



TOYO INDUSTRIES

(ISO 9001 - 2015 Certified Company)

No. 1, Thiruverkadu Main Road, Gangaiamman Nagar, Pallikuppam,

Thiruverkadu, Chennai - 600 077. Cell : 99401 11283

Email : toyoindustries@gmail.com / rpandiyan@toyoindustries.in Website : www.toyoindustries.in

Date : 12.03.2021

CERTIFICATE

This is certify that Mr.S.VIJI BBA- III Year Shift II " MAR GREGORIOS COLLEGE OF ART'S AND SCIENCE" Chennai has successfully Completed his project work in the topic of "EMPLOYEE 'S ATTRITION" From Feb 10 -2021 to Mar 10 - 2021

During the above period he was found to be sincere and his performance was good, I wish his all success and all the best

For TOYO INDUSTRIES

For TOYO INDUSTRIES
R.PANDIYAN

Managing Director



TOYO INDUSTRIES

(ISO 9001 - 2015 Certified Company)

No. 1, Thiruverkadu Main Road, Gangaianman Nagar, Pallikuppam,
Thiruverkadu, Chennai - 600 077. Cell : 99401 11283

mail : toyoindustries@gmail.com / rpandiyam@toyoindustries.in Website : www.toyoindustries.in

Date : 12.03.2021

CERTIFICATE

This is certify that Mr.M.Aravind Kumar BBA- III Year Shift II " MAR GREGORIOS COLLEGE OF ART'S AND SCIENCE" Chennai has successfully Completed his project work in the topic of "EMPLOYEE 'S ATTRITION" From Feb 10 -2021 to Mar 10 - 2021

During the above period he was found to be sincere and his performance was good, I wish his all success and all the best

For TOYO INDUSTRIES

For TOYO INDUSTRIES
R.PANDIYAN

Managing Director



TOYO INDUSTRIES

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Thiruverkadu, Chennai - 600 077. Cell : 99401 11283

Email : toyoindustries@gmail.com / rpandiyar@toyoindustries.in Website : www.toyoindustries.in

Date : 12.03.2021

CERTIFICATE

This is certify that Mr.A.ANTONY GARRISON BBA- III Year Shift II " MAR
GREGORIOS COLLEGE OF ART'S AND SCIENCE" Chennai has successfully
Completed his project work in the topic of "EMPLOYEE 'S ATTRITION"
From Feb 10 -2021 to Mar 10 - 2021

During the above period he was found to be sincere and his performance was
good, I wish his all success and all the best

For TOYO INDUSTRIES

For TOYO R.PANDIYAN

Managing Director

20th Feb'2021

TO WHOMSOEVER IT MAY CONCERN

Sub: Completion of BBA Project Internship

We wish to confirm that Ms. J.Nisha (Reg. Num: 411802980), who is pursuing final year BBA in Mar Gregorios College of Arts and Science, Chennai has successfully completed the Marketing project internship in our concern titled " A STUDY ON QUALITY OF SERVICE AT SIGNWARE TECHNOLOGIES " from 20th Jan'2021 to 20th Feb'2021.

During the tenure with us, conduct & behavior was observed to be good.

We wish success in all the future endeavors.

For Signware Technologies,


Alfana. F

Authorised Signatory.



Signware Technologies Pvt. Ltd

Murugesan Street, Balavinayagar Nagar, Arumbakkam, Chennai - 600 106.

| www.signwaretechnologies.com | 7299159966

20th Feb'2021

TO WHOMSOEVER IT MAY CONCERN

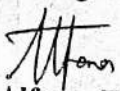
Sub: Completion of BBA Project Internship

We wish to confirm that Mr. I.Sanjay (Reg. Num: 411802984), who is pursuing final year BBA in Mar Gregorios College of Arts and Science, Chennai has successfully completed the Marketing project internship in our concern titled " A STUDY ON QUALITY OF SERVICE AT SIGNWARE TECHNOLOGIES " from 20th Jan'2021 to 20th Feb'2021.

During the tenure with us, conduct & behavior was observed to be good.

We wish success in all the future endeavors.

For Signware Technologies,


Alfana. F

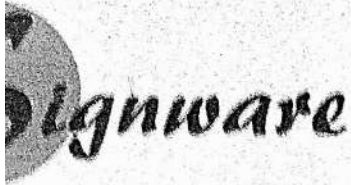
Authorised Signatory



Signware Technologies Pvt. Ltd

Murugesan Street, Balavinayagar Nagar, Arumbakkam, Chennai - 600 106.

| www.signwaretechnologies.com | 7299159966



20th Feb'2021

TO WHOMSOEVER IT MAY CONCERN

Sub: Completion of BBA Project Internship

We wish to confirm that Ms. S.Velvizhi (Reg. Num: 411802982), who is pursuing final year BBA in Mar Gregorios College of Arts and Science, Chennai has successfully completed the Marketing project internship in our concern titled " A STUDY ON QUALITY OF SERVICE AT SIGNWARE TECHNOLOGIES " from 20th Jan'2021 to 20th Feb'2021.

During the tenure with us, conduct & behavior was observed to be good.

We wish success in all the future endeavors.

For Signware Technologies,


Alfana. F

Authorised Signatory.



Signware Technologies Pvt. Ltd

Surugesan Street, Balavinayagar Nagar, Arumbakkam, Chennai - 600 106.

| www.signwaretechnologies.com | 7299159966



5th Mar'2021

ACADEMIC PROJECT INTERNSHIP COMPLETION LETTER

We like to confirm the below student, who is pursuing BBA in Mar Gregorios College of Arts and Science, Chennai, has successfully completed the final year project internship in HR Department titled "A STUDY ON EMPLOYEE WELFARE MEASURES" in our concern from 5th Feb' 2021 to 5th Mar'2021.

STUDENT NAME	REG. NO	SPECIALIZATION
Mr. R RISHI	411802960	HR

We wish success in all the future endeavors.

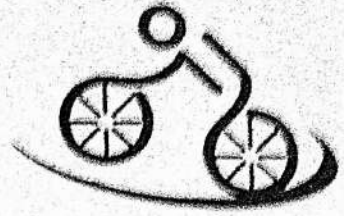
For Autokshi Engineers [P] Ltd,


Valravanathan
Authorized Signatory



AUTOKSHI ENGINEERS PRIVATE LIMITED

75, Sengundram Road, Malrosapuram Village, Maraimalainagar, Chennai - 603209
Contact@autokshiengineers.com | Ph: 044- 43322527



5th Mar'2021


ACADEMIC PROJECT INTERNSHIP COMPLETION LETTER

We like to confirm the below student, who is pursuing BBA in Mar Gregorios College of Arts and Science, Chennai, has successfully completed the final year project internship in HR Department titled "A STUDY ON EMPLOYEE WELFARE MEASURES" in our concern from 5th Feb' 2021 to 5th Mar'2021.

STUDENT NAME	REG. NO	SPECIALIZATION
Mr. A DAVID GIFTSON	411802939	HR

We wish success in all the future endeavors.

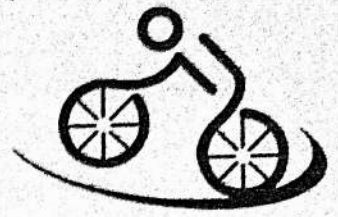
For Autokshi Engineers [P] Ltd,


Vairavanathan
Authorized Signatory



AUTOKSHI ENGINEERS PRIVATE LIMITED

75, Sengundram Road, Malrosapuram Village, Maraimalainagar, Chennai - 603209
Contact@autokshlengineers.com | Ph: 044- 43322527



5th Mar'2021

ACADEMIC PROJECT INTERNSHIP COMPLETION LETTER

We like to confirm the below student, who is pursuing BBA in Mar Gregorios College of Arts and Science, Chennai, has successfully completed the final year project internship in HR Department titled "A STUDY ON EMPLOYEE WELFARE MEASURES" in our concern from 5th Feb' 2021 to 5th Mar'2021.

STUDENT NAME	REG. NO	SPECIALIZATION
Mr. A DAVID GIFTSON	411802939	HR

We wish success in all the future endeavors.

For Autokshi Engineers [P] Ltd,

Vairavanathan A
Authorized Signatory



AUTOKSHI ENGINEERS PRIVATE LIMITED

75, Sengundram Road, Malrosapuram Village, Maraimalainagar, Chennai - 603209
Contact@autokshlengineers.com | Ph: 044- 43322527



5th Mar'2021


ACADEMIC PROJECT INTERNSHIP COMPLETION LETTER

We like to confirm the below student, who is pursuing BBA in Mar Gregorios College of Arts and Science, Chennai, has successfully completed the final year project internship in HR Department titled "A STUDY ON EMPLOYEE WELFARE MEASURES" in our concern from 5th Feb' 2021 to 5th Mar'2021.

STUDENT NAME	REG. NO	SPECIALIZATION
Mr. K VISHAL SRIVATS	411802985	HR

We wish success in all the future endeavors.

For Autokshi Engineers [P] Ltd,


Vairavanathan. A
Authorized Signatory



AUTOKSHI ENGINEERS PRIVATE LIMITED

75, Sengundram Road, Malrosapuram Village, Maraimalainagar, Chennai - 603209
Contact@autokshiengineers.com | Ph: 044- 43322527



19/02/2021

TO WHOMSOEVER IT MAY CONCERN

Sub: BBA Project Completion letter

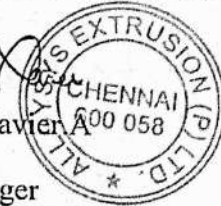
We wish to confirm that **Mr. J. John Jeba Singh (Reg. No: 411802946)**, pursuing final year BBA in Mar Gregorios College of Arts and Science, Chennai, has successfully completed the final year project in HR titled **“A STUDY ON IMPACT OF ORGANIZATIONAL CLIMATE ON JOB SATISFACTION”** in our concern from 18/01/2021 to 19/02/2021.

During the tenure with us, his conduct & behavior was observed to be good.

We wish success in all future endeavors.

For Alloysys Extrusion [P] Ltd

Francis Xavier
Francis Xavier
HR Manager



ALLOYSYS EXTRUSION [P] LTD



19/02/2021

TO WHOMSOEVER IT MAY CONCERN

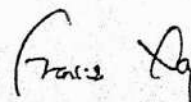
Sub: BBA Project Completion letter

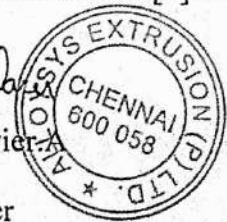
We wish to confirm that Mr. A. Muruganandam (Reg. No: 411802953), pursuing final year BBA in Mar Gregorios College of Arts and Science, Chennai, has successfully completed the final year project in HR titled "A STUDY ON IMPACT OF ORGANIZATIONAL CLIMATE ON JOB SATISFACTION" in our concern from 18/01/2021 to 19/02/2021.

During the tenure with us, his conduct & behavior was observed to be good.

We wish success in all future endeavors.

For Alloysys Extrusion [P] Ltd


Francis Xavier
HR Manager



ALLOYSYS EXTRUSION [P] LTD



19/02/2021

TO WHOMSOEVER IT MAY CONCERN

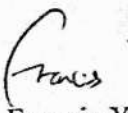

Sub: BBA Project Completion letter

We wish to confirm that Mr. J. Surya Prakash (Reg. No: 411802974), pursuing final year BBA in Mar Gregorios College of Arts and Science, Chennai, has successfully completed the final year project in HR titled "A STUDY ON IMPACT OF ORGANIZATIONAL CLIMATE ON JOB SATISFACTION" in our concern from 18/01/2021 to 19/02/2021.

During the tenure with us, his conduct & behavior was observed to be good.

We wish success in all future endeavors.

For Alloysys Extrusion [P] Ltd


Francis Xavier


HR Manager

ALLOYSYS EXTRUSION [P] LTD



22nd February 2021.

TO WHOMSOEVER IT MAY CONCERN

We hereby certify that **Mr. F. EVAN SAMSON** , Register No. **411802988**, a bonafide student of Department of Business Administration, Mar Gregorios College has successfully completed his project work in our organisation for a period of one month starting from **18.01.2021** to **22.02.2021**.

He completed his internship in HR department, titled **“A Study on effectiveness of Training and Development”**.

He was sincere and hardworking during his tenure. We wish him all the very best for his future endeavours.

AUTHORIZED SIGNATORY.

LA CROSS TECHNOLOGIES
NO. 17/25, THIRUVERKADU MAIN ROAD,
AYAPPAKKAM, CHENNAI-600 077



22nd February 2021.

TO WHOMSOEVER IT MAY CONCERN

We hereby certify that **Mr. B. ISSAC SAM**, Register No. **411802989**, a bonafide student of Department of Business Administration, Mar Gregorios College has successfully completed his project work in our organisation for a period of one month starting from **18.01.2021** to **22.02.2021**.

He completed his internship in HR department, titled "**A Study on effectiveness of Training and Development**".

He was sincere and hardworking during his tenure. We wish him all the very best for his future endeavours.

AUTHORIZED SIGNATORY.

LA CROSS TECHNOLOGIES
NO. 17/25, THIRUVERKADU MAIN ROAD,
AYAPPAKKAM, CHENNAI-600 077

www.lacrosstechnologies.org
info@lacrosstechnologies.org

LA



22nd February 2021.

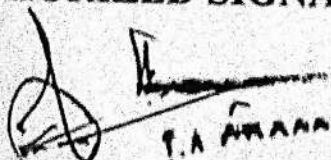
TO WHOMSOEVER IT MAY CONCERN

We hereby certify that **Mr. A MATHEW**, Register No. 411802990, a bonafide student of Department of Business Administration, Mar Gregorios College has successfully completed his project work in our organisation for a period of one month starting from 18.01.2021 to 22.02.2021.

He completed his internship in HR department, titled "A Study on effectiveness of Training and Development".

He was sincere and hardworking during his tenure. We wish him all the very best for his future endeavours.

AUTHORIZED SIGNATORY.



A. ARAVINDHAN

LA CROSS TECHNOLOGIES
NO. 17/25, THIRUVERKADU MAIN ROAD,
AYAPPAKKAM, CHENNAI-600 077



**Bescal
Steel
Industries**

25/03/2021
Chennai

TO WHOMSOEVER IT MAY CONCERN

Sub: Completion letter for BBA Project Internship

We hereby confirm the below student who is pursuing final year BBA in Mar Gregorios College of Arts and Science, Chennai, has successfully completed the final year Marketing project internship titled "A STUDY ON EFFECTIVENESS OF SALES PROMOTIONAL ACTIVITIES WITH REFERENCE TO BESCAL STEEL INDUSTRIES " from 25th Feb' 2021 to 25th Mar'2021.

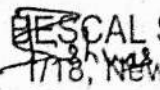
NAME: A.AHMED ARSHATH

REG NO: 411802931

During the tenure with us, his conduct & behavior was observed to be good.

We wish success in all the future endeavors.

For Bescal Steel Industries Pvt. Ltd,


BESCAL STEEL INDUSTRIES
1/18, New Avenue, Vetri Nagar,
Bishwas S., Chennai - 600 001.
Authorized Signatory

BESCAL STEEL INDUSTRIES PVT LTD

1/18, New Avenue, Vetri Nagar, Mannady, George Town,

Chennai - 600 001 | www.bescalsteelindustries.com | Ph: 044 - 22449774



**Bescal
Steel
Industries**

25/03/2021
Chennai

TO WHOMSOEVER IT MAY CONCERN

Sub: Completion letter for BBA Project Internship

We hereby confirm the below student who is pursuing final year BBA in Mar Gregorios College of Arts and Science, Chennai, has successfully completed the final year Marketing project internship titled "A STUDY ON EFFECTIVENESS OF SALES PROMOTIONAL ACTIVITIES WITH REFERENCE TO BESCAL STEEL INDUSTRIES " from 25th Feb' 2021 to 25th Mar'2021.

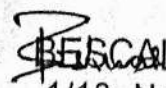
NAME: S.ABSAL RAHUMAN

REG NO: 411802930

During the tenure with us, his conduct & behavior was observed to be good.

We wish success in all the future endeavors.

For Bescal Steel Industries Pvt. Ltd,


BESCAL STEEL INDUSTRIES
1/18, New Avenue, Vetri Nagar,
Bishwas S.
Mannady, Chennai - 600 001.
Authorized Signatory

BESCAL STEEL INDUSTRIES PVT LTD

, New Avenue, Vetri Nagar, Mannady, George Town,

Chennai - 600 001 | www.bescalsteelindustries.com | Ph: 044 - 22449774



20-02-2021

TO WHOMSOEVER IT MAY CONCERN


Sub: Completion of Final Year BBA Project


We wish to confirm that Mr. P.Godwin Bence (Reg. No: 411802943), who is pursuing final year BBA in Mar Gregorios College of Arts and Science, Chennai; has successfully completed the final year HR project titled "A STUDY ON EFFECTIVENESS OF TRAINING AND DEVELOPMENT IN THERMOX POLYMERS" from 20-01-2021 to 20-02-2021.

During the tenure with us, his conduct & behavior were observed to be good

We wish success in all the future endeavors.

For Thermox Polymers Pvt Ltd,


Aravind. A
Authorized Signatory



THERMOX POLYMERS LTD

No.34, Rajaji Street, Shanthi Colony, Kovur, Chennai – 600 122. Phone: 7299159966

sales@thermoxpolymers.com | www.thermoxpolymers.com

20-02-2021

TO WHOMSOEVER IT MAY CONCERN

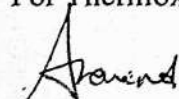
Sub: Completion of Final Year BBA Project

We wish to confirm that Mr. Babu. B (Reg. No: 411802937), who is pursuing final year BBA in Mar Gregorios College of Arts and Science, Chennai, has successfully completed the final year HR project titled "A STUDY ON EFFECTIVENESS OF TRAINING AND DEVELOPMENT IN THERMOX POLYMERS" from 20-01-2021 to 20-02-2021.

During the tenure with us, his conduct & behavior were observed to be good

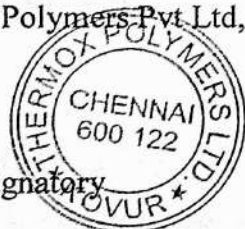
We wish success in all the future endeavors.

For Thermox Polymers Pvt Ltd,



Aravind. A

Authorized Signatory



THERMOX POLYMERS LTD

No.34, Rajaji Street, Shanthi Colony, Kovur, Chennai – 600 122. Phone: 7299159966

sales@thermoxpolymers.com | www.thermoxpolymers.com



20-02-2021

TO WHOMSOEVER IT MAY CONCERN


Sub: Completion of Final Year BBA Project

We wish to confirm that Ms. Jency. J (Reg. No: 411802979), who is pursuing final year BBA in Mar Gregorios College of Arts and Science, Chennai, has successfully completed the final year HR project titled "A STUDY ON EFFECTIVENESS OF TRAINING AND DEVELOPMENT IN THERMOX POLYMERS" from 20-01-2021 to 20-02-2021.

During the tenure with us, her conduct & behavior were observed to be good

We wish success in all the future endeavors.

For ThermoX Polymers Pvt Ltd,


Aravind. A
Authorized Signatory



THERMOX POLYMERS LTD

No.34, Rajaji Street, Shanthi Colony, Kovur, Chennai – 600 122. Phone: 7299159966

sales@thermoxpolymers.com | www.thermoxpolymers.com

: 33AAGFT3111R1Z1



TOYO INDUSTRIES

(ISO 9001 - 2015 Certified Company)

No. 1, Thiruverkadu Main Road, Gangaiamman Nagar, Pallikuppam,
Thiruverkadu, Chennai - 600 077. Cell : 99401 11283

Mail : toyoindustries@gmail.com / rpandiyam@toyoindustries.in Website : www.toyoindustries.in

Date : 17.03.2021

CERTIFICATE

This is certify that Mr.A.JAYA KRISHNAN BBA- III Year Shift II " MAR
GREGORIOS COLLEGE OF ART'S AND SCIENCE" Chennai has successfully
Completed his project work in the topic of "RECRUITMENT AND SELECTION"
From Feb 15 -2021 to Mar 15 - 2021

During the above period he was found to be sincere and his performance was
good, I wish his all success and all the best

For TOYO INDUSTRIES

For TOYO INDUSTRIES


R. PANDIYAN
Managing Director



TOYO INDUSTRIES

(ISO 9001 - 2015 Certified Company)

No. 1, Thiruverkadu Main Road, Gangalamman Nagar, Pallikuppam,
Thiruverkadu, Chennai - 600 077. Call : 99401 11283

Mail : toyoindustries@gmail.com / rpandlyan@toyoindustries.in Website : www.toyoindustries.in

Date : 17.03.2021

CERTIFICATE

This is certify that Mr.P.HARI PRASAD BBA- III Year Shift II " MAR
GREGORIOS COLLEGE OF ART'S AND SCIENCE" Chennai has successfully
Completed his project work in the topic of "RECRUITMENT AND SELECTION"
From Feb 15 -2021 to Mar 15 - 2021

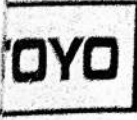
During the above period he was found to be sincere and his performance was
good, I wish his all success and all the best

For TOYO INDUSTRIES


For TOYO INDUSTRIES
R.PANDIYAN

Managing Director

33AAGFT3111R1Z1



TOYO INDUSTRIES

(ISO 9001 - 2015 Certified Company)

No. 1, Thiruverkadu Main Road, Gangaianman Nagar, Pallikuppam,
Thiruverkadu, Chennai - 600 077. Cell : 99401 11283

all : toyoindustries@gmail.com / rpandiyar@toyoindustries.in Website : www.toyoindustries.in

Date : 17.03.2021

CERTIFICATE

This is certify that Mr.S.AZHAGAPPAN BBA- III Year Shift II " MAR
GREGORIOS COLLEGE OF ART'S AND SCIENCE" Chennai has successfully
Completed his project work in the topic of "RECRUITMENT AND SELECTION"
From Feb 15 -2021 to Mar 15 - 2021

During the above period he was found to be sincere and his performance was
good, I wish his all success and all the best

For TOYO INDUSTRIES

For ~~TOYO INDUSTRIES~~

R.PANDIYAN
Managing Director

Domain 2 Host

Web Hosting Solutions

25th Mar'2021

TO WHOMSOEVER IT MAY CONCERN

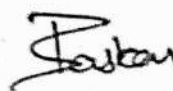
Sub: Completion of BBA Project

We wish to confirm that Mr. E.EDWIN PAUL (Reg. No: 411802987), pursuing BBA in Mar Gregorios College of Arts and Science, Chennai, has successfully completed the final year project in HR titled "A STUDY ON STRESS MANAGEMENT AT DOMAIN 2 HOST" from 25th Feb' 2021 to 25th Mar'2021.

During the tenure with us, conduct & behavior was observed to be good.

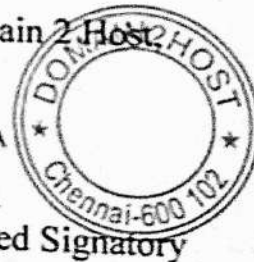
We wish success in all the future endeavors.

For Domain 2 Host



Baskar.R

Authorized Signatory



**"A STUDY ON STRESS MANAGEMENT AT DOMAIN 2 HOST
WEB HOSTING SOLUTION"**

Submitted to the University of Madras in partial fulfilment of the requirement of
the award of the degree of

BACHELOR OF BUSINESS ADMINISTRATION

Submitted By

A. RIYAS (Reg. No. 411802961)

E. EDWIN PAUL (Reg. No.411802987)

Under the Guidance of

Asst.Prof. Dr.I.M. Christina Febiula M.B.A., M.Phil.Phd.,

FACULTY GUIDE OF

DEPARTMENT OF BUSINESS ADMINISTRATION

MAR GREGORIOS COLLEGE



MOGAPPAIR, CHENNAI - 600 037

(Affiliated to University of Madras) April 2021



22nd Mar'2021

TO WHOMSOEVER IT MAY CONCERN


Sub: Completion of BBA Project Internship


We wish to confirm that **Mr. Arun.L (Reg. Num: 411802935)**, who is pursuing final year BBA in Mar Gregorios College of Arts and Science, Chennai has successfully completed the Marketing project internship titled **"A STUDY ON CUSTOMER RELATIONSHIP MANAGEMENT AT VISTONSOFT TECHNOLOGIES"** from 22nd Feb'2021 to 22nd Mar'2021.

During the tenure with us, his conduct & behaviour was observed to be good.

We wish success in all the future endeavors.

For Vistonsoft Technologies,


Ramesh.
Authorised Signatory



VISTONSOFT TECHNOLOGIES

Head Office: 62, First Floor, Parthasarathy Street, Mount Road, Teynampet,
Chennai - 600 018. Phone: 044-22449774 | Email: ramesh@vistonsoft.com
www.vistonsoft.com



VISTONSOFT

22nd Mar'2021

TO WHOMSOEVER IT MAY CONCERN

Sub: Completion of BBA Project Internship

We wish to confirm that Mr. Praveen .K (Reg. Num: 411802957), who is pursuing final year BBA in Mar Gregorios College of Arts and Science, Chennai has successfully completed the Marketing project internship titled "A STUDY ON CUSTOMER RELATIONSHIP MANAGEMENT AT VISTONSOFT TECHNOLOGIES" from 22nd Feb'2021 to 22nd Mar'2021.

During the tenure with us, his conduct & behaviour was observed to be good

We wish success in all the future endeavors.

For Vistonsoft Technologies,

Ramesh.V

Authorised Signatory



VISTONSOFT TECHNOLOGIES

**Head Office: 62, First Floor, Parthasarathy Street, Mount Road, Teynampet,
Chennai - 600 018. Phone: 044-22449774 | Email: ramesh@vistonsoft.com**

www.vistonsoft.com



PROJECT COMPLETION CERTIFICATE

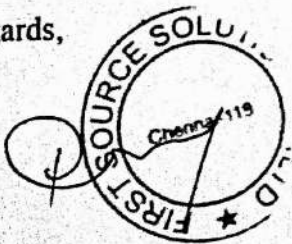
This is to certify that **S THARUN KUMAR** (Reg No: 411802975) final year BBA student of Mar Gregorios College of Arts & Science completed his projected titled "A Study on effectiveness of recruitment and selection process" in our "First Source Solution Private Limited" company during the period from 6th Feb 2021 to 6th March 2021 in partial fulfillment of the requirements for the award of the degree of Bachelor of Business Administration, by Madras University, Chennai.

Name of the Company Guide: Bala Seshadrinathan. M

Contact Number: 044-28887777

Email ID: firstsourcehr@gmail.com

With Regards,





PROJECT COMPLETION CERTIFICATE

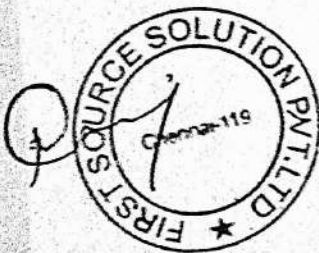
This is to certify that R KARTHIK (Reg No: 411802948) final year BBA student of Mar Gregorios College of Arts & Science completed his projected titled "A Study on effectiveness of recruitment and selection process" in our "First Source Solution Private Limited" company during the period from 6th Feb 2021 to 6th March 2021 in partial fulfillment of the requirements for the award of the degree of Bachelor of Business Administration, by Madras University, Chennai.

Name of the Company Guide: Bala Seshadrinathan. M

Contact Number: 044-28887777

Email ID: firstsourcehr@gmail.com

With Regards,





PROJECT COMPLETION CERTIFICATE

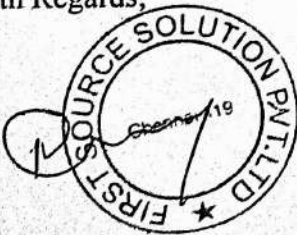
This is to certify that **B CHARLES** (Reg No: 411802938) final year BBA student of Mar Gregorios College of Arts & Science completed his projected titled "A Study on effectiveness of recruitment and selection process" in our "First Source Solution Private Limited" company during the period from 6th Feb 2021 to 6th March 2021 in partial fulfillment of the requirements for the award of the degree of Bachelor of Business Administration, by Madras University, Chennai.

Name of the Company Guide: Bala Seshadrinathan. M

Contact Number: 044-28887777

Email ID: firstsourcehr@gmail.com

With Regards,





VISTONSOFT

20th Feb'2021

TO WHOMSOEVER IT MAY CONCERN

Sub: Completion of BBA Project Internship

We wish to confirm that Mr. P. Dinesh kumar (Reg. Num: 411802942), who is pursuing final year BBA in Mar Gregorios College of Arts and Science, Chennai has successfully completed the HR project internship titled "A STUDY ON EMPLOYEE ENGAGEMENT ACTIVITIES AT VISTONSOFT TECHNOLOGIES" from 20th Jan'2021 to 20th Feb'2021.

During the tenure with us, his conduct & behaviour was observed to be good

We wish success in all the future endeavors.

For Vistonsoft Technologies,


Ramesh.V

Authorised Signatory



VISTONSOFT TECHNOLOGIES

Head Office: 62, First Floor, Parthasarathy Street, Mount Road, Teynampet,
Chennai - 600 018. Phone: 044-22449774 | Email: ramesh@vistonsoft.com

www.vistonsoft.com

20th Feb'2021

TO WHOMSOEVER IT MAY CONCERN

Sub: Completion of BBA Project Internship

We wish to confirm that Mr. M. Srinath (Reg. Num: 411802970), who is pursuing final year BBA in Mar Gregorios College of Arts and Science, Chennai has successfully completed the HR project internship titled "A STUDY ON EMPLOYEE ENGAGEMENT ACTIVITIES AT VISTONSOFT TECHNOLOGIES" from 20th Jan'2021 to 20th Feb'2021.

During the tenure with us, his conduct & behaviour was observed to be good

We wish success in all the future endeavors.

For Vistonsoft Technologies,



Ramesh.V

Authorised Signatory



VISTONSOFT TECHNOLOGIES

Head Office: 62, First Floor, Parthasarathy Street, Mount Road, Teynampet,
Chennai - 600 018, Phone: 044-22449774 | Email: ramesh@vistonsoft.com
www.vistonsoft.com

20th Feb'2021

TO WHOMSOEVER IT MAY CONCERN


Sub: Completion of BBA Project Internship


We wish to confirm that Mr. M. Srinath (Reg. Num: 411802970), who is pursuing final year BBA in Mar Gregorios College of Arts and Science, Chennai has successfully completed the HR project internship titled "A STUDY ON EMPLOYEE ENGAGEMENT ACTIVITIES AT VISTONSOFT TECHNOLOGIES" from 20th Jan'2021 to 20th Feb'2021.

During the tenure with us, his conduct & behaviour was observed to be good

We wish success in all the future endeavors.

For Vistonsoft Technologies,


Ramesh.V
Authorised Signatory



VISTONSOFT TECHNOLOGIES

Head Office: 62, First Floor, Parthasarathy Street, Mount Road, Teynampet,
Chennai - 600 018. Phone: 044 -22449774 | Email: ramesh@vistonsoft.com

www.vistonsoft.com

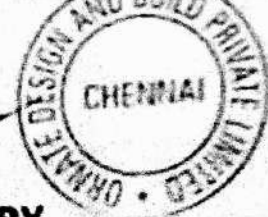

26th February 2021

TO WHOM IT MAY CONCERN

This is certifying that, Mr. Nithish S (Roll No.411802954) a student of BBA (Business Administration) at Mar Gregorios College of Arts and Science, Mogappair West, Maduravoyal, Chennai, has successfully completed 5 days of (22 February 2021 to 26 February 2021) Internship programme at this company. During the period of his internship programme with us he was found punctual, hardworking and inquisitive.

We wish him every success in life.

For **ORNATE DESIGN AND BUILD PVT LTD**



AUTHORISED SIGNATORY
BOOPALAN GOPAL
General Manager

26th February 2021

TO WHOM IT MAY CONCERN

This is certifying that, Mr. Soundararajan S (Roll No. 411802968) a student of BBA (Business Administration) at Mat Gregorios College of Arts and Science, Mogappair West, Madhavoyal, Chennai, has successfully completed 5 days of (22 February 2021 to 26 February 2021) Internship programme at this company. During the period of his internship programme with us he was found punctual, hardworking and inquisitive.

We wish him every success in life.

For ORNATE DESIGN AND BUILD PVT LTD



AUTHORISED SIGNATORY
DOPALAN GOPAL
General Manager

26 February 2021

TO WHOM IT MAY CONCERN

This is certifying that, Mr. Deepak I (Roll No. 411802941) a student of BBA (Business Administration) at Mar Gregorios College of Arts and Science, Mogappair West, Maduravoyal, Chennai, has successfully completed 5 days of (22 February 2021 to 26 February 2021) Internship programme at this company. During the period of his internship programme with us he was found punctual, hardworking and inquisitive.

We wish him every success in life.

For ORNATE DESIGN AND BUILD PVT LTD


AUTHORISED SIGNATORY
BOOPALAN GOPAL
General Manager





PK ASSOCIATES

No.10/21,7th Avenue,ashok nagar,chennai-600 083

Phone no:7358519131 Email:pkLtd@gmail.com

Date:

TO WHOM IT MAY CONCERN

This to certify that Mr.KARTHIKEYAN B (411802949) student of BBA, Mar Gregorious College, chennai-600037 has successfully completed one month (From 22nd Feb,2021 to 22nd March,2021) Internship program at PK ASSOCIATES. During the period of his internship programme with us he was found punctual, hardwork, inquisitive.

We wish him every success in life.

PK ASSOCIATES

No.10/21, 7th Avenue, Ashok Nagar,
Chennai - 600 083. Cell : 7358519131

Pranav

Authorized signature



PK ASSOCIATES

No.10/21,7th Avenue,ashok nagar,chennai-600 083

Phone no:7358519131 Email:pk ltd@gmail.com

Date:

TO WHOM IT MAY CONCERN

This to certify that Mr. R. JOSHUA PRAVEEN (411802947) student of BBA, Mar Gregorious College, chennai-600037 has successfully completed one month (From 22nd Feb,2021 to 22nd March,2021) Internship program at PK ASSOCIATES. During the period of his internship programme with us he was found punctual, hardwork, inquisitive.

We wish him every success in life.

PK ASSOCIATES

No.10/21, 7th Avenue, Ashok Nagar,
Chennai - 600 083. Cell : 7358519131

Pranav

Authorized signature



PK ASSOCIATES

No.10/21,7th Avenue,ashok nagar,chennai-600 083

Phone no:7358519131 Email:pk ltd@gmail.com

Date:

TO WHOM IT MAY CONCERN

This to certify that Mr. K. VIGNESH (411802976) student of BBA, Mar Gregorious College, chennai-600037 has successfully completed one month (From 22nd Feb, 2021 to 22nd March, 2021) Internship program at PK ASSOCIATES. During the period of his internship programme with us he was found punctual, hardwork, inquisitive.

We wish him every success in life.

PK ASSOCIATES

No.10/21, 7th Avenue, Ashok Nagar.

Chennai - 600 083. Cell : 7358519131

Pranav

Authorized signature



Growing Opportunity

FINANCE (INDIA) PVT. LTD.

31st March 2021

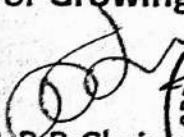
To Whom IT So Ever IT May Concern

This is to certify that Ms. EBINEZER (ID No: 411802986), a student of Mar Gregorios College, Chennai, Tamilnadu – 600 037 doing Bachelor of Business Administration (BBA) has successfully completed one month (01st March 2021 to 31st March 2021) internship program at **Growing Opportunity Finance India Private Limited.**

During the period of his internship programme with us, he found to be a punctual, responsive and good in attitude.

We wish his all the best in future endeavours.

For **Growing Opportunity Finance India Private Limited**


A P R Christy
Manager – Human Resource



Date: 05/03/2021

PROJECT WORK CERTIFICATE

This is to certify that **Shri S. POOVARASAN** , S/o K. Sankar, Reg.No: 411802955, who is pursuing final year BBA in Mar Gregorios College Of Arts and Science, Chennai has successfully completed the final year HR Project Titled "**STUDY OF EMPLOYEES ATTRITION** " in our firm from 01/02/2021 to 03/03/2021.

During the above period his conduct and behaviour were observed to be VERY GOOD.

For Dynamic Air Engineering (India) Pvt Ltd



K.Karthikeyan

Managing Director



REDOVA

25th Mar'2021

TO WHOMSOEVER IT MAY CONCERN

Sub: Completion of BBA project Internship

We wish to confirm that Mr. M.A.Abhinav (Reg. No: 411802929), who is pursuing final year BBA in Mar Gregorios College of Arts and Science, Chennai, has successfully completed the Logistics project internship in our concern titled "A STUDY ON PROBLEMS IN ROAD TRANSPORTATION AT REDOVA LOGISTICS" from 25th Feb' 2021 to 25th Mar'2021.

During the tenure with us, his conduct & behavior was observed to be good.

We wish success in all future endeavors.

For Redova Logistics Pvt Ltd,

Hariharan

Hariharan.N

Authorized Signatory



REDOVA LOGISTICS PRIVATE LIMITED

#43, 8th Cross Street, Thiru-Vi-Ka Industrial Estate, Guindy, Chennai - 32

| www.Redovalogistics.com | Info@Redovalogistics.com |

044 - 22441234



TWO SLICE SANDWICH

Address: 107, Thirvengadapuram 2nd street, choolaimedu, Chennai- 600094
Phone No.: 9884277629 E-mail: twoslicesandwich60@gmail.com

Date: 22/03/2021

TO WHOM IT MAY CONCERN

This is to certify that Mr. Antony Newton Britto (411802933), a student of BBA, mar gregorios college - Chennai, Tamil Nadu 600037 has successfully completed 01 month (From 22nd February, 2021 to 22nd March, 2021) internship program at TWO SLICE SANDWICH. During the period of his internship programme with us he was found punctual, hardworking and inquisitive.

We wish him every success in life.

For TWO SLICE SANDWICH,
TWO SLICE SANDWICH
107 Thiruvengada Puram 2nd Street,
Choolaimedu Chennai-600094.
Mobile : 9884377629
twoslicesandwich60@gmail.com

MERIN

Authorized Signature



TWO SLICE SANDWICH

Address: 107, Thirvengadapuram 2nd street, choolamedu, Chennai- 600094
Phone No.: 9884277629 E-mail: twoslicesandwich60gmail.com

Date: 22/03/2021

TO WHOM IT MAY CONCERN

This is to certify that Mr. Shyam (411802966), a student of BBA, mar gregorios college - Chennai, Tamil Nadu 600037 has successfully completed 01 month (From 22nd February, 2021 to 22nd March, 2021) internship program at TWO SLICE SANDWICH. During the period of his internship programme with us he was found punctual, hardworking and inquisitive.

We wish him every success in life.

For TWO SLICE SANDWICH,
TWO SLICE SANDWICH
107 Thiruvengada Puram 2nd Street,
Choolamedu Chennai-600094.
Mobile : 9884377629
twoslicesandwich60@gmail.com

MERIN


Authorized Signature



TWO SLICE SANDWICH

Address: 107, Thiruvengadapuram 2nd street, choolaimedu, Chennai- 600094
Phone No.: 9884277629 E-mail: twoslicesandwich60gmail.com

Date: 22/03/2021

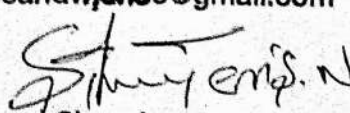
TO WHOM IT MAY CONCERN

This is to certify that Mr. Sathya Prakash(411802964), a student of BBA, mar gregorios college - Chennai, Tamil Nadu 600037 has successfully completed 01 month (From 22nd February, 2021 to 22nd March, 2021) internship program at TWO SLICE SANDWICH. During the period of his internship programme with us he was found punctual, hardworking and inquisitive.

We wish him every success in life.

For TWO SLICE SANDWICH,
TWO SLICE SANDWICH
107 Thiruvengada Puram 2nd Street,
Choolaimedu Chennai-600094.
Mobile : 9884377629
twoslicesandwich60@gmail.com

MERIN


Authorized Signature

"A STUDY ON TALENT MANAGEMENT OF BESCAL STEEL INDUSTRY "

Submitted to the University of Madras in partial fulfilment of the requirement of
the award of the degree of

BACHELOR OF BUSINESS ADMINISTRATION

Submitted By

B. DEEPAK KUMAR (Reg. No. 411802940)

A. SANTHOSH KUMAR (Reg. No. 411802963)

T. SURENDAR RAJ (Reg. No. 411802973)

Under the Guidance of

Asst. Professor, V. Senthil Murugan B. Com., M.B.A.

FACULTY GUIDE OF

DEPARTMENT OF BUSINESS ADMINISTRATION

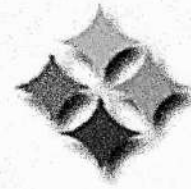
MAR GREGORIOS COLLEGE



MOGAPPAIR, CHENNAI - 600 037

(Affiliated to University of Madras) April 2021





**Bescal
Steel
Industries**

18/02/2021
Chennai

TO WHOMSOEVER IT MAY CONCERN

Sub: Completion letter for BBA Project Internship

We hereby confirm the below student who is pursuing final year BBA in Mar Gregorios College of Arts and Science, Chennai, has successfully completed the final year HR project internship titled "A STUDY ON TALENT MANAGEMENT AT BESCAL STEEL INDUSTRIES" from 18th Jan' 2021 to 18th Feb'2021.

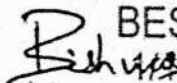
NAME: A. Santhosh Kumar

REG NO: 411802963

During the tenure with us, his conduct & behavior was observed to be good.

We wish success in all the future endeavors.

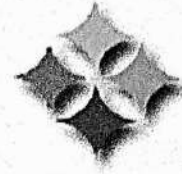
For Bescal Steel Industries Pvt. Ltd,

 **BESCAL STEEL INDUSTRIES**
Bishwas, New Avenue, Vetri Nagar,
Bishwas Mannady, Chennai - 600 001.
Authorized Signatory

BESCAL STEEL INDUSTRIES PVT LTD

New Avenue, Vetri Nagar, Mannady, George Town,

Chennai - 600 001 | www.bescalsteelindustries.com | Ph: 044 - 22449774



**Bescal
Steel
Industries**

18/02/2021
Chennai

TO WHOMSOEVER IT MAY CONCERN

Sub: Completion letter for BBA Project Internship

We hereby confirm the below student who is pursuing final year BBA in Mar Gregorios College of Arts and Science, Chennai, has successfully completed the final year HR project internship titled "A STUDY ON TALENT MANAGEMENT AT BESCAL STEEL INDUSTRIES" from 18th Jan' 2021 to 18th Feb'2021.


NAME: T. Surendar Raj

REG NO: 411802973

During the tenure with us, his conduct & behavior was observed to be good.

We wish success in all the future endeavors.

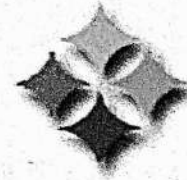
For Bescal Steel Industries Pvt. Ltd,


BESCAL STEEL INDUSTRIES
New Avenue, Vetri Nagar,
Bishwamannady, Chennai - 600 001.
Authorized Signatory

BESCAL STEEL INDUSTRIES PVT LTD

New Avenue, Vetri Nagar, Mannady, George Town,

Chennai - 600 001 | www.bescalsteelindustries.com | Ph: 044 - 22449774



**Bescal
Steel
Industries**

18/02/2021
Chennai

TO WHOMSOEVER IT MAY CONCERN

Sub: Completion letter for BBA Project Internship

We hereby confirm the below student who is pursuing final year BBA in Mar Gregorios College of Arts and Science, Chennai, has successfully completed the final year HR project internship titled "A STUDY ON TALENT MANAGEMENT AT BESCAL STEEL INDUSTRIES" from 18th Jan' 2021 to 18th Feb'2021.


NAME: B. Deepak kumar

REG NO: 411802940

During the tenure with us, his conduct & behavior was observed to be good.

We wish success in all the future endeavors.

For Bescal Steel Industries Pvt. Ltd,

 **BESCAL STEEL INDUSTRIES**
1/18, New Avenue, Vetri Nagar,
Bishwas Mannady, Chennai - 600 001.
Authorized Signatory

ESCAL STEEL INDUSTRIES PVT LTD

, New Avenue, Vetri Nagar, Mannady, George Town,

Chennai - 600 001 | www.bescalsteelindustries.com | Ph: 044 - 22449774