27th March 2018

CERTIFICATE

TO WHOM SO EVER IT MAY CONCERN

Sub: Completion of Project Report by Ms. NISHA KUMARI MALVIYA on topic **"A STUDY ON MOTIVATIONAL STRATEGIES"** at SiE Brains Technologies Private ltd., Register No. 1AZ16MBA45, 4th Semester MBA in Marketing & HR Specialization in ACHARYA INSTITUTE OF TECHNOLOGY.

This is to certify that **Ms. NISHA KUMARI MALVIYA (1AZ16MBA45)** has successfully completed the project that was entitled to her at **SiE Brains Technologies Private ltd.**, Bangalore from 15TH January 2018 to 26TH March 2018.

She has successfully completed the project.

ACHARYA INSTITUTE OF TECHNOLOGY

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

Date: 16/05/2018

CERTIFICATE

This is to certify that **Ms. Nisha Kumari Malviya** bearing USN **1AZ16MBA45** 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 Motivational Strategies" at SiE Brains Technology Service Pvt. Ltd** is prepared by her under the guidance of **Prof. Bhagyashree G Kasturi,** 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
Soldevanahlli, Bangalore-560 107

Signature of Principal/Dean Academics

Dr. Mahesha K
Dean-Academics
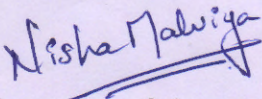Acharya Institute of Technology
Bangalore-560 107

DECLARATION

I, **Nisha Kumari Malviya H**, hereby declare that the internship report entitled **"A study on Motivational Strategies"** with reference to **"SiE Brains Technology Service Pvt. Ltd. at Bangalore"** prepared by me under the guidance of Prof. Bhagyashree G Kasturi, faculty of M.B.A Department, Acharya Institute of Technology and external assistance by Mr. Anand S. Mohan, HR Manager of SiE Brains Pvt Ltd.

I also declare that this Internship work is towards the partial fulfilment 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 Ten 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.

Place: Bangalore

Signature of the student

Date: 24/5/2018

I

ACKNOWLEDGEMENT

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EXECUTIVE SUMMARY

Human Resource Management concerning with the corporation and the worker relationship and is about supporting and managing the organisation's individuals and the related strategies. The performance of its humans determines the fate of the corporation, for this reason hiring the right human beings and putting them into right place which will become necessary.

The study is concerning with helping the employees by motivating them in different ways they trained the employees and hire the right kind of candidates which helps appropriate operation of organisation.

Encouraging teams within group remains interesting and multifaceted due to a wide range of influences associated to employees, supervision, the office and the organisation. Different motivational strategies have been used for employees by providing an effective reward system, Extrinsic rewards and Intrinsic rewards.

To research Motivational manner, project is carried out for 2 months at SiE Brains Technology PVT LTD. Signing persons through the accurate inspiration, boldness, behaviours, with from top to toe presentation and well qualified also by expansion as long as effective manpower possessions toward the staffs. They provide good placements to candidates throughout the sector.

The reason of the study of my project is to understand the strategies which are utilized in motivating the employees. They provide clear indication of employee developmental needs. Employees start extra individual hard work towards improve their information side by side besides recover their ability in some or other way. Observation and advice had been made in an effort to enhance the excellent of the attempt taken. Conducting frequent Performance appraisal toward estimate workers then on the way to degree their skills and achievements. Supervisors as well do this procedure in the direction of more strategies then performs, near improve the possessions then toward deliver advice then direction used for their work forces.

CHAPTER 01
INTRODUCTION

1.1 INTRODUCTION

This project was undertaken for a period of 10 weeks at SiE Brains Technology Service PVT LTD, Bangalore. This project tells the importance of "Effectiveness of Motivational strategies" during final semester of MBA conducted by Visvesvaraya Technological University (VTU).

The motive of the internship is to develop interpersonal skills and communication skills and interact with the people of organization. It helps to know about the difference between theoretical and practical knowledge of the organization.

The most common done by the company is motivating the staffs and allotting the work without a work plan for student and assume they can handle the menial task in the office. Students are smart, creative, and ambitious. They have a lot to contribute, and by giving they access to meaty project.

Motivation is one of the major functions of human resources. The study on motivation plays a very vital role in HR department of organization. Without motivating the staffs, it is difficult to train them and they also provide right kind of people for the organization.

To do a research of the Motivational Strategies SPSS software is being used and hypothesis has been set to find the error. The methodology used for research is descriptive research. Sample size for survey is taken 100 to know the opinion about different age group of people in the company.

This topic is chosen to know the process of motivation and modern strategies used to motivate in human resources inside the organization.

1.2   INDUSTRY PROFILE

Advisors had been employed through Indian businesses is the they desired towards enlarge the processes. Today, Indian mentors, certainly within the information technology creation, remain greatest required next, now most effective cutting-edge India but then again in addition with the aid of world powers, for establishing is their world corporations.

Now, Tata Consultancy Services is the workplaces in altogether places is the arena, then so provide European consultancies track used for cash. Checking is the division commenced within is the Nineties as soon as C. Okay. Birla demanded McKinsey is the plan to upgrading assignment used for Hindustan Electric motor. Quickly, McKinsey unlocked administrative centre popular Delhi, using around `one hundred advisors.

By means of within the various different segments, little rate is the primary fundamental initial potential of Indian Consulting firms and consultants. However, there's the predominant customers and there is the companions out of the country take located is the Indian advisors consume additional compensations, as per the skill, sincerity, readiness towards gain knowledge of, then the flexibility in the direction of knowledge. There may be the opponents have started to view them as valuable equals.

KINDS OF CONSULTING SERVICE AREA

Advisors stroll interested in workplaces is the in finding original customs of liability matters. Deliver taking place just how one can growth their gains are the way near diminish fees &money owed, improve work waft and to bring is the trade the place imperative, how one can use the technology is the reinforce operations and the way to get probably the most out of their workers by means of training and advantages.

Some are the offerings that consultant's corporations furnish has observed mention within the section above on categories of businesses. But there may be the record of offerings which can be most wanted.

Management / strategy:

Administration consultants advise is the put in force mean in the direction of recover policies, process effectiveness, in addition insurance rules of their customers.

Human resources:

HR advisors support businesses is to get the pleasant from their personnel and support to make sure that employee advantages convey the results that administration wants.

Advertising:

Firms demand within the advertising consultancies towards aid encourage & promote merchandise in the direction of the goal shoppers making use of advanced procedures.

Authorized / office:

Authorized & office advisors good – experienced within the manufacturer is the duty legal guidelines required via companies towards safeguard agreement is arrange the files.

Mass media:

Organizations is the strong current gift their exceptional photo to buyers and purchasers is the usage of facilities of mass media advisors. Appearance of community mass media is the photograph of management a touchy hassle used for which is skills& expertise of television specialists is mandatory.

Venture:

Venture is the advisors remain conscious the expansions within is the fiscal biosphere also might advisor the participants and businesses in making excellent is the selections taking place anywhere towards situation their dollars.

Advisors be situated lively within grounds of publication, scheming, community rule, also jobs, towards designation a couple of.

1.3 COMPANY PROFILE

SiE Brains technologies Pvt Ltd in Kasturi Nagar, Bangalore is a prominent placement company promoted within the 12 months 2011. Ever when you consider that its inception, this placement company has understood the significance of cultivating strong inter/intrapersonal relationships between candidates and purchasers. Apart from delivering manpower to the customers this agency additionally undertakes a couple of assignments which include of more than one hobbies that incorporate selecting trade approaches, searching partners in science and finding purchasers to rent candidates for.

That is the company in particular supplies staff within the IT, Aviation, real property, E-commerce and well-being care sectors in India. This is one of the most favoured placement corporations amongst others as they furnish the proper candidates and corporations according to their quite a lot of requisites.

SiE Brains offers a bunch of built-in services that succumb to the quite a lot of requirements of the clients and candidates. Apart from supplying hiring services, they furnish consultancy with the aid of seeking to realise the client's needs and requirements earlier than establishing the hiring method. They also have trained personnel who fully grasp the job wants and preferences of the candidates and further support them in seeking their careers. At present, the next openings are made on hand for uncommon companies – Banking consumer carrier, staff leader, purchaser provider, Banking /Tech/ Collections/earnings, journey process, nice Analyst, Lead new release approach. They also have openings in the airways, BPO, coverage and IT sectors.

SiE Brains is share of Grace Tec Corporation who is the most important firm in the Manufacturing planetary, SiE Brains recognized mostly provision the knowledge division through only if results that stay Humble, Single also applied the customer's requirements.

We labor company by our customers in the direction of join in their skill too structural viewpoints also to shape interior abilities used for supporting keys extended – period. SiE Brains Technology consuming company in several places in India.

Name of the Company:	SiE Brains Technology Service Private Ltd
Founder and CEO:	Mr. Sacho Thomas
Director:	Mr. Saji Francis
Address:	1st D Cross Road East of NGEF Layout, Kasturi Nagar, Bangalore Karnataka
Year of Establishment:	2011
Business Type:	Manpower Training / Online Consulting
Nature of Business:	Performance Management &HR Operations, Team Management, Employee relations.
No of Employees:	51-400 employees
Company Turnover:	520 Crore
Mobile:	+ 918041509025

Website:	http:// www.siebrains.com

WHY SIE BRAINS

SiE Brains is aware of that hiring individuals with the correct motivation, perspective, behaviours and cultural match is the important portion of providing lengthy- time period high performers for firm. Particular methodology is the exact proprietary staffing mannequin surrounding our aptitude management advantage into hard staffing approach. We can additionally furnish information on must to do and able to relaxed a larger wage, and within the popular of moderneffort arrangements.

SiE Brains stand in steady interaction through companies inside your enterprise, because of this we are the primary ones to grasp if your dream job has simply unfolded.

SiE Brains is active and resolve customarily discover well prematurely about to be had roles used for they promoted on normal job boards which means that going to be in first above different candidates to meeting and also be uncovered to a greater number of existing parts to decide upon and select from.

Client facility and Connection organization: Our facility make certain a bigger success expense by applicants as good as an extended.

1.3.1 VISION, MISSION AND QUALITY POLICY

The Vision Statement

Internationally and across the corner, SiE Brains connects, directs and helps companies.

The Mission Statement

 SiE Brains are dedicated to make human existence extra secure, informal and harmless with the aid of providing fine employing service and supply on period.

- To attendant & the texture pleased natural life used for brilliant gurus with the aid of growing extra job possibilities.

- To guarantee the customers & applicants of our private concentration &expertise perpetually.

CORE VALUES:

We are allowed our clients to strengthen their professional via innovation staffing & offerings & supply. We initiative every of our events through Continuing Morals and detect Authorized Competence to give employing advantage to all our purchasers.

QUALITY POLICY OF SIE BRAINS:

We at SiE Brains specialised recruitment, RPO and talent administration is the solutions help to seek out first-rate men and women and then flip them into quality performance.

Purchasers enormous & minor depend on them used for entire variety of the human investment wishes since the enticing& determining one -of- a-kind applicants, to mixing & handling complete staffing techniques, educating worker presentation, and the establishing upcoming privileged.

- SiE Brains is the in the community competencies sponsored via the world-wide assets and a community of the gurus.
- SiE Brains are normally at effort- employing, inspiring & developed persons in market places beginning each position in among.

1.3.2 SERV ICE PROFILE:

1. **Ability Management:**
   At SiE Brains, we feel that the ability management method is the making a choice on the proper individuals, setting up their abilities and the furling their interest, structure their dedication, and in addition helping them finished durations if trade.

- **Research and Development:**
  We make influential   options & the instruments to aid you become the great stout of your capacity with expertise in angles of the sphere. Together our competencies & knowledge will confirm excellent persons stay extended& experience better profession pride.

- **Help:**
  Our customers seem to us as soon as they enhance employee's strong point& progress wants, strengthen administration & management potentially.

- **Employment & Assortment Method:**

  Being paid is the proper persons on panel is the primary initial stage in mighty Talent administration, for interior advancements. We support to make stronger and streamline your selection procedures to supply.

- ✓ Manage your Career Transitions
- ✓ Competency Model

2. **Recruitment:**

   SiE Brains join the professions via recruitment & Enduring assignment is the dedicated parts which might be our main occupational. We safeguarded the excellence outlines & rushing up the approach without growing the fee.

- **HR Partner:**

  We role like an HR companion to purchasers as an alternative than a common recruiting agency to furnish main offerings.

- **Recruitment:**

  We effort at the same time across verticals by our vast net for a trouble – allowed staffing & facility throughout all areas.

SiE Brains are complete filled HR provider to customers by means of transporting the mechanical are a talent as good as skill to hire & keep exceptional persons we consume:

a) Skilled personnel and employing assets is the plan, classify & rental the talent.

b) Area Skill & mechanical structure is to estimate and train the persons earlier carrying to customer.

c) Interior HR Rules& team construction is to achieve the labor force.

- **Everlasting Appointments:**

  The everlasting recruitment is the enrolment observe of SiE Brains provides to delivering businesses, with knowledge at all phases & areas through locations.

3. **Government Search:**

   SiE Brains is the decision-making or extremely particular locations in the governments. That is the system more commonly entails R&D of the provision of the appropriate applicants employed used for participant.

4. **Payroll Management:**

   SiE Brains presents is the company payroll meting out offerings to governments through all kinds of systems. By means of a skilled side support us equally on knowledge & distribution, patron pleasure is the average final results of our hard work.

- **Income Processing:**

   One-of-a-from is the abilities in dealing with legal agreement necessities underneath manufacturing unit Performance and keep & organizations Performances, offering extra alleviation on danger, techniques and panels to customers and industry accomplice.

1.3.3   AREAS OF OPERATION:

SiE Brains Technology currently operations in Bangalore, Karnataka state additionally in Kochi Kerala.

1.3.4   INFRASTRUCTURE FACILITIES:

SiE Brains Technology Services Private LTD amenities across over 2000 sq. ft. of covered area situated in Bangalore in Karnataka have the capacity to base more.

- Equipment such as laptops, desktop and printer.
- Medical facilities
- Canteen facility
- Rest room

1.4   COMPETITORS INFORMATION:

- ❖ Ulises Consultancy Service PVT. LTD

- ❖ Total Strategic Solutions India PVT. LTD

- ❖ ISEE Staffing PVT. LTD

- ❖ IZee Manpower Consultancy PVT. LTD

1.5 SWOT ANALYSIS:

SWOT analysis is a tool utilized to understand the strength, Weaknesses, possibilities, and Threats entailed in an enterprise or in undertaking. It identifies the aim of the venture or industry and recognizing the outside and inside causes which can be beneficial and damaging to reap the intention. The four dimensions of SiE Brains can be labelled as underneath.

1. STRENGTHS:

- ➢ SiE Brains is a exclusive limited organization.
- ➢ Powerful management.
- ➢ Excellent inter and intradepartmental communique.
- ➢ They do correct Recruitment and choice method.
- ➢ Giant personnel with Technical talents.
- ➢ Employees are totally informed and influenced.
- ➢ The organization has more than one area in India.
- ➢ Well trained, by way of and expert experts.
- ➢ We provide services and sort of programs, persona progress and potential to its workers which support them to attain more abilities.
- ➢ Good placement for candidates throughout the sector.

2. WEAKNESSES:

- ➢ Lack of technology.
- ➢ Lack of experienced employees in junior stage administration.
- ➢ Particularly competitive corporations.
- ➢ Lack of right motivation, coaching and job rotation.
- ➢ Less manpower.
- ➢ Tremendously aggressive organizations.

3. OPPORTUNITIES:

- ➢ Delivering employment opportunity for rural persons.
- ➢ Employment will get PF, ESI, minimum bonus and gratuity benefits.
- ➢ Giving is the apprenticeship training for staff.
- ➢ Growth in technology up graduation is possible.
- ➢ Use of understanding technological know-how to allow progress.

4. **THREATS:**

- New and greater competitors from confidential sector.
- Conventional fluctuations is the worldwide aggressive market.
- Monitors the difficulty for hostile traits.
- New competitors.
- Handy entry, much less barriers on entry formalities.

1.6 FUTURE GROWTH AND PROSPECTS:

- ❖ The human capital administration market was once valued at round eleven billion in 2014 and is anticipated to strengthen to greater than 17 billion with the support of 2019.

- ❖ Buyers are making an option on transitorily staffing model to have smaller bench force that helps them to assemble agility of staff, thereby leveraging on competencies and rate.

- ❖ The industry will also be witnessing an expand within the number of firms outsourcing its worker existence cycle methods including payroll procedure.

- ❖ Recruiting of more experienced employees.

CHAPTER 02
CONCEPTUAL BACKGROUND AND
LITERATURE REVIEW

2.1 THEORTICALBACKGROUNDOF THE STUDY

MOTIVATION

Success of the organization will depend on the staff's commitment and energy, is the extra efficiency and the effectiveness, which drives by way of the probably the most key aspect of the organization, is the human resource. Nevertheless, these businesses are the social programs, cannot be succeed without the staff job pleasure, and dedication to the group adopted through the choice of effectiveness.

Commitment of the worker is the valuable asset to the group. It is the established that when the commitment multiplied it's going to automatically broaden the job pleasure, Performance, motivation, and creativeness and lower the absentees and turnover.

TYPES OF MOTIVATION:

1. Extrinsic Motivation: The riding is the force that triggers you achieve your purpose reminiscent of, cash, prize and easy smile and inspiration.

2. Interior Motivation: The power that leads you to obtain a goalmouth considering the fact that of private pride or want.

PROCESS OF MOTIVATION:

Need

↓

Drive / goal Directed behaviour

↓

Goal ➡ **Incentives / Relief**
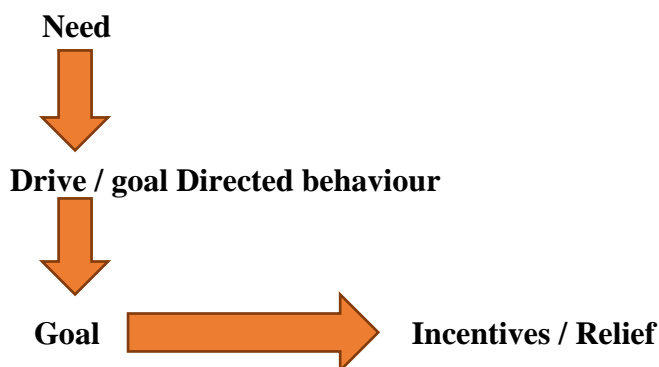
EMPLOYEE MOTIVATION:

Many workers have extraordinary motivation for coming to work and doing a just right job, and it's up to you to get probably the most out of all them. Some of the apparent motivational systems is of path money, whether in the form of pay increases or bonuses.

However, these could also be neither necessary – nor constantly the high-quality variety of reward. As soon as provided, money bonuses can end up anticipated and quickly forgotten, specifically if they are the only attention workers receive.

VARIOUS MOTIVATIONAL STRATEGIES:

1. **Employee Input:**

   In keeping with the United States business assessment, one powerful motivational approach is to keep open communication with your staff. When the workers is consider similar their suggestions remain existence overheard, & that is the within course of the organization is going in extra appropriate to take a right away attention within the achievement of the organization.

2. **On a teamwork basis:**

   Commonplace, optimistic feedback furnished inside a pleasing staff- oriented atmosphere, makes a colossal difference in the employee's feel of being valued. By means of fiscal rewards, these social points of the office make a first-rate morale raising funding on your staff and trade.

   ▪ **Provided that a potent prize scheme:**

      Mangers normally usage prize to stronger worker behaviour is the wish to proceed. Prize is the piece effect of the confident worth to man or woman. Businesses are rich in prize used for persons whose efficiency activities support meet structural targets.

Encourage behaviour, institution desires to furnish a real prize approach. A potent prize method has **4 factors**:

   o Rewards must satisfy the elemental wishes of all workers.

   o Rewards have been incorporated within process & similar to ones furnished through a aggressive institution within the equal area.

   o Rewards ought towards be individuals in the equal locations be circulated relatively &justifiably.

- Total reward process desires be complex. Considering all people are distinctive, directors have got to furnish a variety of rewards- pay, break day, cognizance.

3. **Empowerment:**

   Great supervisor is aware of that individually worker is aware of her day-to-day job duties higher than someone else within the enterprise.

4. **Job design:**

   Job designs involves designing jobs that make each difficult& exciting undertaking used for the worker is the potent &effective for being paid the job finished.

Methods of job design:

Job Simplification:

The intention of this work enterprise method is the regulate & specify duties.

Job Growth:

The intention of this work enterprise method is to mix obligations to provide the worker a bigger sort of effort.

Job Rotation:

Purpose of this work enterprise technique is the change employees to one-of-a-kind duties occasionally.

Job Enhancement:

Most important thing to work enterprise worker inspiration, this method targets on the way to increase the genuine work through developing the worker via motivational causes.

5. **Emotionally engage them in the business:**

   Social and emotional needs can be engaged by sharing the information and inviting involvement. Consider where you can bring your employees into the picture so they do more than their job.

6. **Focus on the present and then future:**

   Things is like to performance reviews often focus on the past. Provide opportunities to focus in the future as much as possible because the future has the potential. Let employees see their own, their teams/ departments and the organizations growth and future opportunities.

7. **Listen and Talk:**

   It is a combination of listening and letting employees know you are listening and talking so they can hear what you have to say. Employees will be more motivated generally, once their bills are paid, by a leader who they know will listen and hear what they have to say.

2.2 LITERATURE REVIEW WITH RESEARCH GAP:

1. **Dornyei (1996)** privileges that utmost countries in the world are diverse & the broadly detained of persons in biosphere say additional than single another linguistic. These evidences underline the rank of the community measurement of linguistic knowledge inspiration, though, this community measurement is not the one most important restriction of verbal knowledge inspiration. Inspiration   is to study a additional verbal is a multifaceted & varied emotional theory that includes more than a few non – community issues as well.

2. **Clement (1994)** defined inspiration interested in3 stages that are verbal level, apprentice level & education circumstances level. The three levels encounter the rudimentary elements of the second verbal knowledge procedure (board linguistic, verbal beginner, learning environment) & also reflect the 3 features of linguistic (community measurement, the individual measurement, & instructive focus substance measurement).

3. **Dickinson** a shared melody in explanations for self-government, specially   in over-all teaching but then in linguistic knowledge, is the   self-directed beginners develop extra extremely interested & that self-sufficiency principals to improved, additional real effort. Knowles claim is descriptive" in attendance is substantial sign that persons who receipts the creativity in knowledge additional belongings and study improved than do persons who sit at ends of educators, inactively for the future to be taught.

4. **Myra L Farling, A Gregory Stone, Bruce E Winston (1999)** Employer management established care in the general journalists, but slight experiential investigation be real to provision the model used in general media physical. The writers of this newspaper present-day a perfect of employer management founded on the variables of apparition, effect, reliability, belief, & facility recognized in the theoretical and general media works. Additional investigators are fortified to involve in the experiential investigation doings obligatory to early payment this torrent of works to its following stage of development.

5. **Ruth Kanfer, Phillip L Ackerman (2004)** we define a outline for sympathetic how stage of development- connected variations in mature growth distress effort inspiration & structure on new lifespan concepts & investigation on intellectual skills, nature, move, career benefits, morals, &personality-idea, classify four intraindividual modification courses (damage, improvement, restructuring, &conversation).

6. **Mary A Malina, Frank H Selto (2001)** the indication of the Balanced Scorecard(BSC) as a plan announcement & organization – switch device. This education primary appraisals message & organization regulator works that recognize qualities of real message & regulator of plan. Additional, the education suggestions a perfect of communiqué & switch appropriate to the BSC. The education then examines experimental meeting& archival information to perfect the usage & measure the message & switch efficiency of the BSC.

7. **Patricia A Alexander, Judith E Judy (1988)** The newspaper offerings the consequences of an wide appraisal of the works that tells to the communication of area- exact and planned information on theoretical presentation. Our objects in this appraisal be situated to (a) make available a dangerous study of that works, (b) current theories around the dealings amid area- exact & planned information as obtainable in the study, and (c) suggestion references for forth coming inquiries on the dealings of area – exact and planned data.

8. **Bradley E Wright (2001)** this object appraisals the works on effort inspiration in the community subdivision through cautious care to the original hypothetical expectations of this frame of effort& the experimental indication it has created. The subject of effort inspiration has established moderately little consideration in the community subdivision; the study exists had been mostly information ambitious, showed at top by models that take not combined extra modern investigation. In this object I determination attraction on present emotional investigation on effort inspiration, as

well as the model & experimental indication concerning the single physical appearance of community firm & workers, &grow a studied community- subdivision perfect of effort incentive that highlights variables such as technical restrictions, goal line gratified, an goal commitment.

9. **Mahen Tampoe (1980)** numerous areas of commercial those businesses that take changed their original & advanced plans into products &service station take a march on their participants. It is to be expected that this skill determination endures to be dangerous achievement issue in 1990s as well. The real organization of the imaginative aptitudes of its experts & skills methods a keystone of any advanced endeavour but trainings into how these businesses attain their planned control consume absorbed additional on organization style, advertising ability, &alike methods, not on how they met the inspirations wants of their specialists and skills.

10. **Brenda L Mak, Hy Sockel (2001)** the relations amid enterprise & there is sections are altering. This tendency impends to challenge the holding of IS workers & the efficiency of IS processes. In the education stated, we inspect IS workers inspiration & determined to keep on physical comparation show off. A study was showed amongst present IS workers & analysed with LISREL. Outcomes presented that covert inspiration has an impression on holding, through occupation gratification & insights of organization on job expansion for the previous, devotion, incomings pointer variables for the later.

11. **Thomas WY Man, Theresa Lau (2002)** the idea of attractiveness & capability method, a theoretical model is technologically advanced to connection the physical appearance of minor & average sized enterprises proprietor- directors& their firms presentation composed. The perfect contains of four concepts of good possibility, structural abilities, business capabilities & presentation. The dominant emphasis of the style is the three commercial responsibilities that connection diverse capability parts through extra concepts of attractiveness.

12. **SN Thomas (2002)** over the previous two periods of the 20th time scientific investigation on the behavior of alcohol & medication difficulties has steadily found conducts founded in behavioural & reasoning concepts to be efficient. Thus far the diffusion of these methods to the front physician has insulated meaningfully in arrears investigation information, in the face of hard work by the main investigation backing activities, the nationwide organization on Alcohol Misuse.

13. **Edwin A Lock, Lise M Saari (1981)** Consequences from evaluation of research laboratory & arena educations on the belongings of goal line location on recital demonstration that in 90% of the educations, exact & stimulating penalty area controlled to developed presentation than informal goalmouths. Goals distress presentation by show the way consideration, assembling exertion, growing determination and inspiration policy growth. Goal situation is greatest to be expected to advance duty presentation once the goals are precise & adequately stimulating, Ss have adequate aptitude response is as long as to demonstration development in relative to the goal.

14. **Jere Brophy (1987)** creäte the assumptions strained from a literature evaluation on values for inspiration pupils to study. Summaries many pointers for making important knowledge requirements& for stimulus, together with continuing high prospects, providing extrinsic encouragements, &make the most of on essential inspiration.

15. **Robert C Gardner, Paul F Tremblay (1994)** to inspire learned conversation, predominantly of opposite opinions, the MLJ acquaint with a original unit. The implored and unsought trainings that talk ideas place into view other fragments printed in The Modern Language journal.

16. **LE Hollywood, GA Armstrong (2007)** determination developed customers tendencies in the interior nutrition manufacturing is growth the requirement to variety marketplace-focused on foodstuffs. By recognizing a customer deport yourself buying procedure can regulate pardon they donation. Newspaper search for to propose that the utilisation of consumer purchase inspiration& decision-making models can help.

17. **Sarah Moore, Claire Armstrong, (2008)** the aim connected with lecture nonappearance between scholar clusters   might shed important light on scholar inspiration stages & alignments in campus surroundings. Compensating care to foundations for address absenteeism providing by scholars themselves possibly will also assistance organizations to identify level. This training establishes in analysing the dangerous indication of address presence & theoretical presentation.

18. **Shawn M Glynn, Peggy Brickman, Norris Armstrong (2011)** beginning the viewpoint of community reasoning philosophy, the inspiration of scholars to study knowledge in university progression was inspected. Inspiration survey which measured five Inspiration workings: Fundamental inspiration, personality – willpower, personality-effectiveness, job inspiration & score inspiration. Investigative & assenting issue examine son condition that indication of survey concept rationality.

19. **Daniel A Sachau (2007)** Herzberg inspiration cleanliness model is a general but contentious model of workers gratification. The model was at centre of extended discussion that absorbed on theoretical & organizational difficulties with model. This object comprises aim mediate of inspiration sanitation model, a clarification of long vertical misunderstandings of the model & inspection fit amongst Herzberg theory & modern investigation.

20. **J Richard Hackman (1980)** the reshape of occupations & effort schemes is regularly approved out to growth initiative productivity &advance the superiority of effort knowledges of initiative memberships. Four theoretic methods to effort reshape instigation model, inspiration sanitation model, work features model, & sociotechnical model.

CHAPTER 03
RESEARCH DESIGN

3.1 STATEMENT OF THE PROBLEM:

The problem is to identify motivational strategies at SiE Brains & majority of investigator on this study is excited about efficiency problems and most experiences show that good focused human useful source training to expand company's performance.

3.2 NEED FOR THE STUDY:

The goal of the inspiration technique has to expand the robust involvement of worker in organisation so to attain its appreciated objective.

The broad need of this study includes understanding positive attributes closer to contribution in work enterprise, surroundings targets equally, progress of job &exceptional methods referring to the character want of attaining & preserving a technique of being rich& predominant.

The study of administration in an organisation additionally results inspiration for that reason choosing. Coaching & establishing strong leaders must be incorporated within the technique.

This study is also helpful to the employees who are working in an organisation and need of the study helps for future research and development in a company.

3.3 OBJECTIVES OF THE STUDY:

- To distinguish the different inspiration methodology & find appropriate.
- To analyse how inspiration made a vocation fulfilment amongst worker.
- To be trained inspiration amenities supplied by way of challenge.
- To identify which motivational factor influence job morale.
- To present recommendation to beef up worker inspiration in this organisation.

3.4 SCOPE OF THE STUDY:

Study which help the association to oversee as well as to enhance execution of human asset for the accomplishment of most extreme proficiency and adequacy in the administrations conveyance the examination will likewise propose and suggest methodologies which can inspire and enhance profitability in general society benefit.

3.5RESEARCH METHODOLOGY:

It includes a plan for the accumulation, estimation and investigation of date. Subsequently, in this segment the examination recognizes the systems and strategies that were utilized.

- **Type of research:** Descriptive research
- **Source of Data:** two types of data are as follows:
    1. **Primary data:** The data is basically acquired from employees through direct questionnaire.
    2. **Secondary data:** The data was collected through several articles journals, company prospects and internet.
- **Instrument:** Questionnaire
- **Time Frame:** 10 weeks.
- **Sample size:** Sample size will be used in study are 100
- **Sampling Area:** Conducted in Bangalore
- **Sampling design:** To choose the samples, random sampling method has been used.

3.6 HYPOTHESIS FRAMEWORK:

H0: The various factors do not lead to motivation.

Ha: The various factors do lead to motivation.

3.7LIMITATIONS:

- The consider was restricted to only one company is SIE brains technologies Pvt ltd .
- the time duration of the study is less than expected.
- Due to time constraint, motivation level of workers was studied only during the course of this is project to that there was no scope for comparative analysis of date taking into account two different time period.
- Personal bias or attitude of the respondents may be an obstacle.

3.8   CHAPTER SCHEME:

Chapter 1 Introduction

In this chapter there is an Introduction about topic, industry profile, Company profile, Vision, mission, quality policy, products & services profile, areas of operation, infrastructural facility, competitor's information, swot analysis, future growth and prospects.

Chapter 2Conceptual background and literature review

In this chapter there is a theoretical background of the study related to topic and 20 literature review.

Chapter 3 Research Design

 In this there is a statement of the problem, need for the study, objectives, scope, research methodology, hypothesis framework, limitation.

Chapter 4Data interpretation and Data analysis

In this chapter there is a data analysis, interpretation and Statistical tool.

Chapter 5 Findings, conclusion and suggestions

In this chapter there is a finding of a project, summary, conclusion and suggestion given by the respondent.

CHAPTER 04

DATA ANALYSIS &INTERPRETATION

4.1 Data Analysis and interpretation

Table 4.1: Table showing the number of respondents based on their gender.

| GENDER	NO. OF RESPONDENTS	%
Male	75	75
Female	25	25
Total	100	100

Fig. 4.1Chart showing respondents based on their gender.

Analysis: Above chart clearly shows that majority of respondents are male, and few of them are female.

Interpretation: table shows that 75% of people are male and rest 25% of people are female.

Table4.2: Table showing the age of respondents.

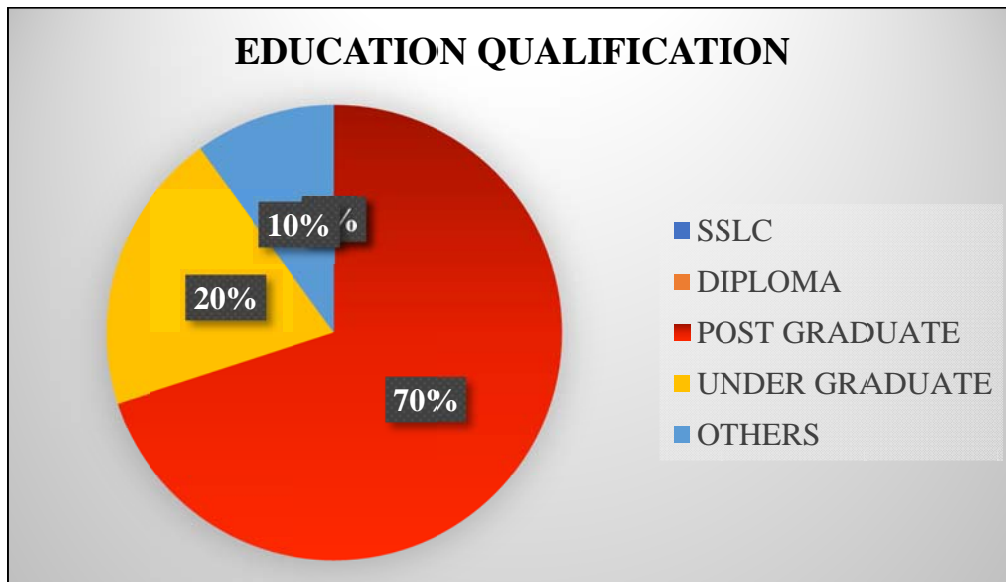| AGEOF RESPONDENTS	NO. OF RESPONDENTS	%
20-25	10	10
30-35	70	70
40-45	20	20
50-55	0	0
TOTAL	100	100
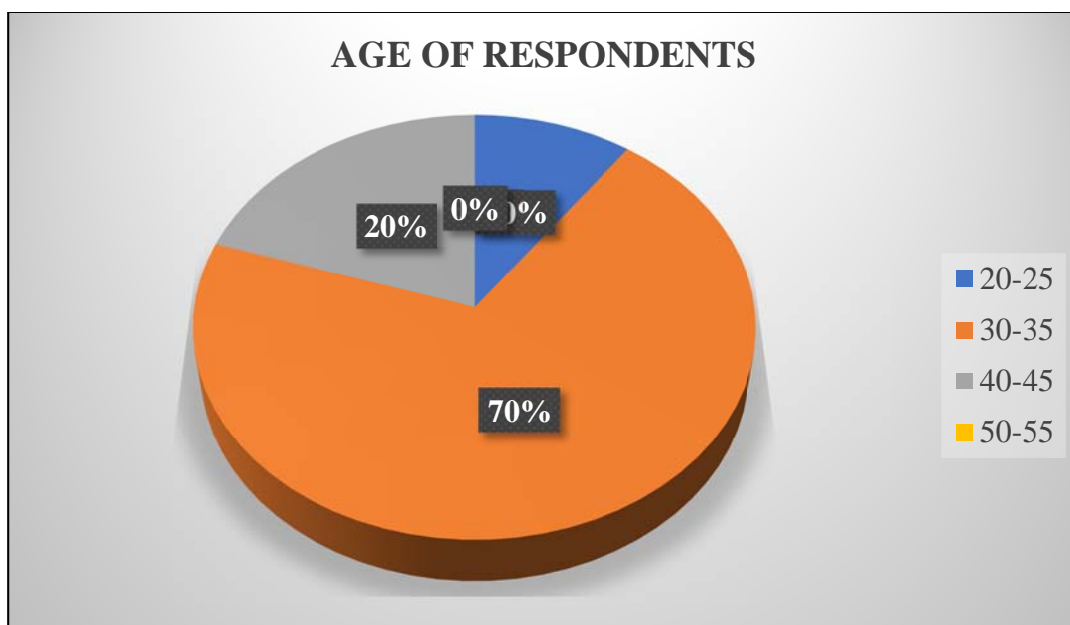
Fig. 4.2: Chart showing the age differences of respondents.

Analysis: The above chart shows that most of the respondents are between 30 to 35 of age, and many of them are 40 to 45 age, and few of them are between 20 to 25 age, and none of them are 50 to 55 age.

Interpretation: Table shows 70% of employees are between 30 to35 of age, 10% of respondents are 20 to 25 of age, and 20% of respondents are between 40 to 45 of age and 0% of respondents are 50 to 55 of age.

Table4.3: Table showing education qualification of respondents.

| QUALIFICATION	NO OF RESPONDENTS	%
SSLC	0	0
Diploma	0	0
Post graduate	70	70
Under graduate	20	20
Others	10	10
Total	100	100

Fig. 4.3: Chart showing the education qualification of respondents.

Analysis: The above chart shows that majority of respondent's education qualification is post graduate, many are under graduate and only few are categorised in other education, and none are either sslc or diploma.

Interpretation: The above table shows 0% of education qualification of respondents are SSLC and diploma, and 70% of respondents are post graduate and 20% of respondents are under graduate and 10% of others respondents.

Table 4.4: Table showing marital status of respondents.

| MARITAL STATUS	NO OF RESPONDENTS	%
Married	40	40
Unmarried	60	60
Total	100	100
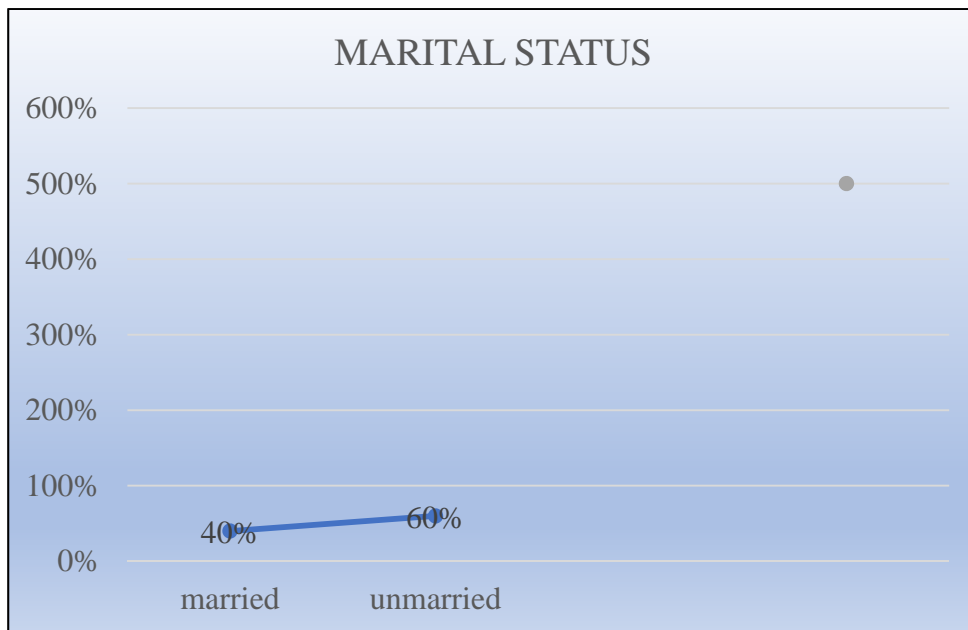
Fig. 4.4:Chart showing the marital status of respondents.

Analysis: Above chart shows that most of the employees are unmarried and few are married.

Interpretation: Table shows 40% of employees are married &60% are unmarried.

Table4.5: Table showing experience of respondents.

| EXPERIENCE	NO OF RESPONDENTS	%
0 -5 yrs.	10	10
5 – 10 yrs.	75	75
10 – 15 yrs.	15	15
15 – 20 yrs.	0	0
Total	100	100
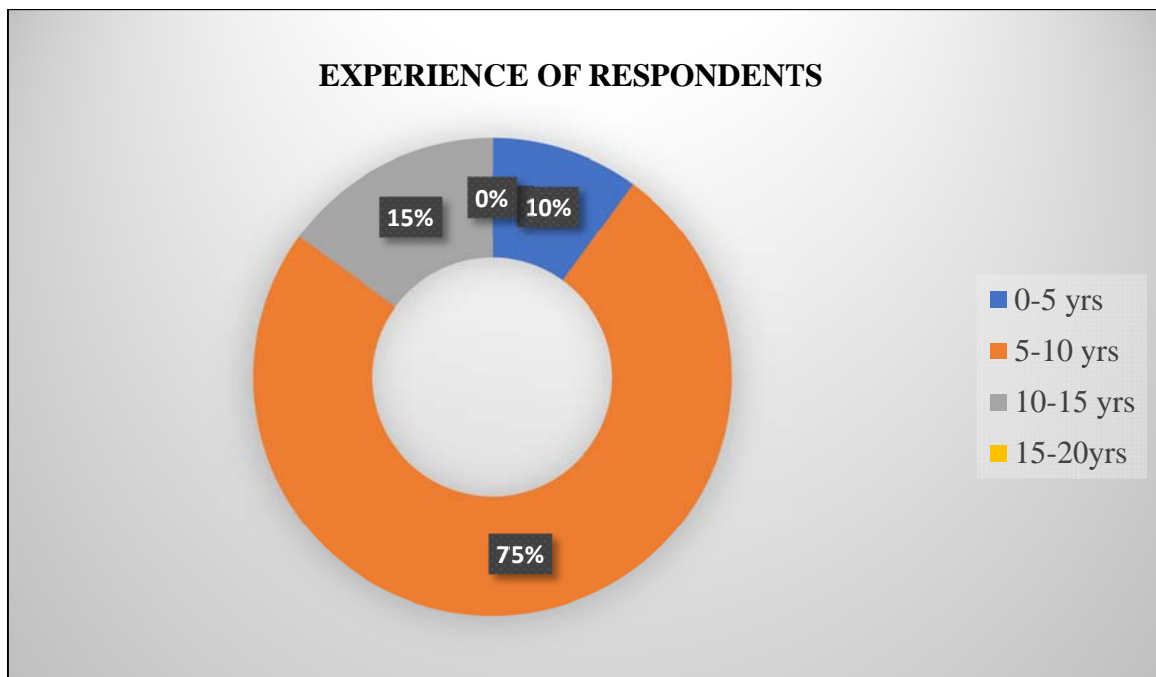
Fig.4.5: Chart showing the year of experience of employees.

 Analysis: above chart shows that the maximum respondents working experience is for 5-10yrs, and many have 10-15 years of experience and few have 0-5 years of experience, and none belong to 15 to 20 years of experience.

Interpretation: The above table shows that 10% of working experience is from 0-5 yrs., 75% of employee experience is 5-10 yrs., 15% of working experience is from 10 -15 yrs. and 0% of working experience from 15- 20 yrs.

Table 4.6: Table showing nature of work.

| NATURE OF WORK	NO OF RESPONDENTS	%
Technical	30	30
Non – technical	30	30
Management	30	30
Others	10	10
Total	100	100
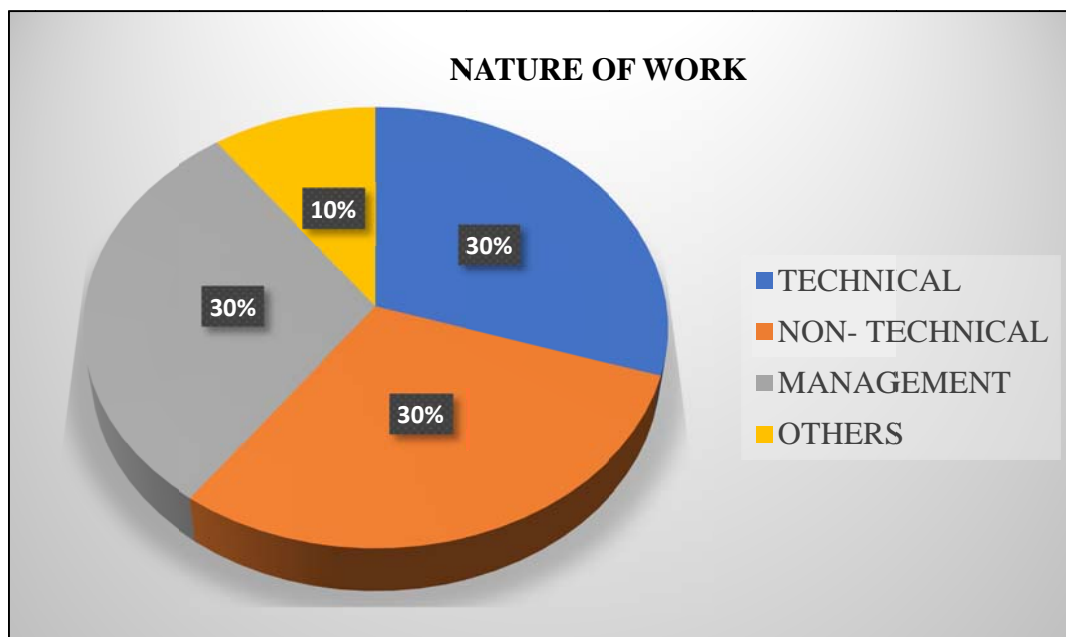
Fig. 4.6: Chart showing the nature of work.

Analysis: above chart shows that the nature of work of the respondents is equally divided among technical, non-technical and management and few are based on others category.

Interpretation: The above table shows 30% of nature of work is equally divided among technical, non- technical and management and few 10% are based on others category.

Table 4.7: Table showing satisfaction level of respondents about work.

SATISFACTION LEVEL	NO OF RESPONDENTS	%
Strongly Agree	0	0
Agree	80	80
Neutral	0	0
Disagree	20	20
Strongly Disagree	0	0
Total	100	100
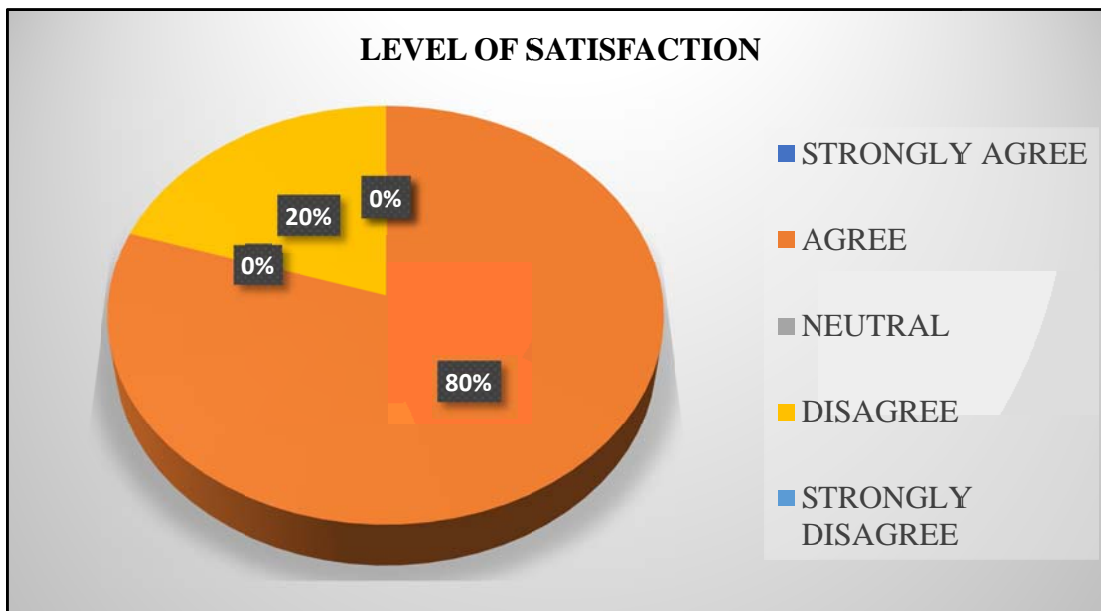
Fig.4.7: Chart showing the level of satisfaction by respondents.
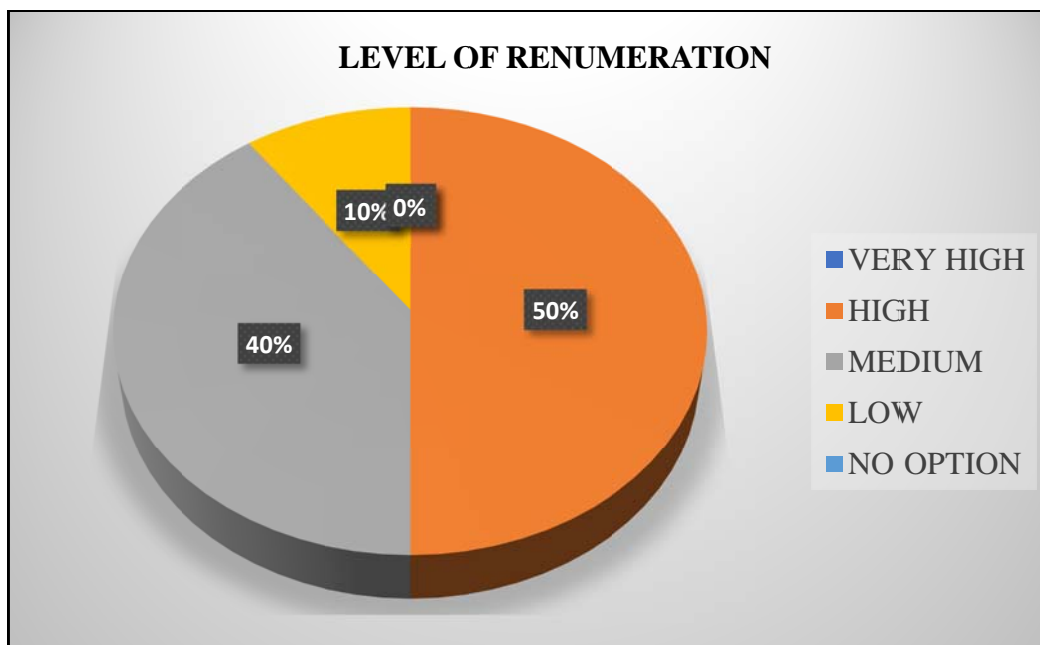
Analysis: Above chart shows that most of employees are agree with work in organisation, and some felt disagree about work, and none of them feel its strongly agree, neutral or strongly disagree.

Interpretation: From above table interprets that 0% of people feel about work are strongly agree, neutral or strongly disagree and 80% of employees are agree with work and 20% of employees are disagree.

Table4.8: Table showing the level of remuneration of respondents.

| LEVEL OF CTC	NO OF RESPONDENTS	%
Very high	0	0
High	50	50
Medium	40	40
Low	10	10
No option	0	0
Total	100	100

Fig. 4.8: Chart showing the level of remuneration.

Analysis: above chart shows that majority of the respondents feel the remuneration that they receive is high, many of them feel its medium level and few of them feel its low level and none of them feel its very high.

Interpretation: table interprets overall level of renumeration of employees of performance rates At 0% very high or no option, at 50% high, at 40% medium, at 10% low.

Table4.9: Table showing feasible working hours.

TIME	NO OF RESPONDENTS	%
9 am to 5 pm	50	50
8 am to 4 pm	50	50
Shifts	0	0
Total	100	100
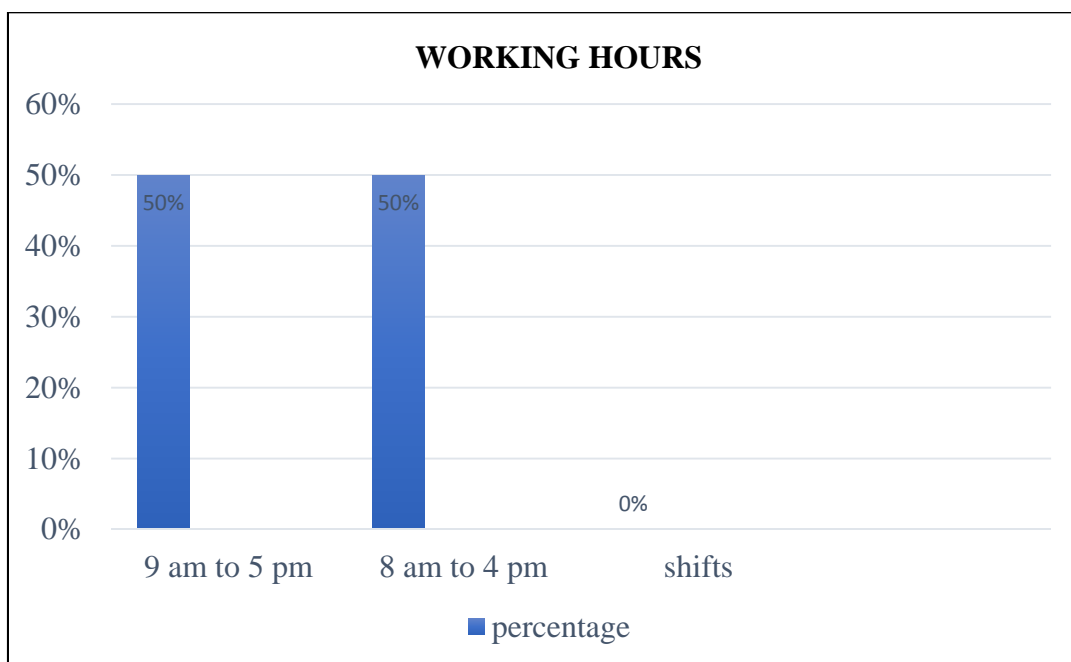
**Fig. 4.9: Chart showing the feasible working hours of employee.**

Analysis: The above chart shows that half of respondents feel its better to work on first shift and other half feel the second shift and none feels it's good to work in shifts.

Interpretation: table demonstrate that 50% of employees feels better to work in first and second shift and 0% of respondents feel not to work in shifts.

Table 4.10: Table showing the relationship of employees with other working teams.

| RELATIONSHIP STATUS	NO OF RESPONDENTS	%
Excellent	10	10
Very Good	60	60
Neutral	0	0
Poor	0	0
Very poor	30	30
Total	100	100
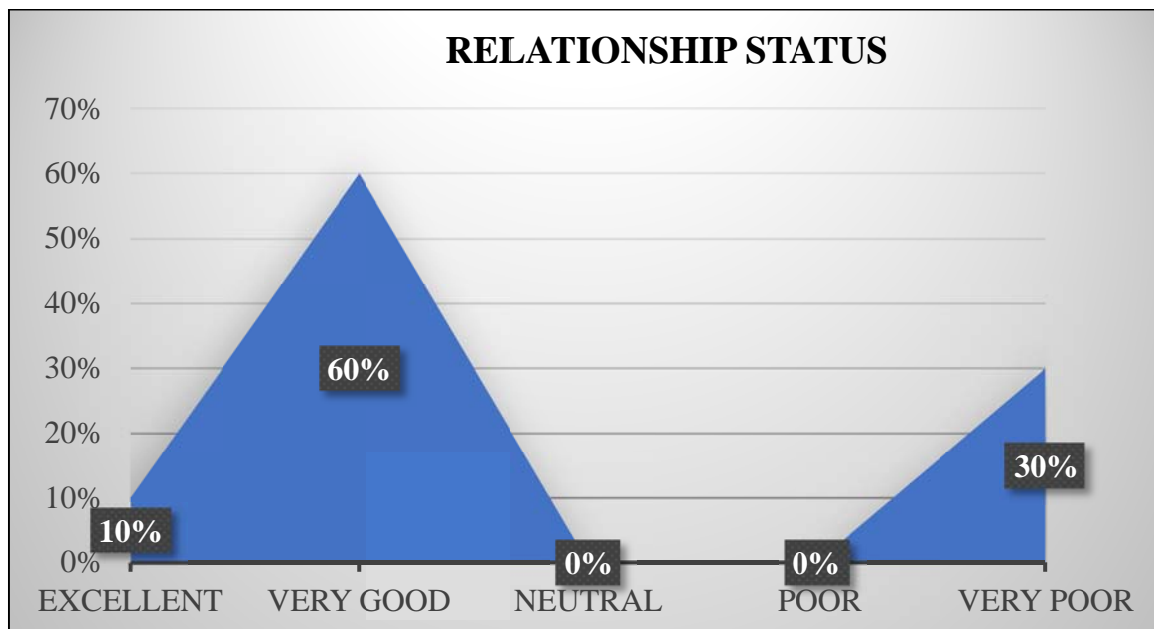
Fig. 4.10: Chart showing the relationship of employees with other working teams.

Analysis: above chart shows that many of the respondents feel that their relationship with other working teams is very good, many feel its very poor and few feel its excellent, none of them feel its poor or neutral.

Interpretation: above table shows that 10% of employee relationship with other working teams is excellent, 60% of respondents feels very good, 0% of employees are either neutral or poor and 30% of respondents feel very poor.

Table4.11: Table showing the level of performance after motivation.

| LEVEL OF PERFORMANCE	NO OF RESPONDENTS	%
Excellent	0	0
Very good	55	55
Neutral	0	0
Good	45	45
Average	0	0
Total	100	100
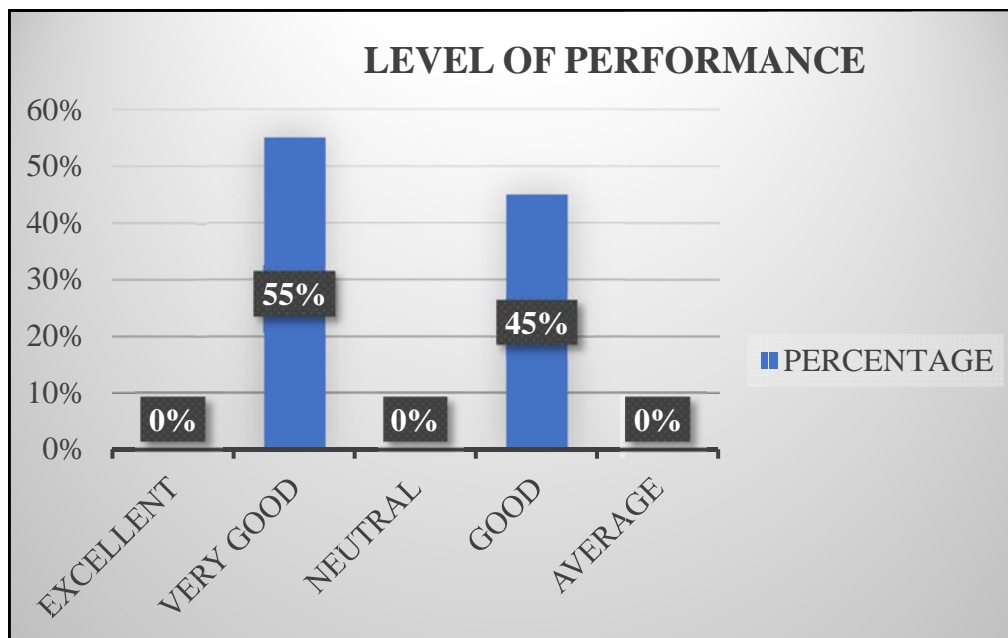
Fig. 4.11: Chart showing the level performance after motivation.

Analysis: above chart clearly shows that majority of people's performance is very good, many of them feel its good, and none of respondents feels its either excellent, neutral or average.

Interpretation: table interprets that 55% of employees feel its performance after motivation is at very good level, 45% feel that is at good level and 0% of respondents feel its either at excellent, neutral or average.

Table4.12: Table showing the level of interest of respondents in motivation.

LEVEL OF INTEREST	NO OF RESPONDENTS	%
High	80	80
Moderate	20	20
Low	0	0
Total	100	100
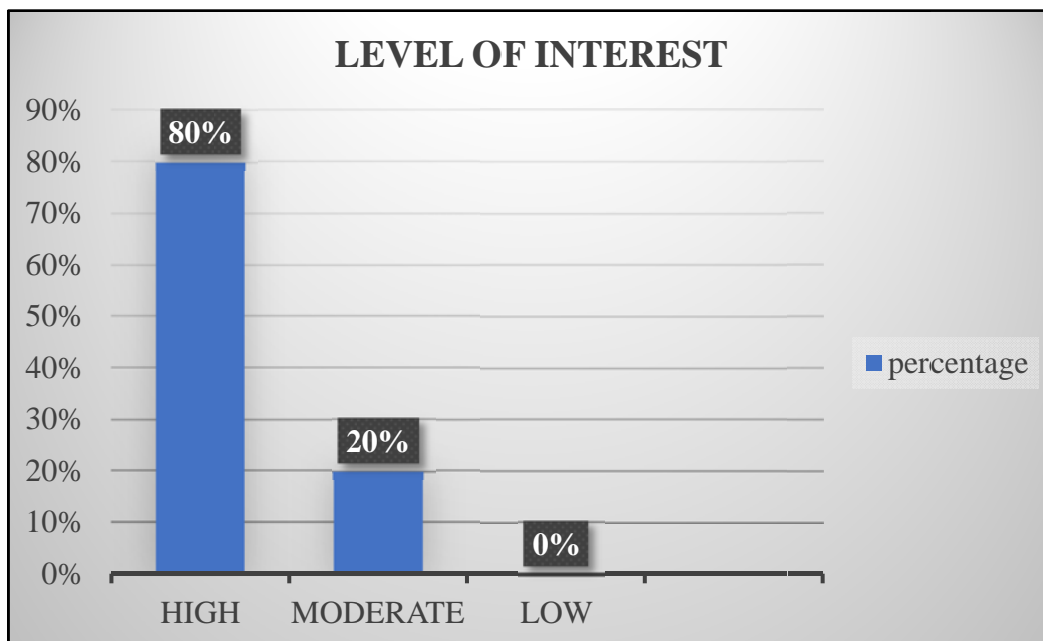
Fig. 4.12: Chart showing the level of interest in motivation.

Analysis: above chart shows that majority of respondents are highly interested in motivation and many are moderately interested and none of them are at low level of interest.

Interpretation: table demonstrate 80% of employees are highly interested in motivation level, 20% of respondents are moderately interested and 0% of respondents are low level of interest.

Table4.13: Table showing the level of job security in the company.

LEVEL OF JOB SECURITY	NO OF RESPONDENTS	%
Excellent	0	0
Very good	70	70
Neutral	0	0
Good	30	30
Average	0	0
Total	100	100
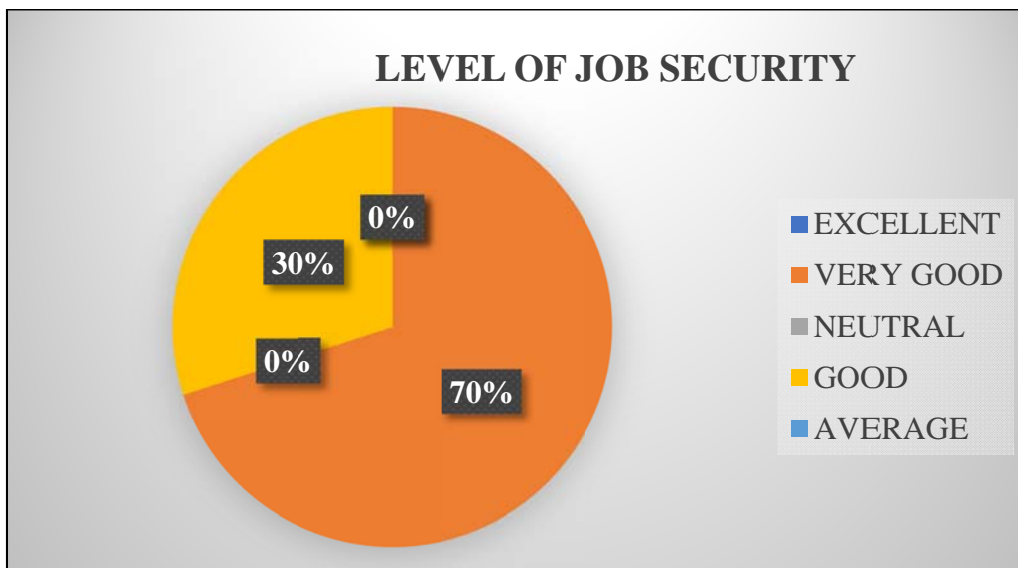
Fig. 4.13:   Chart showing the level of job security.

 Analysis: above chart shows that majority of people feel the level of job security in the company is very good and many feel its good and none feel excellent, neutral or average.

Interpretation: above table shows that about 70% of respondents feel that level of job security in company is very good, 30% of respondents feel good level of job security and 0% of respondents feel at excellent, neutral or average.

Table 4.14: Table showing the level of job training.

LEVEL OF JOB TRAINING	NO OF RESPONDENTS	%
Excellent	70	70
Very good	30	30
Neutral	0	0
Good	0	0
Average	0	0
Total	100	100
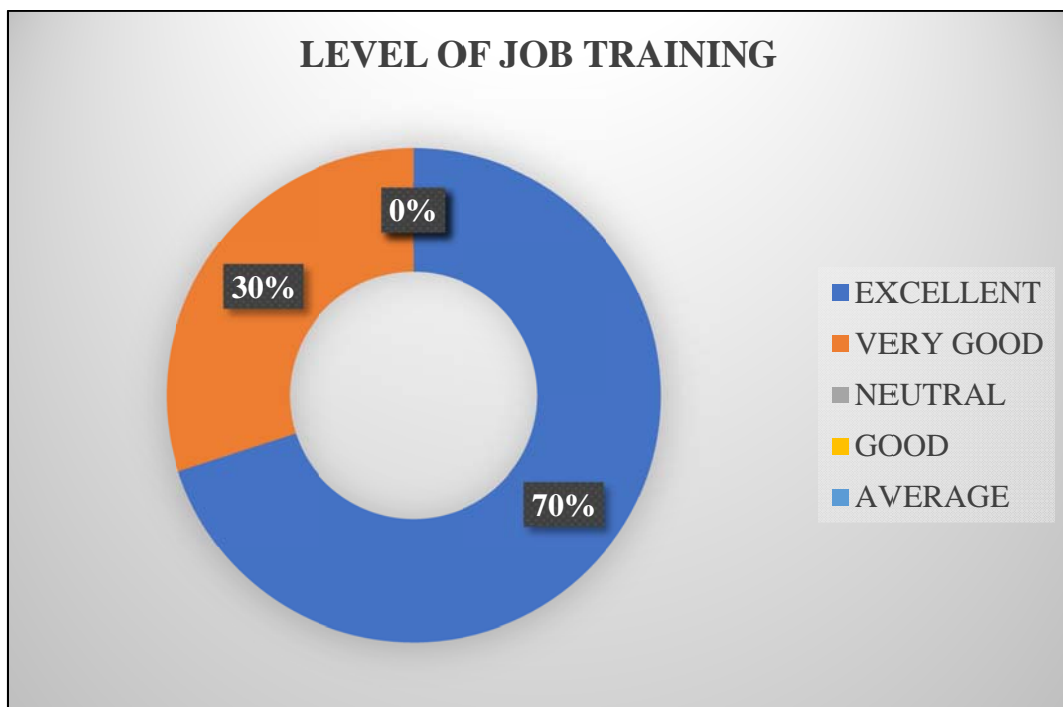
**Fig. 4.14: Chart showing the level of job training.**

Analysis: above chart shows that level of job training is excellent, many feel its very good and none of them feel its good, average or neutral.

Interpretation: above table shows that 70% of respondents feels excellent level of job training, 30% of feels very good level of job training and 0% of respondents feels its either good, neutral or average.

Table4.15: Table showing work environment.

WORK ENVIRONMENT	NO OF RESPONDENTS	%
VERY GOOD	50	50
GOOD	20	20
BAD	20	20
WORST	10	10
TOTAL	100	100
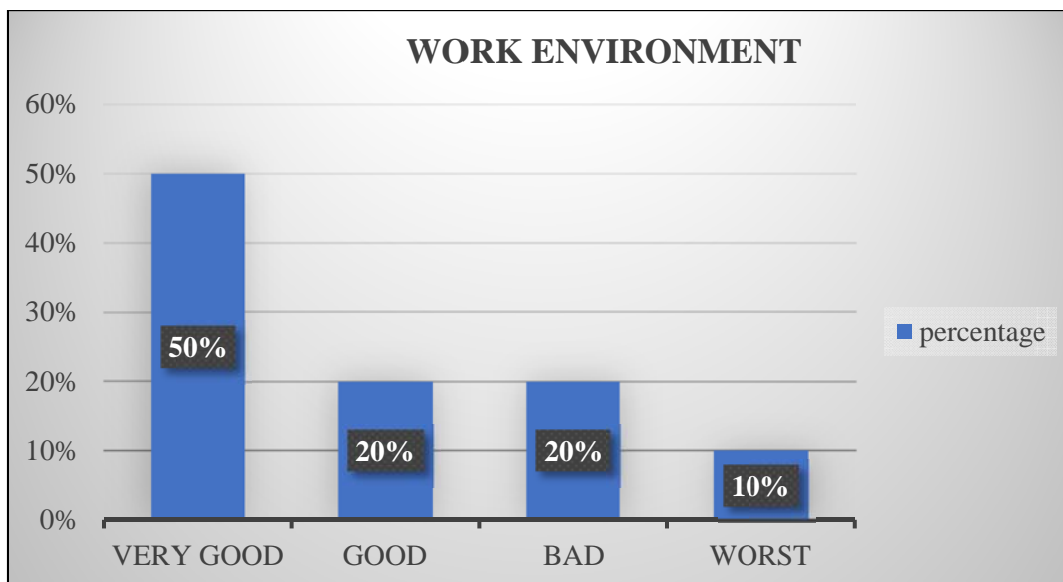
Fig. 4.15: Chart showing the level of work environment.

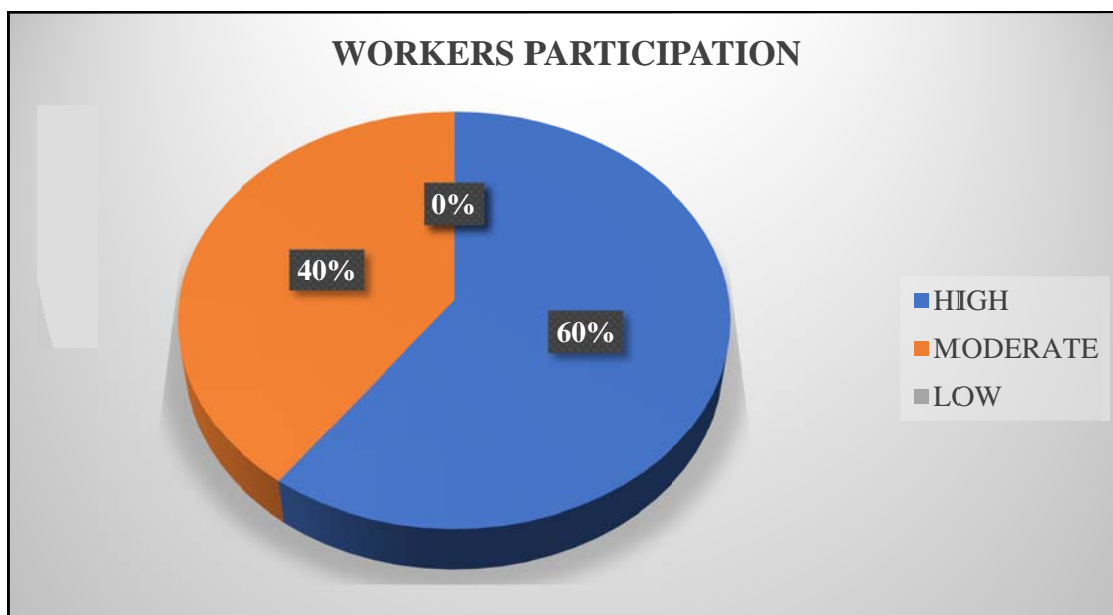**Analysis:** above chart shows that majority of work environment of company is at very good level, many people are at good level, few feel at bad level and rest of them feel are at worst level.

Interpretation: the above table shows that 50% of work environment is at very good level, 20% of respondents feel is at good level, 20% feel is at bad level of work environment and 10% feel worst level.

Table 4.16: Table showing the workers participation in organisation decision making.

PARTICIPATION	NO OF RESPONDENTS	%
HIGH	60	60
MODERATE	40	40
LOW	0	0
TOTAL	100	100

**Fig. 4.16: Chart showing the workers participation in decision making.**

Analysis: above chart shows that among the respondents' half of them feel the participation is high and other few feel its moderate. And none of them feel its low.

Interpretation: above table shows that 60% of respondents feel participation is at high, 40% of respondents feel is at moderate and 0% of respondents are at low.

Table 4.17: Table showing incentive benefits system to employees.

INCENTIVE SYSTEM	NO OF RESPONDENTS	%
Excellent	20	20
Very good	50	50
Neutral	0	0
Good	30	30
Average	0	0
Total	100	100
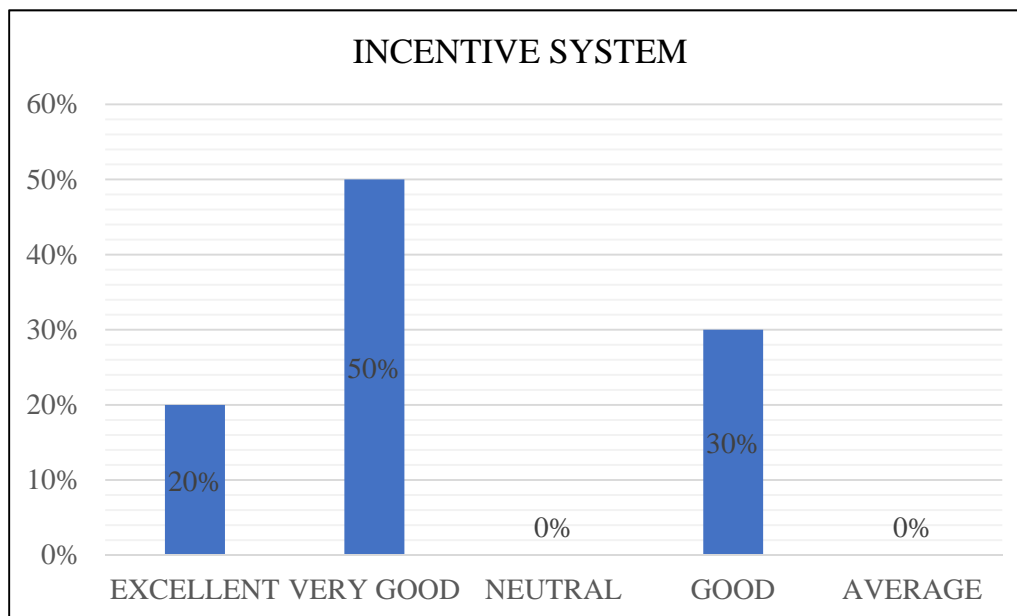
Fig.4.17: Chart showing the incentive benefits system in company.

Analysis: above chart shows that majority of the respondents feel that it is very good and another majority of respondents feel that it is good and few feel it is excellent and none of respondents are either average or neutral.

Interpretation: table demonstrate that 20% of employees feel that inventive system is at excellent, 50% of them feel very good, 30% of them feel good and 0% of respondents are either neutral or average.

Table4.18: Table showing flow of information in the organisation.

FLOW OF INFORMATION	NO OF RESPONDENTS	%
Good	60	60
Moderate	40	40
Bad	0	0
TOTAL	100	100
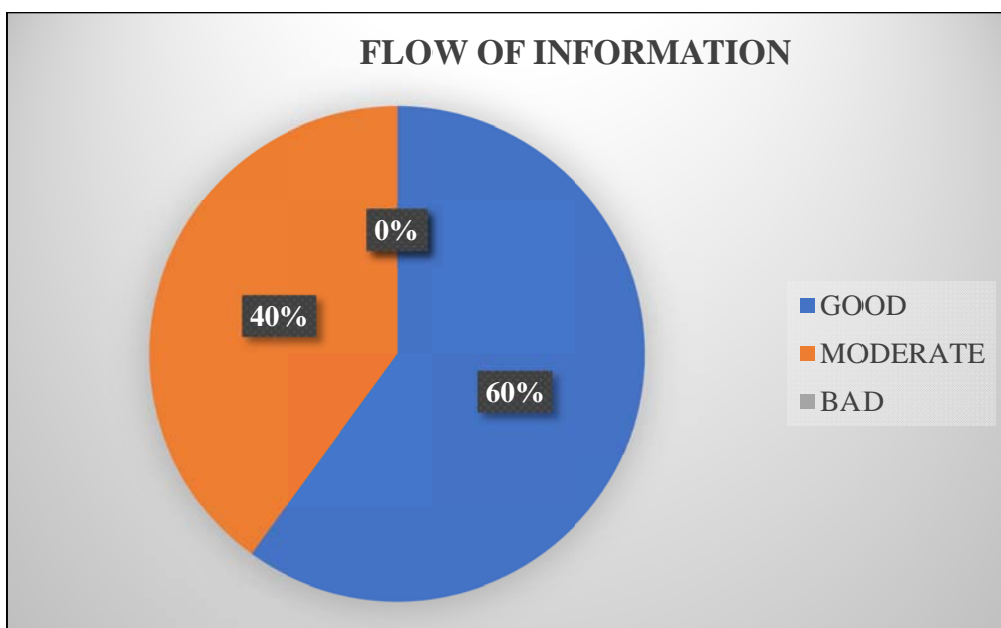
Fig. 4.18: Chart showing the flow of information

Analysis: above chart clearly shows that majority of the respondents feel that flow of information is good and the other half feel its moderate and none of them feel its bad.

Interpretation: table interprets that 60% of employees are at good flow of information, 40% of them feel it is moderate and 0% of respondents is at bad flow of information.

Table4.19: Table showing the process of recruitment.

RECRUITEMENT PROCESS	NO OF RESPONDENTS	%
Difficult	0	0
Moderate	20	20
Easy	80	80
Total	100	100

PROCESS OF RECRUITMENT
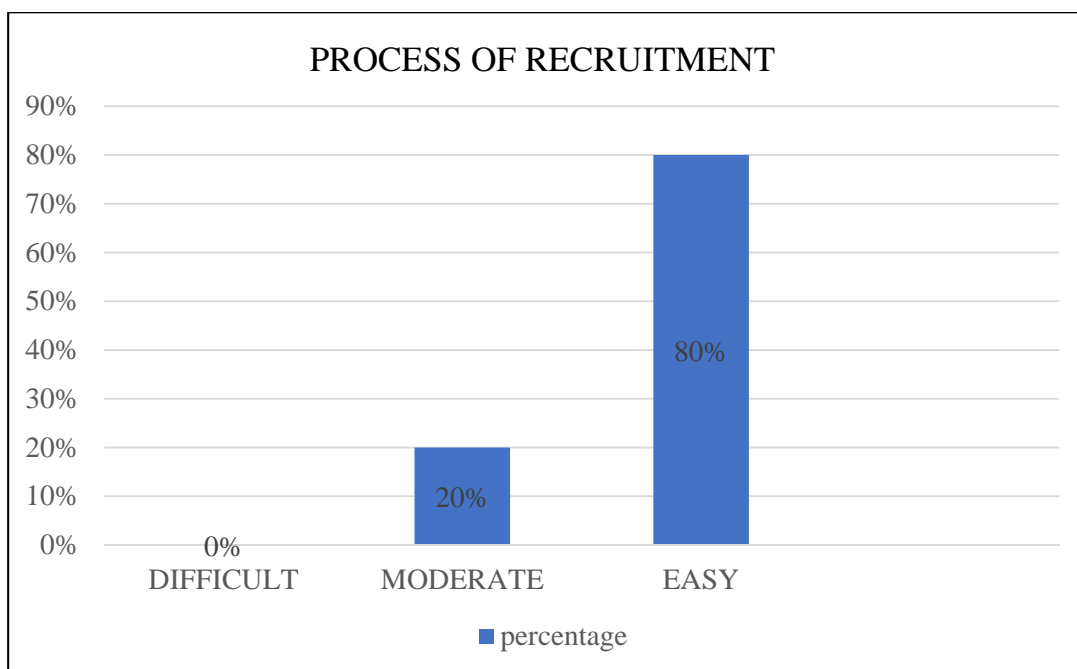
Fig. 4.19: Chart showing the process of recruitment

Analysis: above chart shows that most of the respondents feel that the process of recruitment is easy whereas few feel its moderate level and none of the respondents feel it's difficult.

Interpretation: above table shows that 80% of respondents feel that process of recruitment is at easy level, 20% respondents feel at moderate level and 0% of respondents feel it's difficult.

Table4.20: Table showing how often does the employees get together.

TIME PERIOD	NO OF RESPONDENTS	%
Very often	80	80
Not too often	0	0
Not mentioned	20	20
Total	100	100
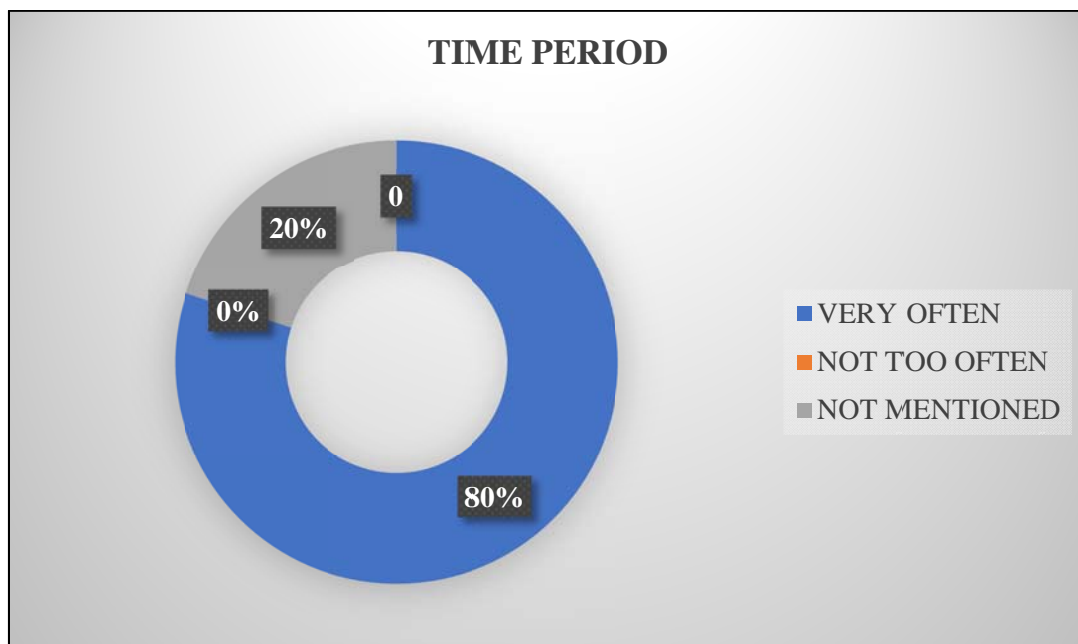
Fig. 4.20: Chart showing the time period for get togethers

Analysis: above chart shows that many people feel that get togethers at company happens very often and few of them felt that correct answer was not mentioned and none of them feel not too often.

Interpretation: above table shows that 80% of respondents feel employees get together its very often, 0% of respondents felt its not too often and rest 20% of respondents felt its not mentioned.

Table 4.21: Table showing is the organization flexible towards emergency leave.

| ORGANIZATION FLEXIBLE	NO OF RESPONDENTS	%
Yes	60	60
No	40	40
Total	100	100
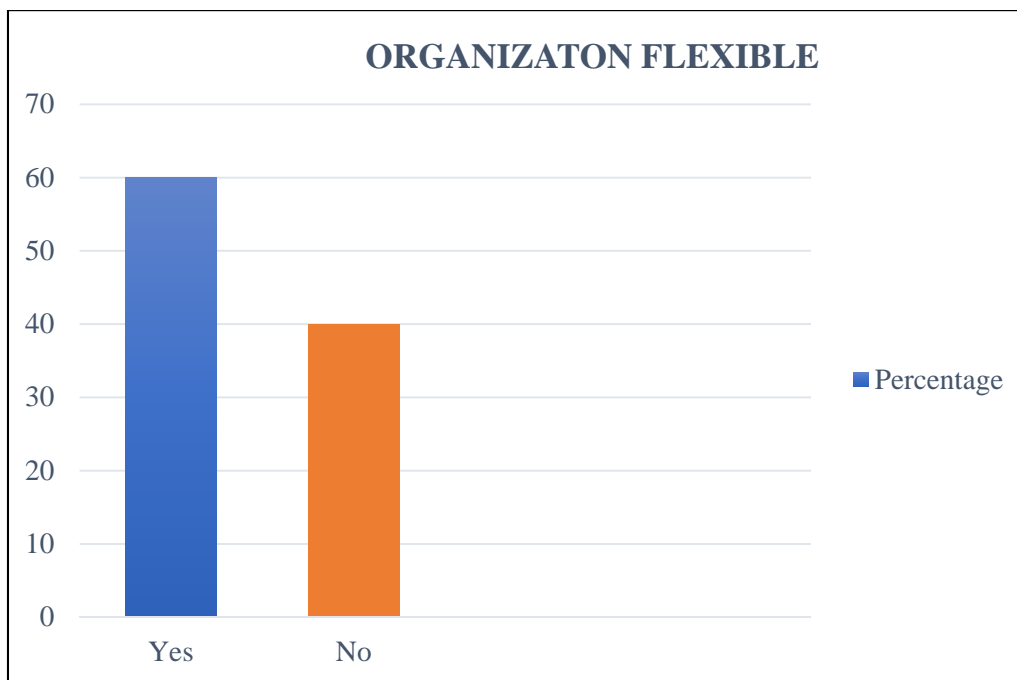
Fig. 4.21: Chart showing the organization flexible towards emergency leave.

Analysis: above chart shows that majority of respondents say Yes towards organisation flexible and few respondents say No.

Interpretation: above table shows that 60% of respondents say Yes towards organisation flexible and 40% of respondents say No.

Table 4.22: Table showing the career growth in the organization.

| CAREER GROWTH	NO OF RESPONDENTS	%
Good	70	70
Bad	30	30
Total	100	100
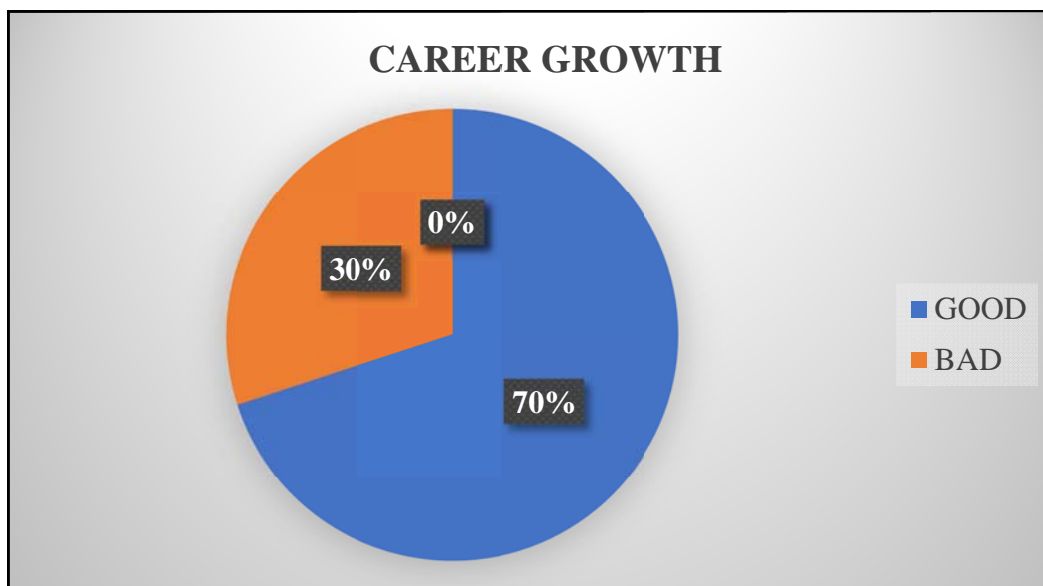
Fig. 4.22:   Chart showing the career growth in organization.

Analysis: above chart demonstrates that the most of the employees felt the career growth in firm is good &good & another half feel it is bad.

Interpretation: above table interprets that 70% of employees felt the career growth in firm is good & 30% of respondents feel its bad.

Table4.23: Table showing the mode of payment options.

PAYMENT OPTIONS	NO OF RESPONDENTS	%
Difficult	20	20
Moderate	10	10
Easy	70	70
Total	100	100
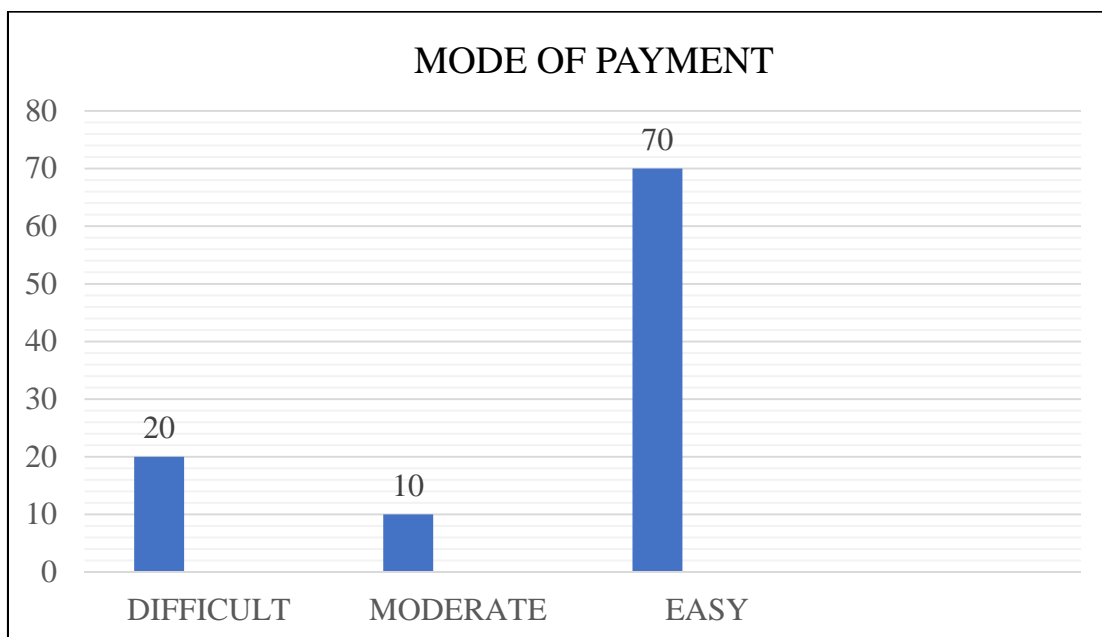
Fig. 4.23: Chart showing the mode of payment options.
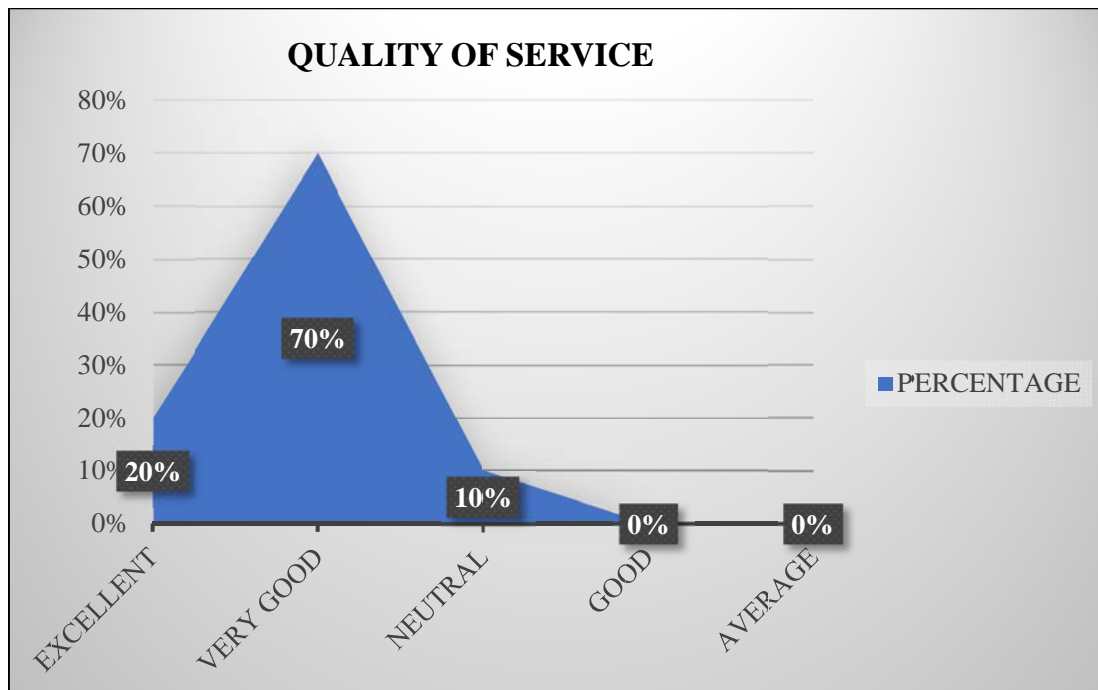
Analysis: above chart shows that most of the respondents feel that the mode of payment is easy whereas few feel its moderate and rest feel it is difficult.

Interpretation: above table shows that 20% of respondents feel that mode of payment is difficult, 70% of respondents is easy and rest 10% of respondents feel is moderate.

Table4.24: Table showing the quality of service provided by SiE Brains.

QUALITY SERVICE	NO OF RESPONDENTS	%
Excellent	20	20
Very good	70	70
Neutral	10	10
Good	0	0
Average	0	0
Total	100	100

Fig. 4.24: Chart showing the quality of service provided by SiE Brains.

Analysis: above chart shows that majority of people feel that the quality of service in the company is very good and many feel it's excellent, and few feel neutral and none of them feel good or average.

Interpretation: table demonstrate the 20% of employees feel that quality of service provided by SiE Brains are excellent, 70% feel it is very good, 10% feel it is neutral and 0% of them feel is is neither good or average.

4.2 STATISTICAL TOOL RESULTS

Hypothesis:

H0: The various factors do not lead to motivation

Ha: The various factors do lead to motivation

Correlations

		Level of job security in the company?	Level of job training?	Career growth in the organization ?	Motivational level
	N	100	100	100	100
Motivational level	Pearson Correlation	.171**	.316**	.102**	1
	Sig. (2-tailed)	**.009**	**.001**	**.012**	
	N	100	100	100	100

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

Interpretation:

The above correlation table shows that there is association amongst the various factor which are leading to motivation. The level of Job security, level of training and career growth are influencing the motivational level of the employees. The significant levels are shown in above table which are less than 0.05

CHAPTER 05
FINDINGS, CONCLUSION& SUGGESTION

5.1 FINDINGS:

a) Few employees feel that they are not doing the job according to their job profile.

b) Few employees disagreed when asked whether their roles and responsibilities have been clearly defined to them.

c) The workers are not fulfilled through the canteen facilities by firm hence they prefer their own lunch boxes.

d) Most of the employees are aware of career advancement in their present jobs.

e) The workers are not fulfilled at work periods of the organization.

f) The employees do not feel free to offer comments and suggestions in the organization.

g) All employees take on extra individual hard work to improve their information side by side & expand their skill in some or the other way.

h) Most employees agree said that they require guidance from their superior.

i) The employees are not much satisfied by the personal relation between them and their employer.

j) Mainly candidate are not interested to join the company after selection or they get another opportunity.

k) SiE Brains check the background verification of the candidate.

l) Majority of respondents are under 30 – 35 age.

5.2 CONCLUSIONS:

a) The superiority of work life of staffs in SiE Brains is good.

b) The study highlights one of the minor holes in worker's pride in the direction of the organization.

c) The participative organization, profession possibilities & dealing environment are the features that examine the pleasant of labor life.

d) A glad& healthful worker will supply well incomings, make excellent results & definitely pay to structural intention.

e) An certain just right excellent of labor lifestyles wont best entice younger and new competencies but also preserve the prevailing skilled advantage.

f) SiE Brains provides clear indication of employee developmental needs.

g) There is a robust and confident connection among employees and employer &successful job performance.

5.3 SUGGESTIONS:

a) The fulfilment of the workers might be better by giving prize used for their involvement in exertion.

b) Information flow within the organization could be improved.

c) Providing adequate casual leave or permission may be considered.

d) The roles and responsibilities of the employees must be clearly defined to them for more efficiency and better productivity.

e) The overall aspect of the development of people can be improved by giving counselling and changing the overall personality of an employee.

f) Workers may be encouraged to offer suggestions for making improvements in the organization. This makes them feel their importance in the organization.

g) Group associates must be carefully chosen to each section & superiority can be applied.

h) Different levels of management can conduct training programmes to require for the job.

i) The company should undertake more recreational activities for the employees for better productivity.

j) As the employees often come across stress during their work and they also do not want any stress management committee to train them, the company should conduct stress management activities and training within the organization on regular basis.

k) Organization should take feedback from each and every employee.

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WEBSITE:

- www.careertrainer.com
- www.siebrains.com
- www.google.co.in

ANNEXURE

QUESTIONNAIRE

EMPLOYEE NAME:

DEPARTMENT:

1. Number of respondents based on their gender?

Male	
Female	

2. Age of respondents?

20 – 25	
30 – 35	
40 – 45	
50 – 55	

3. Education qualification of respondents?

SSLC	
Diploma	
Post graduate	
Under graduate	
Others	

4. Marital status of respondents?

Married	
Unmarried	

5. Experience of respondents?

0 – 5 yrs.	
5 – 10 yrs.	
10 – 15 yrs.	
15 – 20 yrs.	

6. Nature of work?

Technical	
Non – technical	
Management	
Others	

7. Satisfaction level of respondents about work?

Strongly Agree	
Agree	
Neutral	
Disagree	
Strongly Disagree	

8. Level of renumeration of respondents?

Very high	
High	
Medium	
Low	
No option	

9. Feasible working hours?

9 am to 5 pm	
8 am to 4 pm	
Shifts	

10. Relationship of employees with other working teams?

Excellent	
Very good	
Neutral	
Poor	
Very poor	

11. Level of performance after motivation?

Excellent	
Very good	
Neutral	
Good	
Average	

12. Level of interest of respondents in motivation?

High	
Moderate	
Low	

13. Level of job security in the company?

Excellent	
Very good	
Neutral	
Good	
Average	

14. Level of job training?

Excellent	
Very good	
Neutral	
Good	
Average	

15. Work environment?

Very good	
Good	
Bad	
Worst	

16. Workers participation in organization decision making?

High	
Moderate	
Low	

17. Incentive benefits system to employees?

Excellent	
Very good	
Neutral	
Good	
Average	

18. Flow of information in the organization?

Good	
Moderate	
Bad	

19. Process of recruitment?

Difficult	
Moderate	
Easy	

20. How often does the employees get together?

Very often	
Not too often	
Not mentioned	

21. Is the organization flexible towards emergency leave?

Yes	
No	

22. Career growth in the organization?

Good	
Bad	

23. Mode of payment options?

Difficult	
Moderate	
Easy	

24. Quality of service provided by SiE Brains?

Excellent	
Very good	
Neutral	
Good	
Average	

25. Overall satisfaction and any feedback?

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ACHARYA INSTITUTE OF TECHNOLOGY
DEPARTMENT OF MBA
INTERNSHIP WEEKLY
REPORT(16MBAPR407)

Name of the Student: Nisha Kumari Malviya

Internal Guide: Prof. Bhagyashree G Kasturi
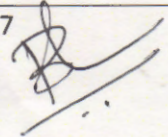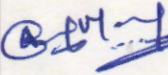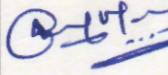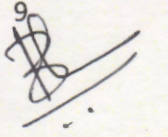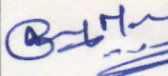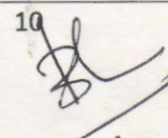
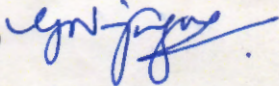**USN No**: 1AZ16MBA45
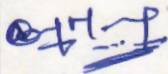
Specialization: Marketing & HR

Title of the Project: Motivational Strategies

Company Name: SiE Brains Technology service Pvt ltd

Company Address: 1st D Cross Road, East of NGEF Layout, Kasturi Nagar, Bangalore Karnataka 560043

Week	Work undertaken	External Guide Signature	Internal Guide Signature
15-01-18 to 20-01-18	Introduction About SiE Brains and its Operation		1
22-01-18 to 27-01-18	Learning about different operations and products by SiE Brains		2
29-01-18 to 03-02-18	Orientation and gathering information about the growth of the company		3
05-02-18 to 10-02-18	Analysis of the position of the company		4
12-02-18 to 17-02-18	Research Problem Identification		5
19-02-18 to 24-02-18	Population of the Research instrument for data collection		6

26-02-18 to 03-03-18	Theoretical background of the study		7
04-03-18 to 10-03-18	Data collection and Data analysis		8
12-03-18 to 17-03-18	Interpretation of data gathered during the survey		9
19-03-18 to 24-03-18	Final report preparation and submission		10

HOD

Head of the Department
Department of MBA
Acharya Institute of Technology
Soldevanahili, Bangalore-560 1