



Lofty Optical Industries

An ISO 9001: 2015 Certified Company
E-mail: loftyindia@gmail.com
Website: 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, CORLACTON 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.,

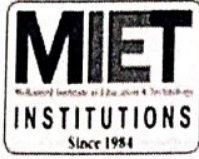
in

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JULY- 2024



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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 RELAXATION 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.

S. Kuralarasan

Signature of student

Dr. R. Antony Parkash

Signature of the Guide

Name : KURALARASAN.S

Name : Dr.R. Antony Parkash

Roll no. : E4226026

Designation: Professor and Head

Reg. no.: 812422631026

Address : M.I.E.T Engineering college

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

Dr. R. Antony Parkash
PRINCIPAL
M.I.E.T. ENGINEERING COLLEGE
GUNGUR, 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
M.I.E.T. ENGINEERING COLLEGE
GUNDUR, 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

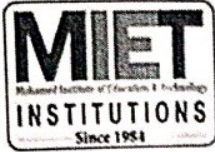
M.K.GANESHAN M.B.A., M.Com., PGDFM.,(Ph.D)

in
DEPARTMENT OF MANAGEMENT STUDIES

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 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 1st – June 7th) 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: U01100MH1999PLC120563 Phone: +91 22 35553800

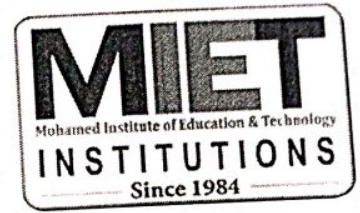
Registered Office: 3rd Floor, Court House, Lokmanya Tilak Marg, Dhobi Talao, Mumbai-400 002, India.
www.reliance-retail.com

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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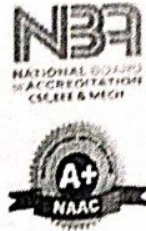
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JULY- 2024



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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 11th – May 30th) 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.T.
PRINCIPAL
M.I.E.T. ENGINEERING COLLEGE
GUNDUR, TIRUCHIRAPPALLI-620 007.

Reliance SMSL Limited

CIN: U01100MH1999PLC120563 Phone: +91 22 35553800

Registered Office: 3rd Floor, Court House, Lokmanya Tilak Marg, Dhobi Talao, Mumbai-400 002, India.
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

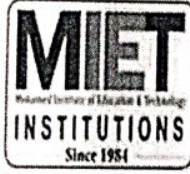
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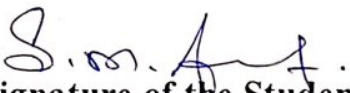
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Website:www.miet.edu, E-mail:principalengg@miet.edu, contact@miet.edu



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



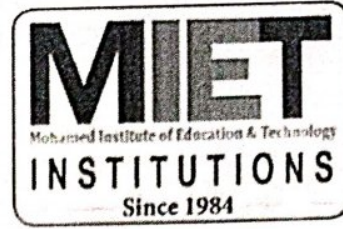
Authorized,
HR & Operation


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GUNDUR, TIRUCHIRAPPALLI-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 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

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

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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 **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

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

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M.I.E.T. ENGINEERING COLLEGE
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

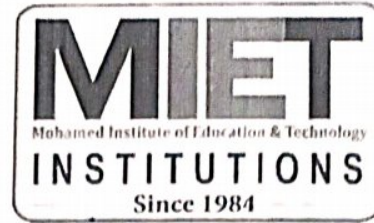



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GUNDUR, TIRUCHIRAPPALLI-620 007.

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 HR 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

(Approved by AICTE and Affiliated to Anna University Chennai)

TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI –

620 007

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



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 IMPLEMATION** 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. Q.
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

(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



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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

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II



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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. 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)
कुते 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

MUTHUPPANDI.T

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

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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-620 007

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 EAST
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

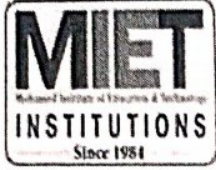
DEPARTMENT OF MANAGEMENT STUDIES

M.I.E.T. ENGINEERING COLLEGE

(Approved by AICTE and Affiliated to Anna University Chennai)

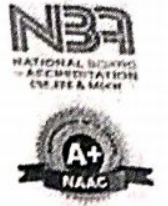
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JULY- 2024



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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

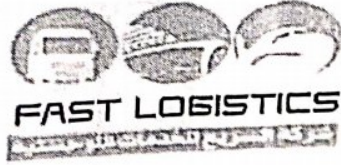
Designation: Assistant professor

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


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M.I.E.T. ENGINEERING COLLEGE
GUNDUR, 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




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

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

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



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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 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
GUNGUR, 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 payscale, 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)

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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 **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

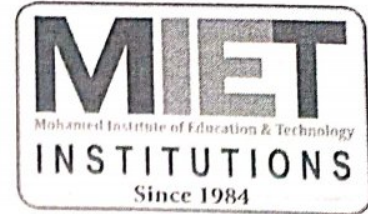

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M.I.E.T. ENGINEERING COLLEGE
GUNDUR, THIRUCHIRAPPALLI-620 007.

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)

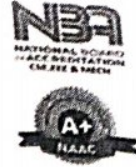
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JULY 2024



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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 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.

Poojitha

Signature of student

Name : Poojitha. P

Roll No. : E4226038

Reg. No. : 812422631038

A. Karthikeyan

Signature of the Guide

Name: Mr.A.Karthikeyan

Designation: ASSISTANT PROFESSOR

Address: M.I.E.T. Trichy

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

SCHWING STETTER (INDIA) PVT LTD

Corporate Office & Works:

Plot No. 72, SIPCOT Industrial Park, Irungattukottai, Sriperumpudur Taluk, Kancheepuram District,

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

hr@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


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GUNGUR, TIRUCHIRAPPALLI-620 007

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
HITAKKEY 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



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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
A 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)
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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 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

A.S.P.
PRINCIPAL
M.I.E.T. ENGINEERING COLLEGE
GUNDUR, 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

Galwin Technology, No. 015, Periyasami Towers, 3rd Floor, Chalmers Road, Trichy-620 002, TN
Phone No: +91 9786714442 | 9786814442 Website: www.galwintech.in

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)
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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 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

ii

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 11th – May 30th) 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

A handwritten signature in blue ink, appearing to read 'Manikanadan', is written over the printed name.

**Store Manager:
Mr. MANIKANADAN**

**RELIANCE SMART BAZZAR
ARIYAMANGALAM
ARIYAMANGALAM CITY
TRICHY**



Reliance SMSL Limited

CIN: U01100MH1999PLC120563 Phone: +91 22 35553800

Registered Office: 3rd Floor, Court House, Lokmanya Tilak Marg, Dhobi Talao, Mumbai-400 002, India.
www.relianceretail.com

A handwritten signature in blue ink, appearing to read 'A. S. J.', is written above the printed name.
PRINCIPAL
M.I.E.T. ENGINEERING COLLEGE
GUNDUR, THIRUCHIRAPPALLI-620 007.

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

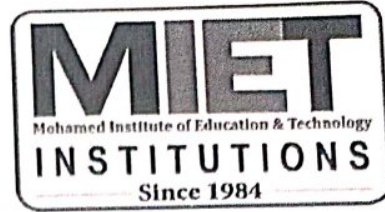
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TRICHY – PUDUKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007

JULY- 2024


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



**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

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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 – PUDUKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007

JULY- 2024

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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)

TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007

JULY 2024

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Recognized by UGC under section 2(F) & 12(B) of UGC Act, 1956
Trichy - Pusakkottai Road, Tiruchirappalli - 620 007. Phone: 0431-2880 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 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
M.I.E.T ENGINEERING COLLEGE
TRICHY-7



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

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

JULY- 2024

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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 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

Signature of the Guide

Name : SHANMUGARAJAN.S

Name : Mr.V.PAGALAVAN

Roll no. : E4226048

Designation: Assistant Professor

Reg. no.: 812422631048

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.I.E.T. ENGINEERING COLLEGE
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 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)
TRICHY – PUDUKKOTTAI ROAD, TIRUCHIRAPPALLI – 620 007

JULY- 2024

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Trichy - Pudukkottai Road, Tiruchirappalli - 620 007. Phone:0435-2660303
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 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.HILIFEAI.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.



G. Balaji K
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@hillifeal.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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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 EFFECTIVENESS OF ERP ON SUPPLY CHAIN MANAGEMENT IN VRL LOGISTICS LIMITED COMIBATORE** is the bonafide work of **SNEHA (Reg. No. 812422631050)** 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.

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
Gungur

D. Antony

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

VRL LOGISTICS LTD



Branch Office:
1/3 Darshan Complex
Chetty Veedhi, Naicker Thottam,
COIMBATORE-641001, Tamil Nadu
Phone: 0422-2344944, 2342035
Fax : 0422-2344945
E-mail: cmedo@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 15.03.2024 to 25.05.2024. 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


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GUNDUR, TIRUCHIRAPPALLI-620 007.

ABSTRACT

Enterprise Resource Planning (ERP) system is an important tool for business processes planning, information flowing, executing and controlling, regarding the service of the companies deployed premises in different places. Supply Chain Management (SCM) practices are extroverted doors of the companies in order to ensure mutual advantages in their own processes. Successfully implemented and integrated ERP 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 advantage and firm performance. The research was carried out for 150 company executives. SCM and ERP system implementations had revealed that the SCM practices and ERP system have positive effects on firm performance and competitive advantages. The topic of this study is, "A study on effectiveness of ERP on Supply chain management in VRL 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)

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JULY- 2024

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Trichy - Podakkottai 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 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
TRICHY-7

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

3rd 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 11th March, 2024 to 31st 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

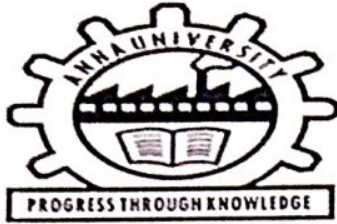


Arul
PRINCIPAL
M.I.E.T. ENGINEERING COLLEGE
GUNDUR, TIRUCHIRAPPALLI-620 007

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



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Website:www.miet.edu, E-mail:prncipalengg@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..



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 18th April 2024 to 18th 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



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and U. S.E. IIT, K.M.P. Technology Approved by MITA, New Delhi.
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Autonomous Institute
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Trichy - TIRUCHIRAPPALLI - 620 007. Phone: 041 261 502
Website: www.miet.edu.in Email: info@miet.edu.in contact@miet.edu.in



DEPARTMENT OF MANAGEMENT STUDIES BONAFIDE CERTIFICATE


Certified that this project titled **A STUDY ON PLANNING APPORACH & PROCESS IN AIR CARGO INDUSTRY AT TIRUCHIRAPPALLI INTERNATIONAL AIRPORT**, is the Bonafede 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


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



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



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

Ref No: AAI/TRZ/Internship Training/

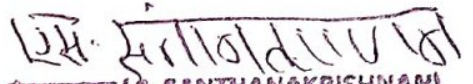
Date: 09.07.2024

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. संतानकृष्ण / S. SANTHANAKRISHNAN)
सहायक महाप्रबंधक (साधन संयोजन) / Asst. General Manager (HR)
हवाई विमानपत्तन निदेशक / for Airport Director
वा.पि.प्रा, तिरुचिरापल्ली अन्तरराष्ट्रीय हवाई अड्डा
AAI, Tiruchirappalli International Airport


PRINCIPAL
M.I.E.T. ENGINEERING COLLEGE
GUNDUR, 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

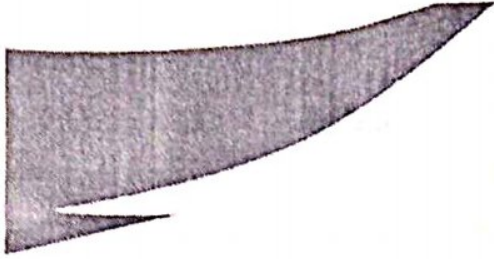
Roll No: E4226055

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 TECHNOLOGY.

For GALWIN TECHNOLOGY



HR MANAGER

Galwin Technology / No. 05 / Periyasamy / Street - 510 / 1007 / Chattram Bus Stand, Trichy - 620 002.
Phone No: +91 9789714402 / 9786314402 / Website: www.galwintech.in

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)

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 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

M.K. Ganeshan

Signature of the Guide

Name : THARANIYA.S

Name : M.K. GANESHAN

Roll No. : E4226056

Designation: Assistance professor,MBA

Reg. No. : 812422631056

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



AN ISO 9001
COMPANY

.Bharat Heavy Electricals Limited

[A Government of India Undertaking] CIN - L74899DL1984GOI004281

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



Sriraj Auto Agency Private Limited
Authorized Main Dealer TVS Motor Company Limited
No 1 Karur Bypass Road, Annamalai Nagar, Tiruchirappalli - 620 018
Ph.: 97154 55444 , 82700 07073 E.mail: srirajautoagency@gmail.com

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. Raghu Ram K **MANAGER**

Designation: Service Manger

SRIRAJ AUTO AGENCY PRIVATE LTD.,
No.1, Karur Bypass Road,
Annamalai Nagar,
Tiruchirappalli - 620 018

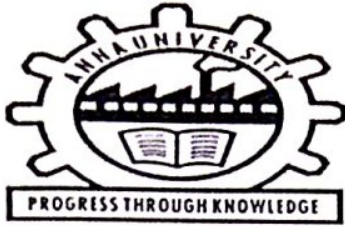
Company Seal

GST No. 33ABJCS6527R1ZL CIN: U50400TN2022PTC156330


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

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

I



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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 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

Signature of the Guide

Name : Vaishali. S

Name : V. Pagalavan,

Roll No.: E4226058

Designation: Assistant Professor/MBA

Reg. No.: 812422631058

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
GUNGUR, TIRUCHIRAPPALLI-620 007

CIN : U72900TZ2019PTC031761

 www.techvoltsoftware.com |  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



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Recognized by UGC under section 2(f) & 12(b) of UGC Act, 1956
Trichy - Pudakkottai Road, Tiruchirappalli - 620 007. Phone: 0431 2560 000
Website: www.miet.edu, E-mail: principal@miect.edu, contact@miect.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. Shantha Sheela

Signature of the Guide

Name : R. SHANTHA SHEELA
M.E., MBA (P.H.D)

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

SVL 052
1st Floor, Changanai, Chennai 600 021
Tamil Nadu, India
Chennai, Tamil Nadu 600021

@svradlogistics@gmail.com

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