



ACHARYA INSTITUTE OF TECHNOLOGY

(Affiliated to Visvesvaraya Technological University, Belagavi, Approved by AICTE, New Delhi and Accredited by NBA and NAAC)

Date: 17/05/2018

CERTIFICATE

This is to certify that **Mr. Akhil Sebastian** bearing USN **1AZ16MBA09** is a bonafide student of Master of Business Administration course of the Institute 2016-18 batch, affiliated to Visvesvaraya Technological University, Belgaum. Project report on “**A Study on Employee Motivation**” at **Bioneds India Pvt, Ltd. Bangalore** is prepared by him under the guidance of **Prof. Kisholoy Gupta**, in partial fulfillment of the requirements for the award of the degree of Master of Business Administration, Visvesvaraya Technological University, Belgaum, Karnataka.

Signature of Internal Guide

Signature of HOD
Head of the Department
Department of MBA
Acharya Institute of Technology
Soladevanahalli, Bangalore-560 107

Signature of Principal

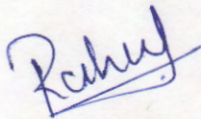
ACHARYA

Date : 24th March 2018

CERTIFICATE

This is to Certify that Mr. Akhil Sebastian (USN : 1AZ16MBA09), MBA Student of Acharya Institute of Technology, Bangalore has successfully completed Project Work on the Topic of **“EMPLOYEE MOTIVATION”** In our Company During the period from 15-01-2018 to 24-03-2018 as part of his Completion MBA ,He was found to be sincere in his studies.

For Bioneeds India Pvt Ltd



HR Manager



Corporate Office

Bengaluru, Vivekananda Nagar,

Peenya , Bengaluru ,

Karnataka 560058

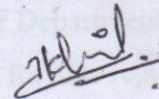
DECLARATION

I Akhil Sebastian, hereby declare that the Project report entitled A case study on "Study on Employee Motivation" at Bangalore prepared by me under the guidance of Prof. Kisholoy Gupta faculty of M.B.A Department Acharya Institute of Technology and external assistance by Mr.Rahul Das HR Senior Manager at BIONEEDS. I also declare that this Project work is towards the partial fulfillment of the university regulations for the award of degree of Master of Business Administration by Visvesvaraya Technological University, Belgaum. I have undergone a summer project for a period of 10 weeks. I further declare that this Project is based on the original study undertaken by me and has not been submitted for the award of any degree/diploma from any other University / Institution.

My sincere thanks to Dr. S.C Pilli Principal, Acharya Institute of Technology, Bangalore for the academic support given for pursuing this project.

Place: Bangalore
Date: 30/05/2018

Akhil Sebastian



word to offer my vote of thanks to Dr. Nijaguna .G Head of Department of MBA, AIT Bangalore for his help in initiating the project report in advance motivation.

I am gratefully indebted to my internal guide Prof. Kisholoy Gupta Professor, Department of MBA, ACHARYA INSTITUTE OF TECHNOLOGY, BANGALORE for encouraging me and for his constant support throughout the course of the project and helping me to complete it successfully.

I would like to thank the Manager Mr. Rahul Das (External Guide) for allowing me to undertake this project work at Bioneed India Pvt. Ltd. Last but not the least, I would like to thank all the employees of BIONEEDS INDIA Pvt. Ltd, Bangalore for their immense support and cooperation given to me during working on this project.

Place: Bangalore
Date: 23/05/2018

Akhil Sebastian

ACKNOWLEDGEMENT

The satisfaction and euphoria that accompany the successful completion of any work would be incomplete without the mention of the people who have made it possible whose constant guidance and encouragement served as a beacon of life and crowned my efforts with success.

I wish to pledge and reward my deep sense of gratitude for all those who have made this project come alive.

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Place: Bangalore

Date: 23/05/2018

Akhil Sebastian

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EXECUTIVE SUMMARY

Organization study conducted on **EMPLOYEE MOTIVATION** at BIONEED PVT LTD helped me to familiarize with organization . It helps to understand different department organization and its functioning. It enabled me to understand how key business processes are carried out in organization for decision making at various levels. It helps me relate with practice. I visited organization & had through and brief with which helped me to identify & acquaint with different departments, make organization chart for organization & try to understand functions managers, officers and supervisors different departments.

Report gives detailed study organizational system and functioning of BIONEEDS. Report covers description about various department company and functions. Production department are directly responsible for achieving target production. Mechanical maintenance department deals with maintenance & calibration equipment's used in production process. Finance department deals with payments and receipts. Quality Control department ensures quality products & processes while labour welfare measures & job satisfaction among employees very good. Above all BIONEEDS managed by efficient Board of Directors, which plans, organizes & controls all activities in close co-operation with officials of concern .

CHAPTER 1

INDUSTRY PROFILE AND COMPANY PROFILE

1.1 INTRODUCTION

Undertaking work entitled of STUDY ON EMPLOYEE MOTIVATION with uncommon reference to BIONEEDS INDIA PVT LTD principally directed to recognize factors which will spur representatives and hierarchical capacities BIONEEDS INDIA PVT LTD, Bengaluru.

Administration's essential employment successful usage HR for accomplishments hierarchical targets. Staff administration worried about sorting out HR such approach to get most extreme yield to big business & create ability of individuals work to fullest fulfillment. Motivation suggests that one individual, association setting chief, incorporates , say representative, to take part action guaranteeing that channel fulfill those necessities and goals winds up accessible individual. Also solid needs course that delightful to idle needs representatives & tackle way that would be practical for association.

Representative one of real issues looked each association. It real undertaking each chief to persuade subordinates to make 'will to work' among subordinates. It ought to like be recollected special may gigantically able doing some work; nothing can be accomplished in event that he not willing to work. Administrator make proper utilize motivation to enthuse them . Subsequently examinations like we concentrating workers motivation among representatives BIONEEDS INDIA PVT LTD.

Information required for study has been granted from workers through surveys, direct meetings, Investigation , understanding been done by utilizing measurable apparatuses and information's are exhibited through tables and outlines.

1.2 INDUSTRY PROFILE

PHARMACEUTICALS

Bioneds One Stop Solution for Safety assessment – IND, NDA empowering and or security ponders.

Our ability for worldwide IND-empowering security assessment traverses cross over mammalian toxicology, hereditary toxicology, DMPK, & bio-examination preclinical stage for improvement including strategy advancement, approval, polluting influence profiling, contamination connection, portrayal, confirmation and assessment.

Our logical group drove specialist helped customers in effective and convenient entries over years.

BIOPHARMACEUTICALS

Capacities incorporate improvement recombinant proteins such as non-glycosylated proteins; glycoproteins & monoclonal antibodies got from bacterial or mammalian host articulation frameworks .

Our Preclinical stage upheld OECD-GLP and AAALAC affirmed creature offices.

We have ability handle Novel Biologics, Biosimilars and Biobetters.

Bionees serves corrective industry considering new enactment prerequisites with In vitro or options to create and thinks about. We offer exchange testing administrations, formulators & makers corrective and or individual care items.

AGRO CHEMICALS

For Agrochemicals - Pesticides, Biocides, Herbicides and Industrial Chemicals.

Bionees offers GLP toxicology examines, Eco-toxicology ponders, Phys-Chemical examination and Complete Solutions enrollment agreeing OECD, CIPAC, OPPTS, SANCO, EC, EPA, CIBRC, OCSPP, O, JMAFF, SETAC and or administrative test rules.

SCIENCE SERVICES

Bionees has condition of-workmanship Chemistry labs very much bolstered experienced logical group.

At Bionees we comprehend our 7client prerequisites & offer wide range science administrations to help disclosure look into (restorative science and agrochemical inquire about) engineered, expository and process examine (API's) administrations.

MEDICINAL DEVICE TESTING

Bionees routinely assessing Biological security distinctive writes therapeutic gadgets per O 10993. Information produced by our investigations been submitted FDA, EU and or administrative organizations. Our customer base incorporates national & universal organizations including UK, France, US, Canada, Brazil, Malaysia, Germany, Australia, China, Norway, Saudi Arabia, Thailand, Indonesia, Uganda, and so on.

MEDICATION TESTING LAB

Administrative testing and Pharmacopoeial examination one most essential procedure of pharmaceutical Industry. Bionees gives administrative constant & quality medication investigation reports by testing different parameters tranquilizes our medication testing lab.

1.3 COMPANY PROFILE

ABOUT BIONEEDS

BIONEEDS INDIA PRIVATE LIMITED Bangalore based Contract Research Organization giving Integrated Discovery, Development and Regulatory Services Pharmaceutical, Biopharmaceutical, Agrochemical, Industrial substance, Herbal/Nutraceutical and Medical gadget organizations. Bionees has state craftsmanship office with 200,000 sq ft developed region 5 section of land grounds at Devarahosahally, Nelamangala Taluk, Bangalore outside Bangalore.

Outline

BIONEEDS INDIA PRIVATE LIMITED is Bangalore based Contract Research Organization giving Integrated discovery, Development and Regulatory Services Pharmaceutical, Biopharmaceutical, Agrochemical, Industrial substance, Herbal/Nutraceutical and Medical gadget organizations.

ACCREDITATIONS/CERTIFICATIONS

- National GLP Compliance Monitoring Authority (NGCMA), Dept. Science and Technology, Government of India.
- Committee for Purpose of Control and Supervision Experiment on Animal (CPCSEA), Ministry of Environment and Forests, GOI breed and test on creatures.

- State Drug Controller as Government affirmed Drug Testing Laboratory doing tests on Drugs/Cosmetics and Raw Materials utilized as part of produce benefit permit for deals medicate/beauty care products .
- Review Committee Genetic Manipulation (RCGM), division biotechnology, GOI to lead investigates creatures DNA Genetically altered assets.
- Bioneds AAALAC confirmed research facility creature mind .
- Department Scientific Industrial Research (DSIR) perceived in-house R and D unit.

1.3.1 PROMOTERS

Main promoters of BIONEEDS are:

Tata Industries Limited, AF-Taab Investment Company constrained, Navaj Bhai ratan Tata Trust, Tata Steel Ltd.

1.3.2 VISION, MISION AND QUALITY POLICY

VISION :

- To endeavor our own customers favored full administration clinical improvement accomplices.
- To be special key helpful territory while staying centered oncology and hameatology, imaginative treatments restorative gadgets .
- We attempt move toward becoming spot work , our kin set apart .

MISSION:

- We acquire our clients' trust by playing out in R&D programs most quality benchmarks
- We really wind up significant augmentation of our customers' group.

QUALITY POLICY:

- Our esteemed management makes urgent uncommon organization and help construct persisting firm draws, creates and holds remarkable individuals.

1.3.3 PRODUCT SERVICE PROFILE:

Significant items of Bionees incorporate :

- Pharmaceuticals Products
- Agrochemical Products
- Herbal Products

Administrations given by Bionees India private restricted includes Integrated Discovery Development and Regulatory administrations to Pharmaceutical, Biopharmaceutical, Agrochemical, mechanical synthetic, Herbal/Nutraceutical, and therapeutic gadget organizations.

Bionees Preclinical Services incorporate :

- General Toxicity
- Mutagenicity

- Immuno toxicology
- Inhalation Toxicity
- Eco Toxicity
- Reproduction and Development Toxicity
- Biological Tests
- Physio concoction testing

1.3.4 AREAS OF OPERATION:

Significant territories of task are:

- a) Pharmacovigilance
- b) Medical Writing
- c) Bio statics
- d) Regulatory endorsements
- e) Software advancement
- f) Labs/Imaging focuses

1.3.5 INFRASTRUCTURE FACILITIES:

Bionees has best class framework outfitted with condition of workmanship offices with 200,000 sqft developed territory in 5 section of land campus Vivarium with 63 select creature rooms worked according to worldwide guidelines Cutting edge Drug Discovery and Development Labs bolster Medicinal science, Biology, In vivo Pharmacology, Toxicology, Custom blend, Process R&D, GMP assembling, Formulation and Analytical improvement administrations.

1.4 COMPETITORS INFORMATION

Main Competitors are :

Bio xcel, Bhagavathi Ana Labs, Arbro Pharmaceuticals, ASB Life Sciences private restricted.

1.5 SWOT ANALYS

STRENGTH

- Free and open source tools .
- Increased citability rate .
- Preservation and archieving.

WEAKNESS

- Digital rights administration.
- Copyrights issue

- Authenticity and trust

OPPURTUNITY

- Marketing and exposure
- Engaged partners
- Formulating approaches

THREATS

- Lack of approaches
- Privacy and information security

1.6 FUTURE GROWTH AND PROSPECTS

We are original business fabricate primary on amazing work by our all around qualified logical staff. Organization has propelled 10 years prior beginning with creature rearing, and foraying into pre clinical contract look into association (CRO) offering administrative testing administrations for pharmaceuticals , biopharmaceuticals , agrochemicals , modern chemicals , restorative gadgets and home grown organizations. We work business from 110000 square feet of world class vivarium & supporting research centers at bengaluru that are association for monetary co activity & advancement, great lab rehearse and authorize by relationship for assesement & accreditation of lab creature mind universal.

We have solid, look into arranged logical labor base of 150 individuals and admintration incomes of Rs 26 crore . While residential as of now contributes 73-80% to companys

incomes center going ahead increment remote incomes achieving blend of 50:50 amongst local & outside income.

1.7 FINANCIAL STATEMENT

CONSOLIDATED BALANCE SHEET AS ON 31.3.2017

PARTICULARS	NOTE NO.	As on 31 st March 2017	As on March 31 st 2016
EQUITY AND LIABILITIES			
<i>Shareholder's fund</i>			
a) Share capital	3	105,873,400	105,873,400
b) Reserve and surplus	4	283,968,142	274,159,799
c) Minority Interest	5	13,949,188	9,298,931
		401,790,730	387,332,130
<i>Non-current liabilities</i>			
a) Long term borrowings			
b) Deferred tax liabilities (net)	6	64,910,414	73,668,697
c) Long term provions	7	21,863,000	24,483,550
<i>Current liabilities</i>			
a) Short term borrowings	8	3,087,837	2,852,976
b) Trade payables			
c) Or current liabilities			
d) Short term provions	9	208,785,341	236,380,694
	10	64,531,618	70,097,544
	11	92,236,635	86,659,963

ASSETS	12	21,188,117	29,335,535
<i>Non-current assets</i>			
a. Fixed assets			
(i) Tangible Assets			
(ii) Intangible Assets			
(iii) Capital Work in Progress			
b. Goodwill on Consolidation			
c. Non-current Investment			
d. Long-term Loans and Advances			
<i>current assets</i>			
a) inventories		878,393,692	910,811,089
b) trade receivables			
c) cash and cash Equivalents			
d) Short term loans and advances			
e) Or current assets			
	13	201,013,104	211,963,833
	13	-	2,025
	13	30,657,772	3,562,614

	14	28,011,446	28,011,446
	14	507,100	5407,100
	15	15,115,284	14,394,494
	16	381,234,953	405,651,007
	17	145,436,358	177,700,973
	18	53,731,760	46,666,662
	19	21,718,817	20,006,383
	20	967,098	2,344,552
		878,393,692	910,811,089

Table 1.7

CONSOLIDATED PROFIT AND LOSS FOR YEAR ENDED 31.03.2017

PARTICULARS	NOTE NO.	For year ended 31.03.2017 (Rs)	For year ended 31.03.2016 (Rs)
REVENUE FROM OPERATIONS			
Revenue from Operations (Gross)	21	981,797,619	1,054,215,789
Less: Exce Duty		90,561,307	92,717,854
Revenue from Operations (Net)		891,236,312	961,497,935
Or Income	22	3,466,916	3,977,347
Total Revenue		894,703,228	965,475,282
EXPENDITURE			
Cost of Materials Consumed		356,938,315	401,513,987
Changes in Inventories of Finhed Goods and Work-in-progress	23	16,057,554	2,917,604
Employee Benefits Expense	24	159,752,751	164,706,987
Finance Costs		31,748,465	38,951,433
Depreciation	25	23,365,500	22,820,899
Or Expenses	26	268,353,830	292,559,977
	13		

Total Expenses	27	856,216,415	917,635,679
Profit before extraordinary items and tax		38,486,813	47,839,603
Extraordinary items- Loss by fire		4,009,790	-
Profit before tax		34,477,023	47,839,603
Less: Tax Expense			
-Current tax	29		
-Deferred tax		12,287,615	18,391,958
		(2,620,550)	(2,554,544)
		9,667,065	15,847,414
Profit for year after tax		24,809,958	31,992,189
Add: Share of (Profit)/ Loss of subsidiaries for year transferred to minority interest	5	(3,858,285)	628,270
		20,951,673	
Earnings per equity share (nominal value of Rs 10/-) (basic and diluted) before extraordinary item earnings per equity share (nominal value of Rs 10/-) (basic & diluted) after extraordinary item significant			32,620,459

accounting policies and notes on accounts	28	2.62	3.68
	28	2.31	3.68

Table 1.7

CHAPTER 2

CONCEPTUAL BACKGROUND

AND

LITERATURE REVIEW

2.1 THEORETICAL BACKGROUND OF STUDY

Employee Motivation one of most fundamental parts in organization's advancement and achievement. Keeping in mind end goal to expand general execution of organization it imperative for an employer to comprehend what spurs representatives and how to build activity satisfaction. It may however be trying for organization to discover what spurs its workers, particularly on grounds that distinctive individuals inspired by various things.

Very much outlined & utilitarian reward framework make productive approach to expand worker work motivation. Suitable kind of reward created in understanding to organization's reward rationality, systems and approach. In any case, it may test to discover right approach to consolidate organization's incorporated strategies and practices toger with representative's commitment, experts and capability.

Concept of Motivation

Word Motivation has been gotten from thought process which implies any thought, require or emotion that prompts man to activity. Whatever might be conduct of man, re some stimulus behind it .Stimulus endless supply of individual concerned. Motive can known by concentrate on needs & wants.

There is no all-inclusive hypos can clarify factors influencing intentions which control mans behavior at any particular point of time. As a rule, diverse thought processes work distinctive circumstances among various individuals & influence their behaviours.

MEANING OF MOTIVATION

As indicated by Edwin B Flippo, "Motivation is process of attempting to influence others to do their work through possibility of gain or reward"

CENTRALITY OF MOTIVATION

Motivation includes getting individuals from going to pull weight successfully, to give their unwaveringness to going, to do appropriately reason for association. accompanying outcomes might be normal if representatives are legitimately persuaded.

1. Workforce will better fulfilled if administration gives them chances to satisfy physiological and mental needs. Specialts will participate deliberately with administration and will contribute mos extreme towards objectives of big business.

2. Workers will have a tendency to be proficient conceivable by enhancing abilities and information so we are capable add to advance of association.

3. Rates of work's turnover & non-appearance among laborers will be low.

4. Number of grievances will descend.

5. There will be increment in amount & nature of items. Wastage and scrap will be less. Better nature of items will likewe expand open picture of business.

Motivation Process.

1. Identification of need
2. Tension
3. Course of activity
4. Result – Positive/Negative
5. Feed back

Theories of Motivation.

Understanding what spurred workers and how they propelled focal point of numerous scientists following production of Hawthorne think about outcomes (Terpstra, 1979). Six noteworthy methodologies that have prompted our understanding inspiration are 9McClelland's Achievement Need Theory, Behavior Modification hypos; Abraham H Mallovs require pecking order or Deficient hypos of motivation.J.S0. Adam's Equity ory, 9Vrooms Expectation theory, Two factor theory.

McClelland's Achievement Need Theory.

As indicated by McClelland's there are three kinds of necessities;

Need for Achievement (n Ach);

Need is most grounded and enduring rousing element. Especially case people who fulfill alternate needs. They are continually pre involved with want for development and need for circumstance in which effective results specifically associated with their endeavors.

Need for Power (n Pow)

Want to control conduct of or individuals and to control environment. Power motivation positive applications brings about residential administration style, while its negative application tends to autocratic style.

Need for Affiliation

It is identified with social needs and makes fellowship. The outcomes in development of casual gatherings or group of friends.

Behavioral Modification Theory;

According to this theory the individual's conduct results from positive and troublesome past conditions. Skinner inquired about among rats and school youngsters. He discovered that alluring conduct could be reinforced by compensating it soonest. In modern circumstances, the importance of hypotheses might be discovered through establishment of monetary and non-money related motivating forces.

More prompt reward and incitement or it propels it. Withdrawal of reward in case of low for most part more compelling to remunerate wanted conduct than to rebuff undesired behavior.

Abraham H Maslow Need Hierarchy or Deficient theory of Motivation.

Scholarly reason for most inspiration believing been given by behavioral researchers, A.H Maslow and Frederick Herzberg, whose distributed works are "Authoritative guide of Motivation". In spite of fact that Maslow himself did not matter theory to modern circumstance, wide effect for past scholastic circles. Douglas Mac Gregor has utilized Maslow's theory to translate particular issues faculty organization & mechanical relations.

Crux of Maslow's theory that human needs masterminded chain of importance made out five classifications. Most reduced level needs are physiological and largest amounts are self completion needs. Maslow begins with arrangement that man needing creature with chain of command of requirements which some are bring down ins scale and some are in higher scale or arrangement qualities. As lower needs are fulfilled, higher necessities are. Higher requirements can't be fulfilled unless lower needs satisfied. fulfilled need n't spark. The looks like standard monetary theory unavoidable losses. Pecking order needs at work singular today routine instrument staff exchange and when necessities are dynamic, go about as intense conditioners conduct as Motivators.

Hierarchy of needs; fundamental needs men are five. Physiological needs, safety needs, social needs, ego needs, self actualization needs.



Fig (2.1)

Over five essential needs are respected endeavoring needs which influence individual to get things done. Main model shows positioning distinctive needs. Second more useful showing how fulfillment higher necessities in view of fulfillment of lower needs. It likewise indicates how number individual who has encountered satisfaction of higher needs bit by bit decreases.

Physiological Needs: - Individual climb step reacting first to physiological requirements for food, dress and sanctuary. These physical needs should be likened with pay rate, pay rehearses and degree with physical condition work.

Safety Needs: - Next all together needs wellbeing needs, should be free from from or individuals from condition. Singular need guaranteed, once substantial needs are fulfilled, that are secure and will keep on satisfying for predictable component. Wellbeing needs may take

frame employer stability, security against sickness, hardship, maturity & so like against modern damage. Such needs by and large met by wellbeing laws, measure standardized savings, defensive work laws and aggregate assentions.

Social needs: - Going up size of necessities singular feels want to work in strong group and create feeling of having a place and proof with garing. He feels need love and be cherhed and need to have a place and be related to garing. In substantial association it difficult to develop social relations. Howeve r cozy relationship can developed with minimum some kindred laborers. Each worker needs feel that he needed or acknowledged and that he not an outsider confronting unfriendly garing.

Personality or Esteem Needs: - These necessities reflected in our want for status and acknowledgment, regard and notoriety in work garing or work place such gave by acknowledgment ones legitimacy by advancement, interest admintration and by satisfaction specialts encourage for self articulation. A portion of necessities identify with ones regard.

Self acknowledgment or Actualization needs: - Upper level need one which when fulfilled give bits of knowledge to help future research with respect to vital direction for association that are both giving and utilizing reward/acknowledgment programs influences worker to surrender relianc or on earth. He progresses toward becoming development situated, self oriented, directed, dengaged and imaginative. Need mirrors state characterized as far degree which individual accomplishes work force objective. They simply need which thoroughly lies and no request from any outer circumstance or individual.

J.S Adams Equity Theory

Worker thinks about her/h activity inputs result proportion with that of reference. In event that worker sees imbalance, she/he will act to correct inequity: bring down profitability, diminished quality, expanded non-attendance, deliberate acquiescence.

Vrooms Expectation Theory

Vroom's theory depends on conviction that worker exertion will prompt execution & will prompt prizes (Vroom, 1964). Reward might be positive or negative. More positive reward more probable worker will exceptionally energetic. On hand, more negative reward more improbable worker will be roused.

Two Factor Theory

Douglas McGregor presented hypos with assistance of two perspectives; X presumptions preservation in style, Assumptions current in style.

X Theory

- Individuals characteristically dislike work.
- People must be pressured or controlled do work to accomplish destinations.
- People want to be coordinated

Y Theory

- People see function as being normal as play & rest.

- People will practice self bearing & control towards accomplishing destinations y are focused on
- People figure out how acknowledge look for obligation.

Types of Motivation

Inborn motivation happens when individuals are inside spurred to accomplish something since it brings joy, think it critical, or feel that what realizing ethically huge.

Outward motivaton becomes integral factor when understudy constrained to accomplish something or act specific path as result components outer to him or her (like cash or decent evaluations) .

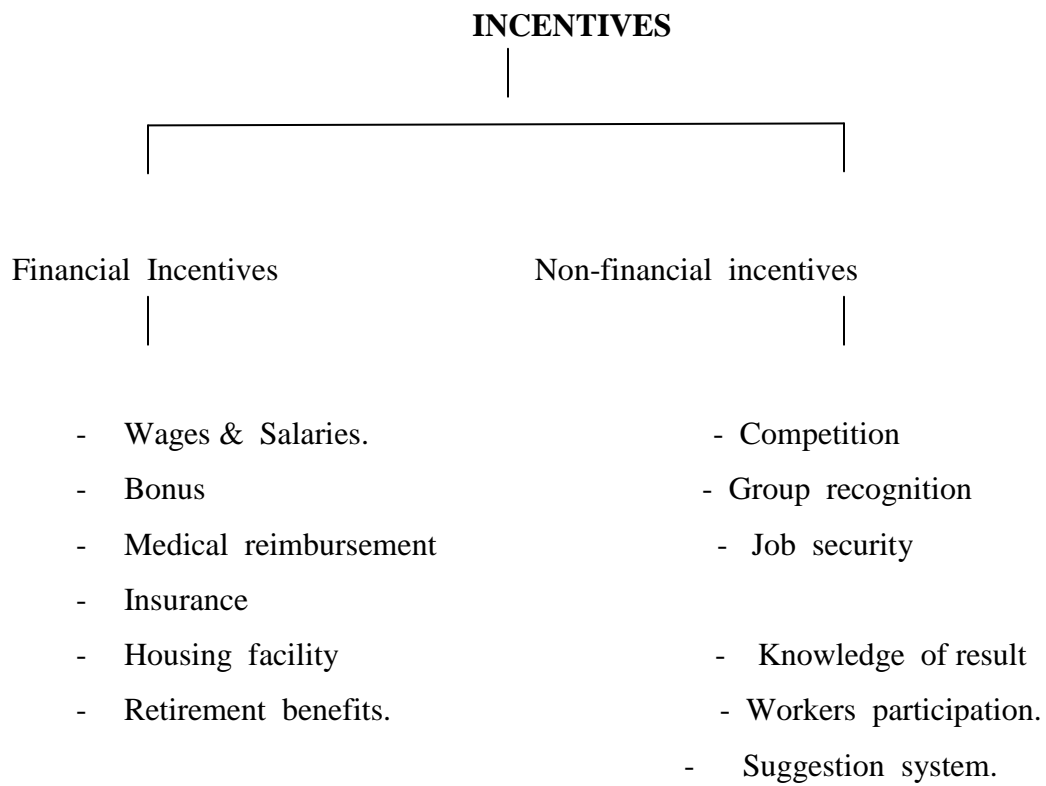
Incentives

Incentive something which animates man towards some objective. It actuates human needs and makes want to work. In associations, increment motivator prompts better execution and or way around.

Requirement for Incentives

Man is needing creature. He keeps on needing who knows what. He never completely fulfilled. Event that one need fulfilled, or need require emerges. Keeping in mind end goal to rouse workers, admintration should endeavor to fulfill requirements. For reason, both money related & non monetary motivators might utilized by administration to persuade specials. Budgetary impetuses or inspirations those which related with cash. Incorporate wages & compensations, incidental advantages, reward, retirement benefits & so on. Non money related inspirations are

those which not related with financial prizes. Incorporate immaterial impetuses like sense of self fulfillment, self-completion obligation.



2.2 REVIEW OF LITRETURE

As per Robert and Cole (2002) " achievement or disappointment of firm hinghes on capacity to pull in , create, hold, engage & remunerate differing cluster of talented individuals & way to enhance association execution".

As indicated by Wes Brown (1987) " In association setting word Motivation utilized to depict drive that incites individual to work".

As indicated by Mario Gonzalves(1994) " Idea of inspiration suggests that individuals pick way of activity take after".

As indicated by Robert Frost(1923) "Motivation suggests that one individual in association setting say director , incorporates , say representative , to participate in real life by guaranteeing that channel to".

As indicated by CV Gupta (2000) " Employee Motivation real errand of each chief to rouses h subordinates or make 'Wil to work' among subordinates".

As indicated by Harry Kane(1988) " Great motivational program method basic to accomplish objective of association. Accordingly association accomplishes productivity additionally to grow great authoritative culture".

As per R Chandrasekhar (1995) " Motivation has assortment of impacts. impacts might be found with regards to people physical & psychological wellness, profitability, truancy and turnover".

As indicated by Rose Butler(1984) "Worker please must be overseen in excess of one way. Aides in holding and supporting genuine adherents who convey qualities to association Proliferating and sustaining number of genuine devotees".

As per Dale Yoder(1877) "Motivation center of admintration. Motivation successful instrument in hands of administration inspiring work constrain".

As per Rens Likerthas(1965) "Successful Motivation succeeds in having request acknowledged as well as picking up assurance to see that it executed viably and proficiently".

As per Bernard L(1978) " during time spent motivation supervisors must decide thought processes and needs of laborers and give condition in which proper impetuses are accessible for their fulfillment".

As indicated by De Kock(1985) " Inspiration includes getting individuals from yearning to pull weight successfully, to give dedication to yearning, to do appropriately reason for association".

As indicated by Philip Luis (1902) "Propelled workers are extraordinary advantage for association . though on grounds that inspiration & occupation fulfillment connected".

As per Sergi Roberto(1905) " Appropriate utilization of inspiration must be made enthrall representatives to tail . Special might be tremendously equipped for doing some work, nothing can be accomplished on chance that he not willing to work".

As per Steve Austin(1980) " Inspiration something that moves individual vigorously and proceeds with him throughout activity energetically".

As per James Holland(1908) " Motivation critical device in hands supervisor for moving work power & making to do work with excitement and ability".

As indicated by Jon Bob(1945) " Critical capacity of administration to spur individuals in working association to perform work allocated to decent way".

As indicated by Paul George(1964) " Motivation mental powers that decide bearing of people conduct in association , people level of exertion and people level of constancy".

As indicated by Maw Henderson(1966) "Motivation impression of level of vitality, duty, & inventiveness that companys specialties convey to occupations".

As per Rafael Varane(1900) " Reason for motivation to make condition in which individuals will work with activity, intrigue, & energy with high individual & yearning moral fulfillment with awareness of expectations".

CHAPTER 3

RESEARCH DESIGN

3.1 STATEMENT OF PROBLEM

Examination here is investigation related with motivation representatives of MADRAS PHARMACEUTICALS LIMITED, Bengaluru are assortment of components that can impact man's level of motivation.

1. Level of pay and advantages
2. Job Security
3. Quality of working conditions
4. Leadership & social connections,
5. Employee acknowledgment

3.2 NEED FOR STUDY

Motivation vital apparatus in hands of director for rousing work compel and making to do work with eagerness & ability .Critical capacity of management to persuade general population working association to play out work doled out viably & productively. Administration needs to comprehend Human conduct on off chance that it has give most extreme inspiration to work force. Motivation something that moves person into activity & proceeds with him throughout activity excitedly.

3.3 OBJECTIVES

Essential goal

1. To investigate critical elements which are expected to propel representatives.

Optional Objective.

1. To investigation impact of financial & non-money related advantages gave by association on representative's execution.
2. To examine impact of occupation advancements on workers.
3. To take representative's fulfillment on relationship exists in association.
4. To give functional proposal to change association's execution.

3.4 SCOPE OF STUDY

Present examination on representative inspiration gets clear picture about elements which persuades workers. Causes administration to plan reasonable arrangement to inspire representatives. Consequently, motivational level of workers may like change.

Elements that inspire workers may change with change in time grounds that requirements of representatives too change with change time. So nonstop checking & close perception components that persuade representatives important keep up equipped work drive. Just with equipped work drive association can accomplish its goal. Besides, human asset most significant advantage for any association. A report with dept examination to know what degree components spur representatives required.

3.5 RESEARCH METHODOLOGY.

Research efficient strategy for discovering answers for suits. It basically examination, an account & investigation proof to gain information. As indicated by Clifford Woody, "look into includes characterizing & reclassifying suit, figuring theory or recommended arrangements, grouping, sorting out & assessing data, reaching conclusions, testing conclusions to decide if fit planned speculation"

Test Size.

Number of testing units chosen from populace known span of example. Test of 50 respondents were gotten from populace.

Testing Procedure.

Method received in present examination likelihood testing, which called shot inspecting. Under examining outline, each thing edge has equivalent shot of incorporation example.

Methods of Data Collection.

Information's were gared through Primary and optional sources

Primary Sources

Essential information are "crude material" to which measurable strategies connected with end goal of examination & understandings.

Essential sources are talk with workers, information's gared through survey.

Secondary Sources.

Secondary information's are completed items have just been dealt with measurably some frame.

Auxiliary information chiefly compress information & data gared from records, organization sites talk with administration of association. Optional information like we gared from diaries, magazines & books.

Nature of Research.

Distinct research called measurable research, portrays information & qualities about populace or wonder being contemplated. Illustrative research answers inquiries who, what, where, when & how.

In spite fact that information depiction genuine, exact & efficient, exploration can't portray what caused circumstance. Along lines, enlightening examination can't be utilized to make causal relationship, where one variable influences . As it were, clear research can be said to have low prerequisites for inside legitimacy.

Survey.

All around characterized poll that utilized adequately can assemble data on both general execution of test framework and data on particular segments framework. A vanquished survey was painstakingly arranged & uniquely numbered. Inquiries were masterminded appropriate request, as per importance.

Nature of Questions Asked.

Poll compress of open finhed, dichotomous, rating & positioning inquiries.

Pre-testing

Pre-testing of poll was led with 10 surveys, which were appropriated & every one were gared back as finhed survey. Based on questions framed by respondents survey was redialed to its present shape.

Test

Limited subset of populace, chose from it with goal examining its properties called example. Example delegate some portion populace. Example of 50 respondents has been arbitrarily chosen. Reaction to different components under every inquiry were totaled with end goal different factual testing.

Introduction of Data.

Information are exhibited through diagrams & tables.

Instruments and Techniques for Analys.

Relationship utilized to test theory and draw inductions.

3.6 HYPOTHESIS:

Speculation preparatory or conditional clarification or propose by scientist of what specialist considers result examination will be. It educated/taught guess. It demonstrates desires of scientist in regards specific factors. It most particular manner by which response to sue can be expressed.

Research speculations are particular testable forecasts made about autonomous ward factors in examination. Speculations are framed as far specific free & ward factors that will be utilized as part of investigation . Exploration theory of investigation as per following.

H₀ : There is no significant relationship between incentives and employees performance.

H0: There is no significant relationship between career development opportunities & extend of employee motivation.

H0: There is no significant relationship between performance appraisal system & extend of motivation.

3.7 LIMITATION

Limitation of study are following:

- Data was collected through questionnaire. Responds from respondents may not be accurate.
- Sample taken for study was only 50 & results drawn may not be accurate.
- Since organization has strict control, it acts barrier for getting data.
- Difficulty was very limited time-span of project.
- Lack of experience of Researcher.

3.8 CHAPTER SCHEME

Chapter 1 consist of Industry and Company Profile.

Chapter 2 consist of Literature Review and conceptual background of study

Chapter 3 consist of Research Design including Research Methodology, Hypothesis.

Chapter 4 consist of Analysis and Interpretation of data.

Chapter 5 consist of Summary of findings, conclusions, suggestions.

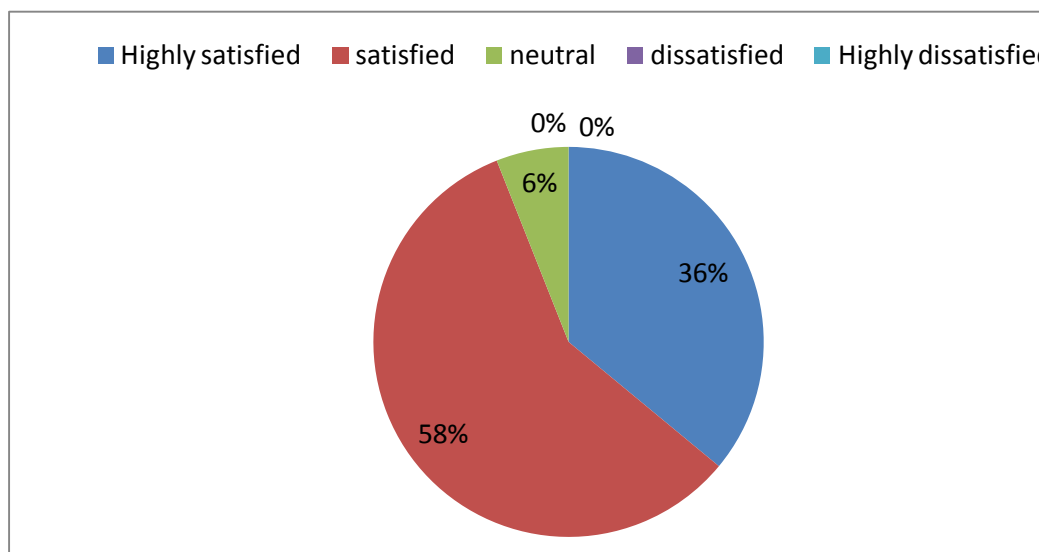
CHAPTER 4
DATA ANALYSIS
AND
INTERPRETATION

4. ANALYS AND INTERPRETATION OF DATA

4.1.1 Response about support from HR department

SL NO	PARTICULAR	NUMBER OF RESPONDENTS	PERCENTAGE
1	Highly satisfied	18	36
2	Satisfied	29	58
3	Neutral	3	6
4	Dissatisfied	0	0
5	Highly dissatisfied	0	0
	Total	50	100

(TABLE 4.1.1)



(CHART 4.1.1)

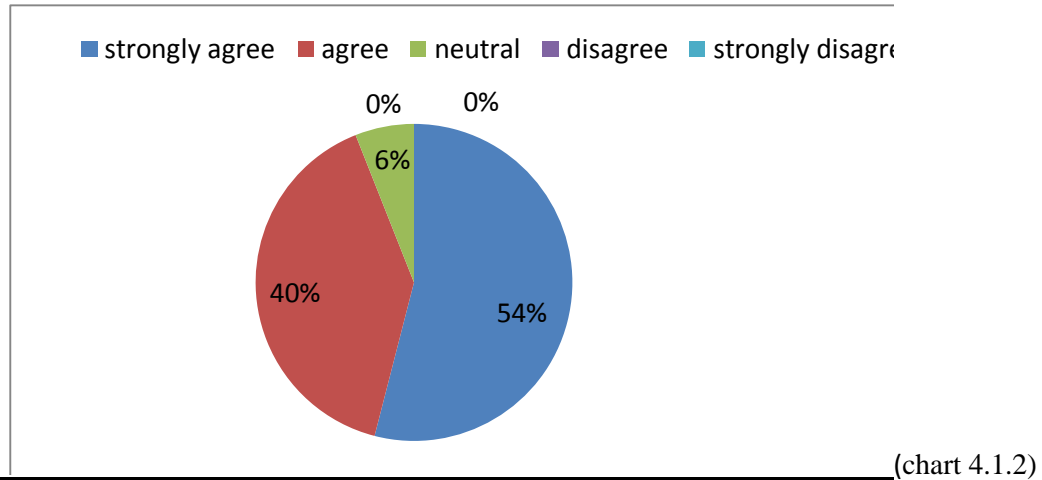
INTERPRETATION

Table shows that 58% of respondents are satisfied with support they are getting from HR department.

4.1.2 Management is interested in motivating employees

SL NO	PARTICULAR	NUMBER OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	27	54
2	Agree	20	40
3	Neutral	3	6
4	Disagree	0	0
5	Strongly Disagree	0	0
	Total	50	100

(Table 4.1.2)

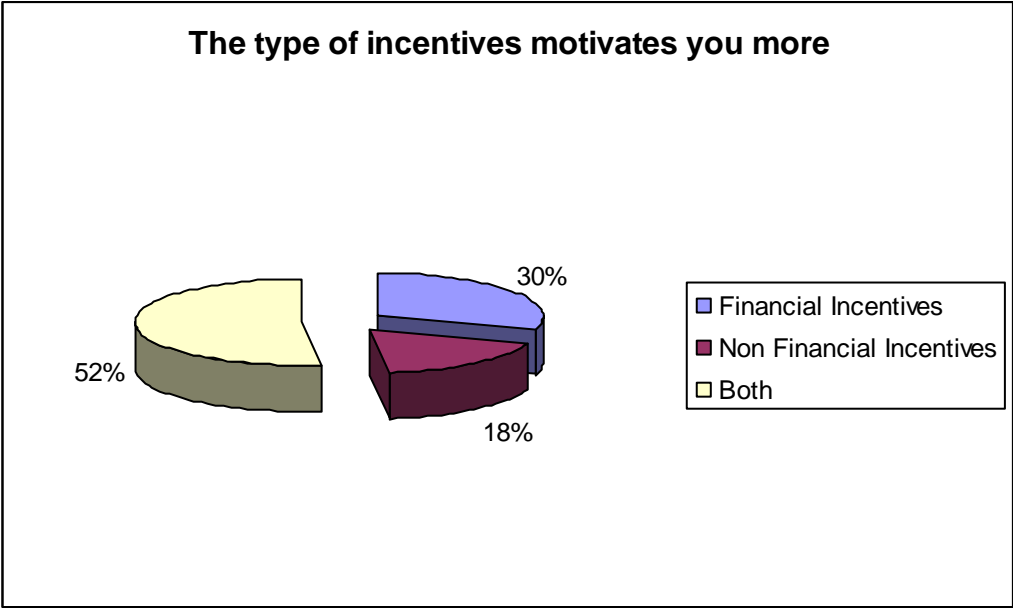


INTERPRETATION : Table shows that 54% of respondents are strongly agreeing that management interested in motivating employees

4.1.3 Type of incentives motivates you more

SL NO	PARTICULAR	NUMBER OF RESPONDENTS	PERCENTAGE
1	Financial Incentives	15	30
2	Non financial Incentives	9	18
3	Both	26	52
	Total	50	<100

(Table 4.1.3)



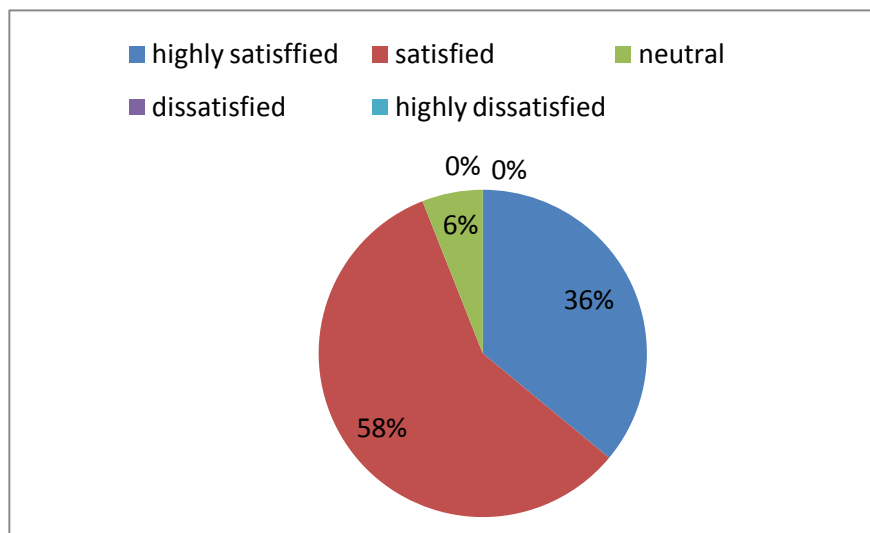
(Chart 4.1.3)

INTERPRETATION: Table shows that 52% of respondents are expressing that both financial & non financial incentives will equally motivate .

4.1.4 Satisfaction with present incentives scheme

SL NO	PARTICULAR	NUMBER OF RESPONDENTS	PERCENTAGE
1	Highly satisfied	18	36
2	Satisfied	29	58
3	Neutral	3	6
4	Dissatisfied	0	0
5	Highly Dissatisfied	0	0
	Total	50	100

(Table 4.1.4)



(Chart 4.1.4)

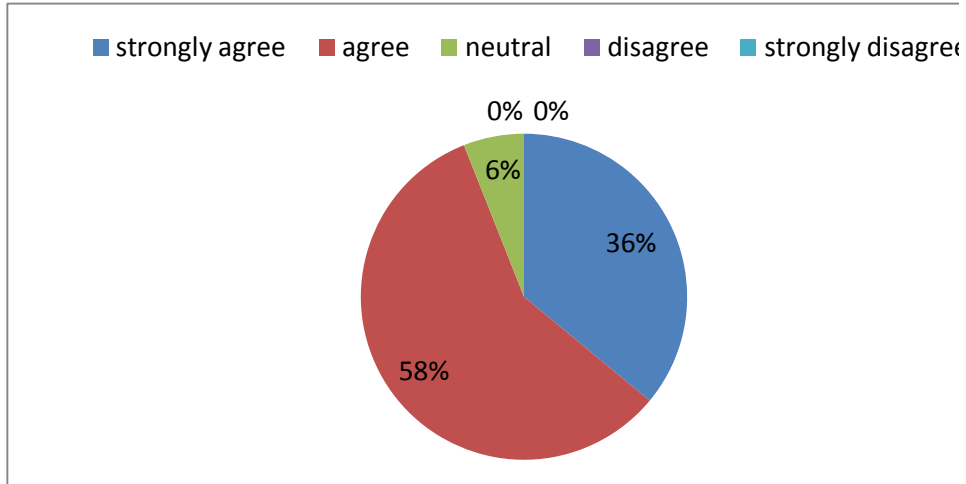
INTERPRETATION

Table shows that 58% of respondents are satisfied with present incentive scheme of organization.

4.1.5 Company eagerness in recognizing and acknowledging employee's work

SL NO	PARTICULAR	NUMBER OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	18	36
2	Agree	29	58
3	Neutral	3	6
4	Disagree	0	0
5	Strongly Disagree	0	0
	Total	50	100

(Table 4.1.5)



(CHART 4.1.5)

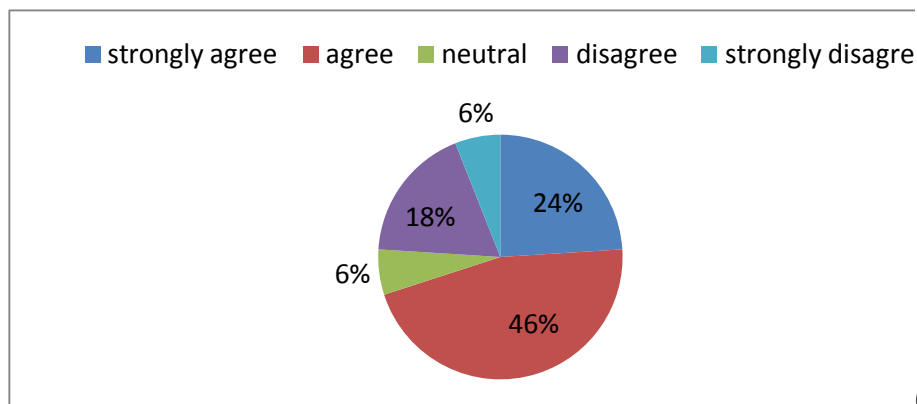
INTERPRETATION

From study, 58% of employees agreed that company is eager in recognizing & acknowledging their work, 36% strongly agreed and only 6% showed neutral response.

4.1.6 Periodical increase in salary

SL NO	PARTICULAR	NUMBER OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	12	24
2	Agree	23	46
3	Neutral	3	6
4	Disagree	9	18
5	Strongly Disagree	3	6
	Total	50	100

(Table 4.1.6)



(chart 4.1.6)

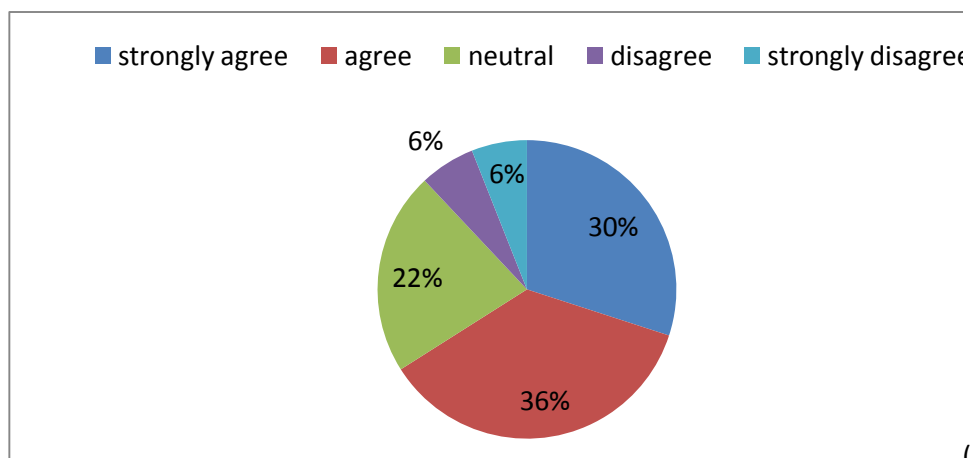
INTERPRETATION

Table shows 46% of employee agrees periodical increase in salary.

4.1.7 Job Security existing in company

SL NO	PARTICULAR	NUMBER OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	15	30
2	Agree	18	36
3	Neutral	11	22
4	Disagree	3	6
5	Strongly Disagree	3	6
	Total	50	100

(Table 4.1.7)



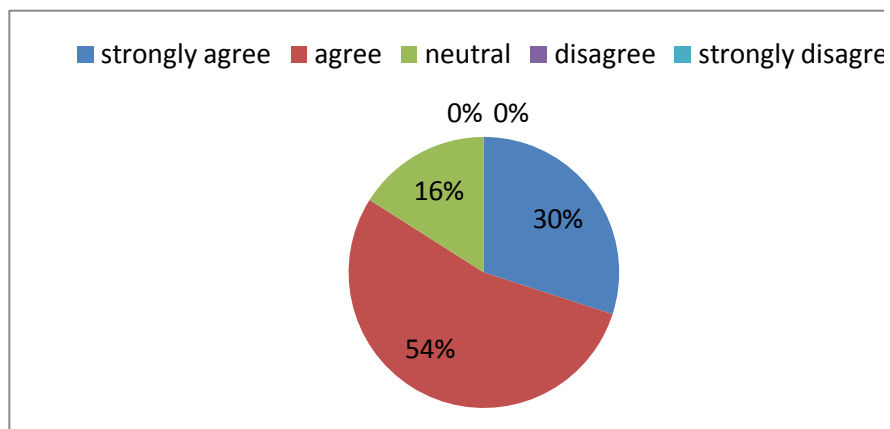
(Chart 4.1.7)

INTERPRETATION : Table shows 35% of employees agree with good job security exist in company.

4.1.8 Good relations with co-workers.

SL NO	PARTICULAR	NUMBER OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	15	30
2	Agree	27	54
3	Neutral	8	16
4	Disagree	0	0
5	Strongly Disagree	0	0
	Total	<50	<100

(Table 4.1.8)



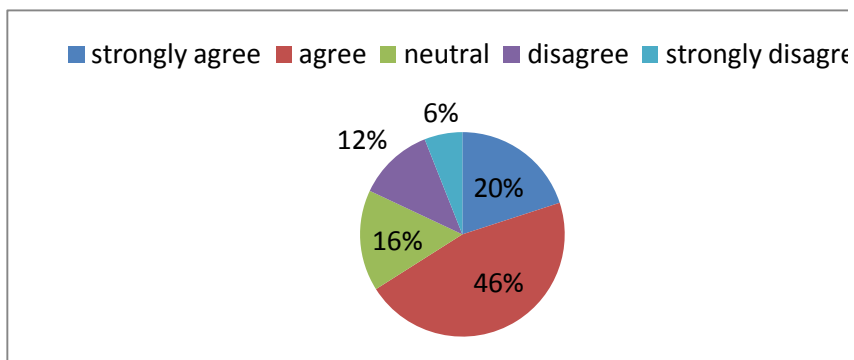
(Chart 4.1.8)

INTERPRETATION: Table shows 54% of respondents agree that they have good relations with co-worker.

4.1.9 Effective performance appraisal system.

SL NO	PARTICULAR	NUMBER OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	10	20
2	Agree	23	46
3	Neutral	8	16
4	Disagree	6	12
5	Strongly Disagree	3	6
	Total	50	100

(Table 4.1.9)



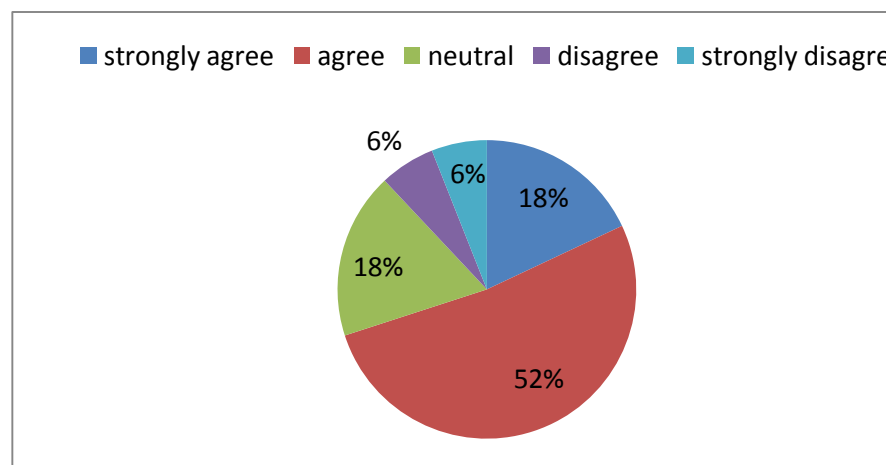
(Chart 4.1.9)

INTERPRETATION : Table shows 46% of respondents agree to effective performance appraisal system existing in company.

4.1.10. Effective promotional opportunities in present job

SL NO	PARTICULAR	NUMBER OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	9	18
2	Agree	26	52
3	Neutral	9	18
4	Disagree	3	6
5	Strongly Disagree	3	6
	Total	50	100

(Table 4.1.10)



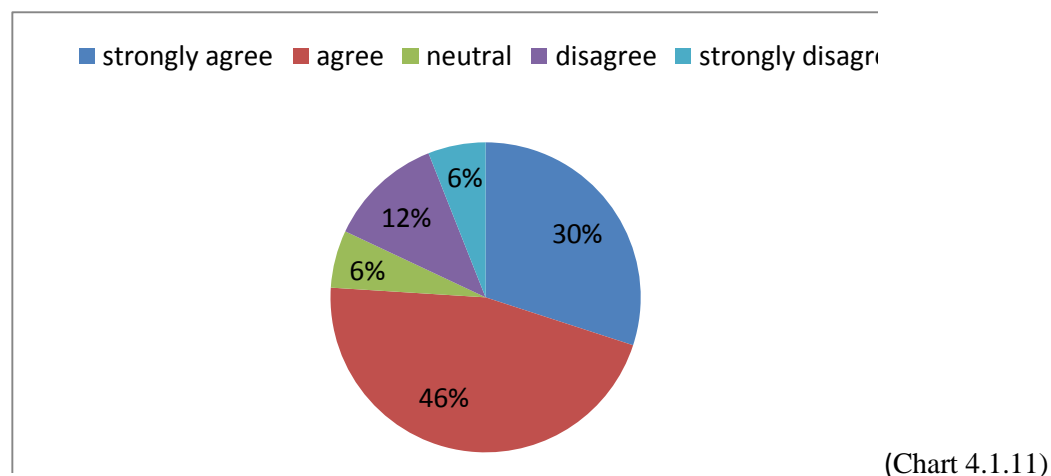
(Chart 4.1.10)

INTERPRETATION : Table shows 52% of respondents agree with effective promotional opportunities in their present job.

4.1.11. Good safety measures existing in organization.

SL NO	PARTICULAR	NUMBER OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	15	30
2	Agree	23	46
3	Neutral	3	6
4	Disagree	6	12
5	Strongly Disagree	3	6
	Total	50	100

(Table 4.1.11)



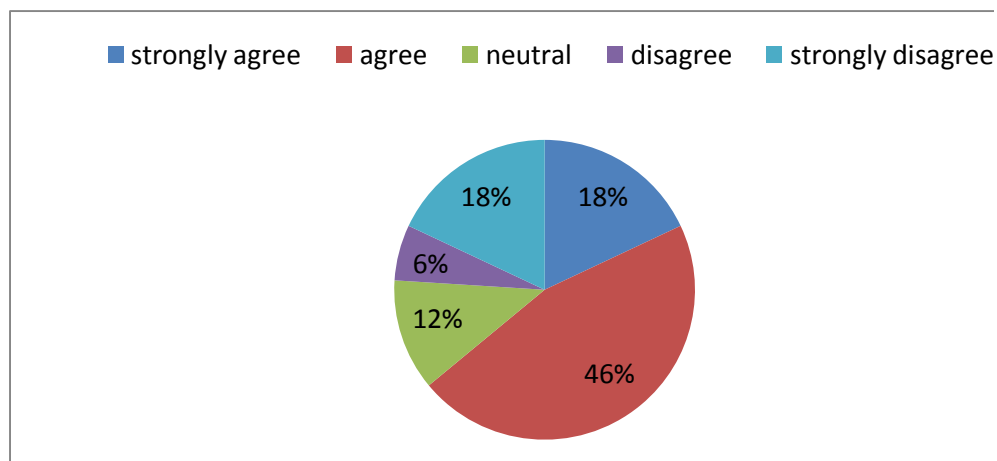
(Chart 4.1.11)

INTERPRETATION: Table shows 46% of respondents agree that there is good safety measure existing in company.

4.1.12. Performance appraisal activities are helpful to get motivated.

SL NO	PARTICULAR	NUMBER OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	9	18
2	Agree	23	46
3	Neutral	6	12
4	Disagree	3	3
5	Strongly Disagree	9	18
	Total	50	100

(Table 4.1.12)



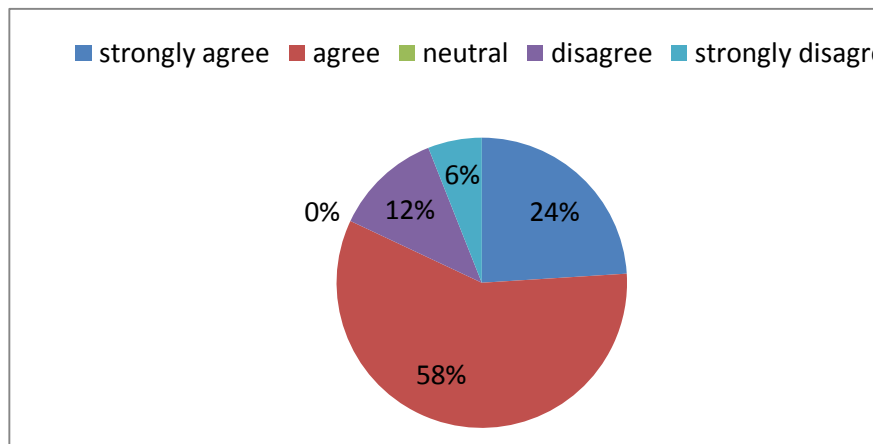
(Chart 4.1.12)

INTERPRETATION : Table shows 46% of respondents agree that performance appraisal activities are helpful to get motivated.

4.1.13. Support from co-worker helpful to get motivated

SL NO	PARTICULAR	NUMBER OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	12	20
2	Agree	29	46
3	Neutral	0	0
4	Disagree	6	12
5	Strongly Disagree	3	6
	Total	50	100

(Table 4.1.13)



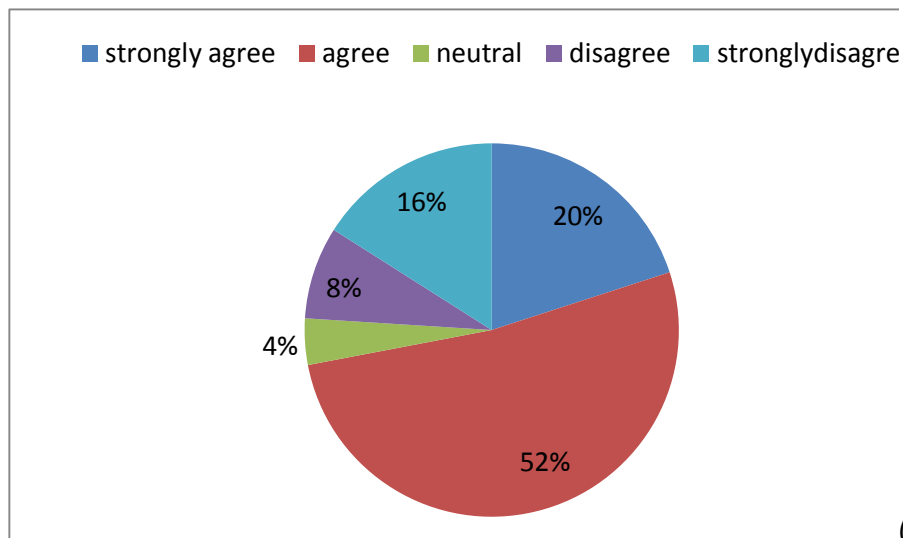
(chart 4.1.13)

INTERPRETATION: Table shows 58% of respondents agree that support from co-worker helpful to get motivated.

4.1.14. Career development opportunities are helpful to get motivated

SL NO	PARTICULAR	NUMBER OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	10	20
2	Agree	26	52
3	Neutral	2	4
4	Disagree	4	8
5	Strongly Disagree	8	16
	Total	50	100

(Table 4.1.14)



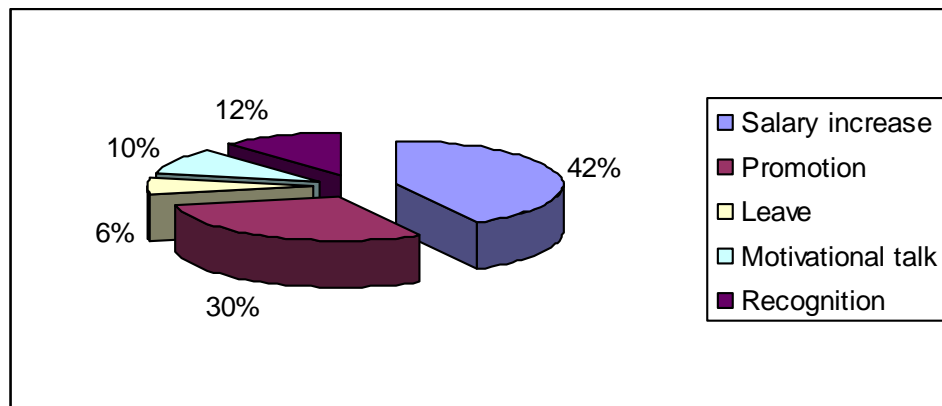
(Chart 4.1.14)

INTERPRETATION: Table shows 52% of respondents agree that career development opportunities are helpful to get motivated

4.1.15. Factors which motivates you most.

SL NO	PARTICULAR	NUMBER OF RESPONDENTS	PERCENTAGE
1	Salary increase	21	42
2	Promotion	15	30
3	Leave	3	6
4	Motivational talk	5	10
5	Recognition	6	12
	Total	50	100

(Table 4.1.15)



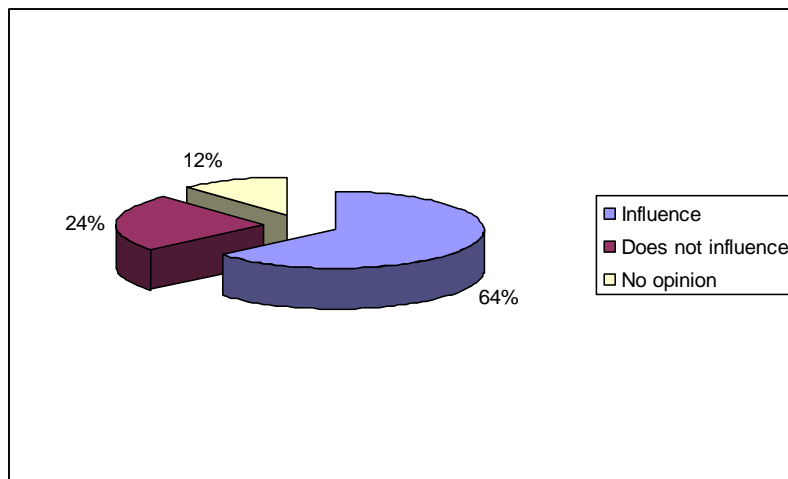
(Chart 4.1.15)

INTERPRETATION: Table shows that 42% of respondent responding that increase in salary will motivate them most.

4.1.16. Incentives and benefits will influence your performance

SL NO	PARTICULAR	NUMBER OF RESPONDENTS	PERCENTAGE
1	Influence	32	64
2	Does not influence	12	24
3	No opinion	6	12
	Total	50	100

(Table 4.1.16)



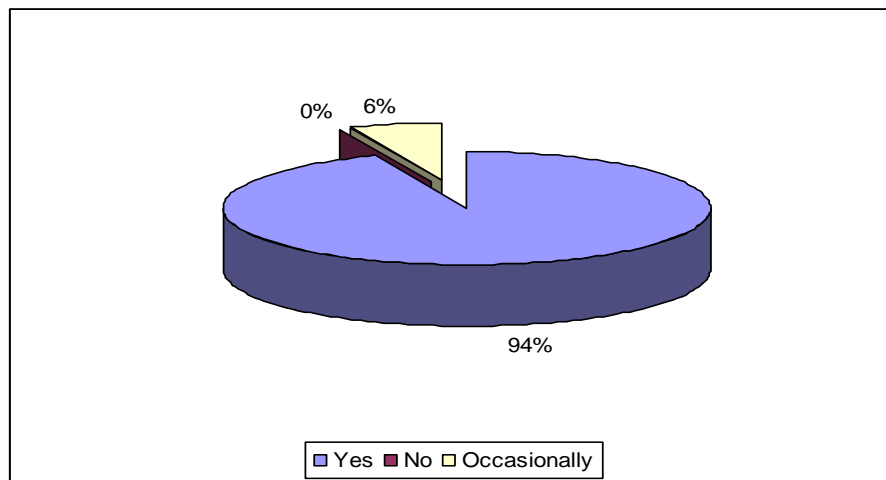
(Chart 4.1.16)

INTERPRETATION : Table shows 64% of respondents responded that incentives and benefits will influence their performance.

4.1.17 Management involves you in decision making which are connected to your department.

SL NO	PARTICULAR	NUMBER OF RESPONDENTS	PERCENTAGE
1	Yes	47	94
2	No	0	0
3	Occasionally	3	6
	Total	50	100

(Table 4.1.17)



(Chart 4.1.17)

INTERPRETATION : Table shows 94% of respondents agree that Management involve in decision making which are connected to your department.

4.2 INFERENTIAL STATISTICS

H₀: no significant relationship between incentives and employee's performance.

	Mean	Std. Deviation	N
Incentives	1.72	.573	50
Employee performance	1.50	.707	50

Correlations

		Incentives	Employee performance
Incentives	Pearson Correlation	1	.655(**)
	Sig. (2-tailed)	.	.000
	Sum of Squares and Cross-products	16.080	13.000
	Covariance	.328	.265
	N	50	50
	Employee performance	Pearson Correlation	.655(**)
Sig. (2-tailed)		.000	.
Sum of Squares and Cross-products		13.000	24.500
Covariance		.265	.500
N		50	50

** Correlation significant at 0.01 level (2-tailed).

Inference:

Since Correlation significant at 0.01 level (2-tailed) null hypos that “ **no significant relationship between incentives and employee’s performance**” rejected & an alternative hypos framed.

H1: There is significant relationship between incentives and employee’s performance.

Ho: There is no significant relationship between career development opportunities and extent of employee motivation.

	Mean	Std. Deviation	N
career development opportunities	3.70	1.035	50
extent of motivation	3.36	1.317	45

Correlations

		career development opportunities	extent of motivation
career development opportunities	Pearson Correlation	1	.909(**)
	Sig. (2-tailed)	.	.000
	Sum of Squares and Cross- products	52.500	52.111
	Covariance	1.071	1.184
	N	50	45
extent of motivation	Pearson Correlation	.909(**)	1
	Sig. (2-tailed)	.000	.
	Sum of Squares and Cross- products	52.111	76.311
	Covariance	1.184	1.734
	N	45	45

** Correlation significant at 0.01 level (2-tailed).

Inference:

Since Correlation significant at 0.01 level (2-tailed) null hypos that **“there is no significant relationship between career development opportunities and extent of employee motivation”** rejected & an alternative hypos framed.

H1: There is significant relationship between career development opportunities & extent of employee motivation.

Ho: There is no significant relationship between performance appraisal system and extent of motivation.

	Mean@	Std. Deviation@	N@
Performance appraisal system	2.40	1.143	50
Extent of Motivation	2.60	1.355	50

Correlations

		performance appraisal system	Extent of Motivation
Performance appraisal system	Pearson Correlation	1	.962(**)
	Sig. (2-tailed)	.	.000
	Sum of Squares and Cross-products	64.000	73.000
	Covariance	1.306	1.490
	N	50	50
Extent of Motivation	Pearson Correlation	.962(**)	1
	Sig. (2-tailed)	.000	.
	Sum of Squares and Cross-products	73.000	90.000

Covariance	1.490	1.837
N	50	50

** Correlation significant at 0.01 level (2-tailed).

Inference:

Since Correlation significant at 0.01 level (2-tailed) null hypos that **“there is no significant relationship between performance1 appraisal system and extent of motivation”** rejected and an alternativ hypos framed.

H1: There is significant relationship between performance appraisal system and extent of motivation.

CHAPTER 5

SUMMARY OF FINDINGS, CONCLUSIONS AND SUGGESTIONS

5.1 FINDINGS

Discoveries of examination are taken after :

- BIONEEDS INDIA PVT LTD has very much characterized association structure.
- Amicable relationship exist in association amongst representatives & administration.
- Representatives are extremely roused by administration.
- Workers are happy with present motivating force design of organization.
- Most of concurred that organization enthusiastic in perceiving & recognizing their work.
- Consider uncovers that decent relationship exists among workers.
- Majority of representatives concurred that employer stability to present occupation.
- Organization giving great security measures to guaranteeing representatives wellbeing.
- Motivating forces and different advantages will impact execution of workers.

5.2 CONCLUSION

Examination reasons that, motivational program system in BIONEEDS INDIA PVT LTD discovered successful however not exceedingly compelling. Examination on worker inspiration featured such significant number of components which will spur representatives. Examination was led among 50 workers & gathered data through organized poll. Investigation served to discoveries which were connected with worker motivational projects which are given in association.

Performance appraisal plays major role in motivating employees of organization.

Its major factor that makes employee feel good in his work & results in satisfaction to. Organisation can concentrate on specific areas which are evolved from his study in order to make motivations programs more effective. Steps should be taken to improve motivational program procedure in future. Suggestion of this report may help in direction.

5.3 SUGGESTIONS

Proposals for discoveries from investigation are taken after :

- Most of representatives concur that execution examination exercises are useful to get persuaded, so organization should attempt to enhance execution evaluation framework, with goal that can enhance execution.
- Non monetary motivator designs ought to like we be executed; it can enhance efficiency level of workers.
- Organization should offer significance to correspondence amongst workers and pick up co-appointment through it.
- Skills of workers ought to be valued.
- Better bearer advancement openings ought to be given to workers for change.
- If incorporated arrangement of administration changed to a decentralized one, at that point would be dynamic & submitted investment of staff for accomplishment of association

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Rafael Varane(1900) “ employee needs”. Business Ideas v(9) p50-59 ..

QUESTIONNAIRE

Respected sir / Madam

I **AKHIL SEBASTIAN**, student of **ACHARYA INSTITUTE OF TECHNOLOGY**, as part of my MBA, I am doing project on “ **EMPLOYEE MOTIVATION TECHNIQUES ADOPTED BY BIONEEDS INDIA PVT LTD**”.

I Kindly request you to help me in study by answering questions below. Data collected from you will be kept highly confidential and will not be disclosed to anyone at any cost. Its purely for academic purpose.

1. Age:(years)

- a) Below 30 ()
- b) 30-40 ()
- c) 40-50 ()
- d) 50 and above ()

2. Gender :

- a) Male ()
- b) Female ()

3. Education :

- a) PUC (12th) ()
- b) Undergraduate ()
- c) Post graduation ()
- d) Any or ()

4. In your kind of work, if a person tries to change usual way of doing things, how does it generally turn out?

- (1) Usually turns out worse; ()
- (2) Tried and true methods work best in my work ()
- (3) Usually doesn't make much difference ()
- (4) Usually turns out better; ()
- (5) our methods need improvement ()

5. Since how many years you have been working in organization?

- | | |
|--|--|
| a. 0-5 Years (<input type="checkbox"/>) | b. 5-10 Years (<input type="checkbox"/>) |
| c. 10-15 Years (<input type="checkbox"/>) | d. More than 15 Years (<input type="checkbox"/>) |

1. Response about support from HR dept?

- a. Highly Satisfied
- b. Satisfied
- c. Average
- d. Dissatisfied
- e. Highly Dissatisfied

2. Which type of incentives motivates you

- a. Financial Incentive
- b. Non financial incentives
- c. both

3. Management interested in motivating employee

- a) Strongly agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly disagree

4. Satisfaction with present incentives scheme

- a. highly satisfied
- b. satisfied
- c. Neutral
- d. dissatisfied
- e. highly dissatisfied

5. Companies eagerness in recognizing and acknowledging employees work

- a. Strongly Agree
- b. Agree
- c. Neutral
- d. Strongly Disagree
- e. Disagree

6. Periodical increase in salary

- a. Strongly agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly disagree

7. Job security existing in company

- a. Strongly agree
- b. Agree
- c. neutral

- d. Disagree ()
- e. Strongly disagree ()

8 Good relation with co worker

- a. Strongly Agree ()
- b. Agree ()
- c. Neutral ()
- d. Disagree ()
- e. Strongly disagree ()

9 Effective performance appraisal system

- a) Strongly agree ()
- b) Agree ()
- c) Neutral ()
- d) Disagree ()
- e) Strongly disagree ()

10. Effective promotional oppurtunities in present job

- a) Strongly agree ()
- b) Agree ()
- c) Neutral ()
- d) Disagree ()
- e) Strongly disagree ()

11 Good safety measures existing in organisation

- a) Strongly agree ()
- b) Agree ()
- c) Neutral ()
- d) Disagree ()
- e) Strongly disagree ()

12 Performance appraisal activity are helpful to get motivated

- a) Strongly Agree b) Agree
- c) Neutral d) Disagree
- c Strongly disagree

13 Support from co worker are helpful to get motivated

- a)Strongly agree d)Disagree
- b)Agree e)Strongly disagree
- c)Neutral

14 Career development oppurtunities are helpful to get motivated

- a)Strongly agree d)Disagree
- b)Agree e)Strongly disagree
- c)Neutral

15 Factors which motivates you most

- a)Salary increase d)Motivational talk
- b)Promotion e)Recognition
- c)Leave

16 Incentives and benefits will influence your performance

- a)Influence
- b)Do not influence
- c)No opinion

17 Management involves you in decion making which are connected to your department

- a)Yes
- b)No
- c)Occationlly



ACHARYA INSTITUTE OF TECHNOLOGY

DEPARTMENT OF MBA

PROJECT WEEKLY REPORT (16MBAPR407)

Name of the Student : Akhil Sebastian

Internal Guide : Prof: Kisholoy Gupta

USN No : 1AZ16MBA09

Specialisation : Human Resource and Marketing

Title of the Project : A STUDY ON EMPLOYEE MOTIVATION

Company Name : BIONEEDS India Pvt Ltd

Company Address : Plot No3, Peenya Industrial Area, 1st Main Road,

Peenya 1st Stage, Bangalore- 560058

Week	Work Undertaken	External Guide Signature	Internal Guide Signature
15-01-18 to 21-01-18	Introduction about Bionees India Private Ltd and its operations		
22-01-18 to 28-01-18	Learning about different operations and products by Bionees India Private Ltd		
29-01-18 to 04-02-18	Orientation and gathering information about the growth of the company		
05-02-18 to 11-02-18	Analysis of Position of the company		
12-02-18 to 18-02-18	Research Problem Identification		
19-02-18 to 25-02-18	Population of Research Instrument for data collection		
26-02-18 to 04-03-18	Theoretical Background of the study		

05-03-18 to 11-03-18	Data collection and Data Analysis	<i>Rohit</i>	<i>[Signature]</i>
12-03-18 to 18-03-18	Interpretation of data gathered during the survey	<i>Rohit</i>	<i>[Signature]</i>
19-03-18 to 24-03-18	Final Report preparation and submission	<i>Rohit</i>	<i>[Signature]</i>

HOD



[Signature]
 Head of the Department
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