

**A STUDY ON WORK-LIFE BALANCE IN BANKING
SECTOR**

(HUMAN RESOURCE MANAGEMENT)

A project submitted to
University of Mumbai for partial completion of the degree of
Bachelor of Commerce (Banking & Insurance)
Under the Faculty of Commerce

Submitted By

MS. SHRAMIKA SUDHIR DESAI

3015

Under the Guidance of

PROF. NIRAV TAWADIA

**PRAHLADRAI DALMIA LIONS COLLEGE
OF COMMERCE & ECONOMICS
SUNDAR NAGAR, S.V ROAD, MALAD (WEST)
MUMBAI 400 064**

APRIL, 2023



Prahladrai Dalmia Lions College of Commerce & Economics
Sunder Nagar, Malad (West), Mumbai, 400 064
ISO 9001:2015 Certified

CERTIFICATE

This is to certify that Ms. **SHRAMIKA SUDHIR DESAI** has worked and duly completed his project work for the degree of Bachelor Commerce (Banking & Insurance) under the Faculty of Commerce in the subject of (Human Resource Management) and his project is entitled, “**A STUDY ON WORK-LIFE BALANCE IN BANKING SECTOR**” under my supervision. I further certify that the entire work has been done by the learner under the guidance and that no part of it has been submitted previously for any Degree of any University. It is her own work and facts reported by her personal finding and investigations.

Name & Signature

(External Examiner)

Name & Signature

Prof. Nirav Tawadia

(Internal Examiner)

Date of Submission: 17/4/2023



COLLEGE SEAL

DECLARATION

I the undersigned **SHRAMIKA SUDHIR DESAI** here by, declare that the work embodied in this project work titled **A STUDY ON WORK-LIFE BALANCE IN BANKING SECTOR**, forms my own contribution to the research work carried out under the guidance of **PROF. NIRAV TAWADIA** is a result of my own research work and has not been previously submitted to my other University for any other Degree to this or any other University.

Wherever reference has been made to previous works of other, it has been clearly indicated as such and included in the bibliography.

I, here by further declare that all information of this document has been obtained and presented in accordance with academic rules and ethical conduct.



SHRAMIKA SUDHIR DESAI



Certified by

PROF. NIRAV TAWADIA

ACKNOWLEDGEMENT

To list to who all helped me is difficult because they are so numerous and the depth is so enormous.

I would like to acknowledge the following as being idealistic channel and fresh dimension and completion of project.

I take this opportunity to thank the **University of Mumbai** for giving me chance to do this project.

I would like to thank my **I/C Principal, Dr. Kiran Mane** and our **Vice-Principal SFC Prof. Subhashini Naikar** for providing the necessary facilities required for completion of this project.

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Lastly, I would like to thank **each and every person** directly or indirectly helped me in the completion of the project, especially my **parents** and my **peers** who supported me through out of my project.

Shramika

**SHRAMIKA SUDHIR
DESAI**

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CERTIFICATE

This is to certify that **Mr. RYAN JOHN MONTEIRO** has worked and duly completed his project work for the degree of Bachelor Commerce (Banking & Insurance) under the Faculty of Commerce in the subject of Security Analysis and Portfolio Management) and his project is entitled, **“A STUDY ON NEW SECURITIES IN THE MARKET”** under my supervision. I further certify that the entire work has been done by the learner under the guidance and that no part of it has been submitted previously for any Degree of any University.

It is his own work and facts reported by his personal finding and investigations.

Signature
(External Examiner)

Signature
Prof Rahul Yadav

Date of Submission: 17/04/2023



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CERTIFICATE

This is to certify that **Mr. SUTHAR JASKARAN KISHOR** has worked and duly completed his Project Work for the degree of Bachelor of Commerce (Banking & Insurance) under the Faculty of Commerce in the subject of Security Analysis and Portfolio Management and his project is entitled, "**A BRIEF STUDY OF MUTAL FUND INVESTMENTS IN INDIA**" under my supervision. I further certify that the entire work has been done by the learner under the guidance and that no part of it has been submitted previously for any Degree or Diploma of any University.

It is his own work and facts reported by his personal finding and investigations.

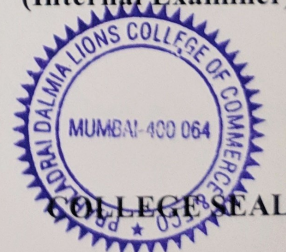
Priyanka Yadav
20/04/23

Name & Signature
(External Examiner)

Rahul Yaddav

Signature
Prof. RAHUL YADDAV
(Internal Examiner)

Date of Submission: 17/04/2023



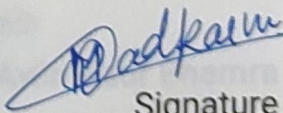


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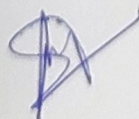
This is to certify that **Ms. Avlin Kaur Bhamra** has worked and duly completed her Project Work for the degree of Bachelor Commerce (Accounting & Finance) under the Faculty of Commerce in the subject of Accountancy/ Management and her project is entitled, "**Customer Satisfaction in Public Sector Bank**" under my supervision. I further certify that the entire work has been done by the learner under the guidance and that no part of it has been submitted previously for any Degree or Diploma of any University.

It is her own work and facts reported by her personal finding and investigations.


Signature

MS. MOHINI NADKARNI

Date of Submission: 17.04.2023







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Sunder Nagar, Malad (West), Mumbai, 400 064
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CERTIFICATE

This is to certify that **Ms. ANSARI AFREEN SALIM** has worked and duly completed her Project Work for the degree of Bachelor Commerce (banking and insurance) under the Faculty of Commerce in the subject of Accountancy/ Management and her project is entitled, **“INTERNSHIP BASED CASE STUDY ON CONSTRUCTION COMPANY”** under my supervision. I further certify that the entire work has been done by the learner under the guidance and that no part of it has been submitted previously for any Degree or Diploma of any University.

It is her own work and facts reported by her personal finding and investigations.


Signature

MS. MOHINI NADKARNI

Date of Submission: 17.04.2023





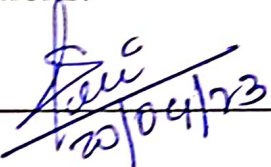


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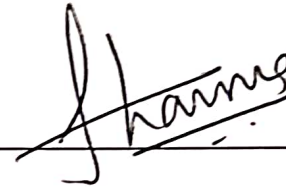
This is to certify that MR.SINGH NANDAN SANJEEV has worked and duly completed his Project Work for the degree of Bachelor of Commerce (Banking and Insurance). His project is titled as "EMPLOYEE RELATION AND PERFORMANCE MANAGEMENT IN PAYTM" under my supervision. This is to further certify that the entire work has been done by the learner and no part of it has been submitted previously for any Degree or Diploma of any University.

It is his own work and facts reported by her personal finding and investigations.



Name & Signature
(External Examiner)

Poojanka Yadav



Name & Signature
(Internal Examiner)

Date of Submission: 17-04-2023

COLLEGE SEAL



**A STUDY ON MOTIVATIONAL SIGNIFICANCE OF
VARIOUS REWARDS AND RECOGNITION PROGRAM
ON INSURANCE**

(HUMAN RESOURCE MANAGEMENT)

A project submitted to
University of Mumbai for partial completion of the degree of
Bachelor of Commerce (Banking & Insurance)
Under the Faculty of Commerce

Submitted By

MS.ASHIMA NIRMAL MONDAL

3038

Under the Guidance of

PROF. NIRAV TAWADIA

PRAHLADRAI DALMIA LIONS COLLEGE

OF COMMERCE & ECONOMICS

SUNDAR NAGAR, S.V ROAD, MALAD (WEST)

MUMBAI 400 064

APRIL, 2023



Prahladrai Dalmia Lions College of Commerce & Economics
Sunder Nagar, Malad (West), Mumbai, 400 064
ISO 9001:2015 Certified

CERTIFICATE

This is to certify that **MS. ASHIMA NIRMAL MONDAL** has worked and duly completed his project work for the degree of Bachelor Commerce (Banking & Insurance) under the Faculty of Commerce in the subject of (Human Resource Management) and his project is entitled, “**A STUDY ON MOTIVATIONAL SIGNIFICANCE OF VARIOUS REWARDS AND RECOGNITION PROGRAMS ON INSURANCE**” under my supervision. I further certify that the entire work has been done by the learner under the guidance and that no part of it has been submitted previously for any Degree of any University. It is her own work and facts reported by her personal finding and investigations.

Sophane

Name & Signature

(External Examiner)

Date of Submission: 18/04/2023

Nirav

Name & Signature

Prof. Nirav Tawadia

(Internal Examiner)




DECLARATION

I the undersigned **MS.ASHIMA NIRMAL MONDAL** here by, declare that the work embodied in this project work titled **A STUDY ON MOTIVATIONAL SIGNIFICANCE OF VARIOUS REWARDS AND RECOGNITION PROGRAMS ON INSURANCE**, forms my own contribution to the research work carried out under the guidance of **PROF. NIRAV TAWADIA** is a result of my own research work and him not been previously submitted to my other University for any other Degree to this or any other University.

Wherever reference has been made to previous works of other, it has been clearly indicated as such and included in the bibliography.

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**MS.ASHIMA NIRMAL
MONDAL**


Certified by

PROF. NIRAV TAWADIA

ACKNOWLEDGEMENT

To list to who all helped me is difficult because they are so numerous and the depth is so enormous.

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**MS.ASHIMA NIRMAL
MONDAL**

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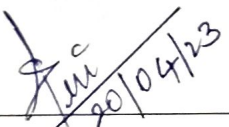
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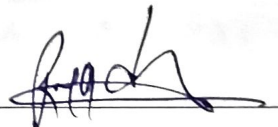
CERTIFICATE

This is to certify that **Ms. HEMNGI SAMPAT SHIVDAS** has worked and duly completed her Project Work for the degree of Bachelor Commerce (Banking & Insurance) under the Faculty of Commerce in the subject of security analysis and portfolio management and her project is entitled, "**A STUDY ON PORTFOLIO OF INVESTMENT COMPANY REFERENCE TO LIC**" under my supervision. I further certify that the entire work has been done by the learner under the guidance and that no part of it has been submitted previously for any Degree of any University. It is **her** own work and facts reported by her personal finding and investigations.



Name & Signature
(External Examiner)

Priyanka yadav



Signature
Prof. Rahul Yadav
(Internal Examiner)

Date of Submission: 17/04/2021

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Sunder Nagar, Malad (West), Mumbai, 400 064

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CERTIFICATE

This is to certify that **Ms. BARFA KAVITA DOULARAM** has worked and duly completed her Project Work for the degree of Bachelor of Commerce (Banking & Insurance) under the Faculty of Commerce in the subject of Security Analysis and Portfolio Management and her project is entitled, “**A BRIEF STUDY OF THE CAPM MODEL OF THE FMCG SECTOR CONCERNING BRITANNIA**” under my supervision. I further certify that the entire work has been done by the learner under the guidance and that no part of it has been submitted previously for any Degree of any University.

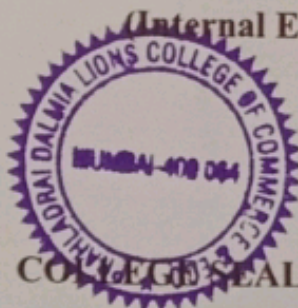
It is **her** own work and facts reported by her personal findings and investigations.

Name & Signature
(External Examiner)

Signature
PROF. RAHUL YADAV
(Internal Examiner)

Date of Submission:

17/04/2023





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This is to certify that Mr. DAMANI SHIVAM MAHESH SUMAN has worked and duly completed his Project Work for the degree of Bachelor Commerce (Banking & Insurance) under the Faculty of Commerce in the subject of Financial Service Management and his project is entitled, “A STUDY ON IMPACT OF UPI ON ECONOMIC GROWTH” under my supervision.

I further certify that the entire work has been done by the learner under my guidance and that no part of it has been submitted previously for any Degree or Diploma of any University.

It is **his** own work and facts reported by his personal finding and investigations.

Name & Signature
(External Examiner)

Name & Signature
(Internal Examiner)

Date of Submission: 17/4/2023



APRIL, 2023



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Sunder Nagar, Malad (West), Mumbai, 400 064
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CERTIFICATE

This is to certify that **MS. SUDHA JITENDRA MISHRA** has worked and duly completed her Project Work for the degree of Bachelor Commerce (Banking & Insurance) under the Faculty of Commerce in the subject of Accountancy/ Management and her project is entitled, **“A STUDY ON AUDIT OF SMALL AND LARGE SCALE INDUSTRIES** under my supervision.

I further certify that the entire work has been done by the learner under my guidance and that no part of it has been submitted previously for any Degree or Diploma of any University.

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Sophane

Name & Signature
(External Examiner)

S.H.D.

Sailu. M. S.

Name & Signature
(Internal Examiner)

Date of Submission: 17/04/2023





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Signature

MS. MOHINI NADKARNI

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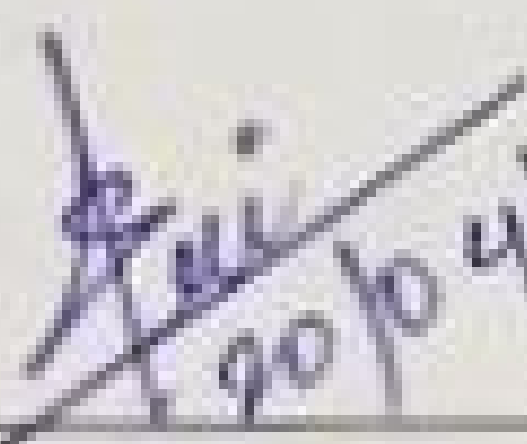
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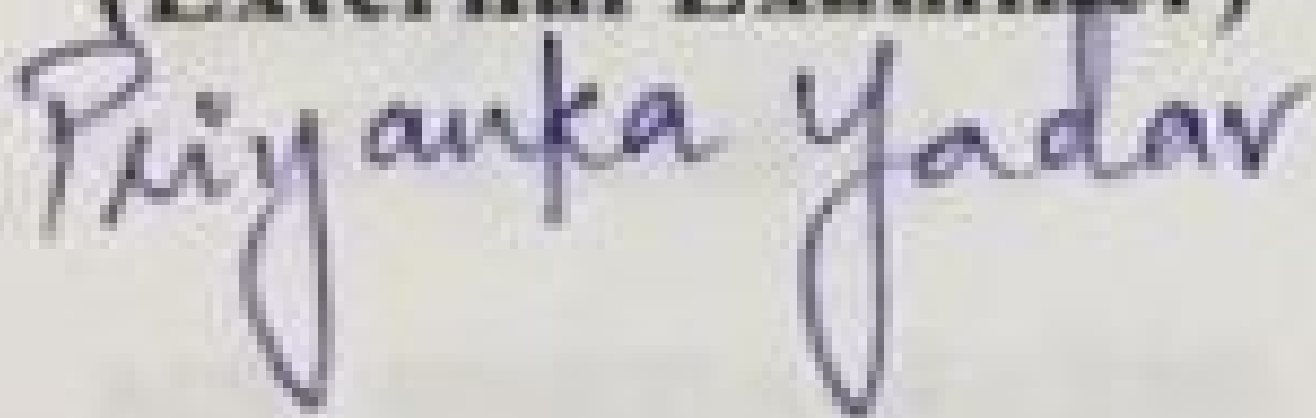
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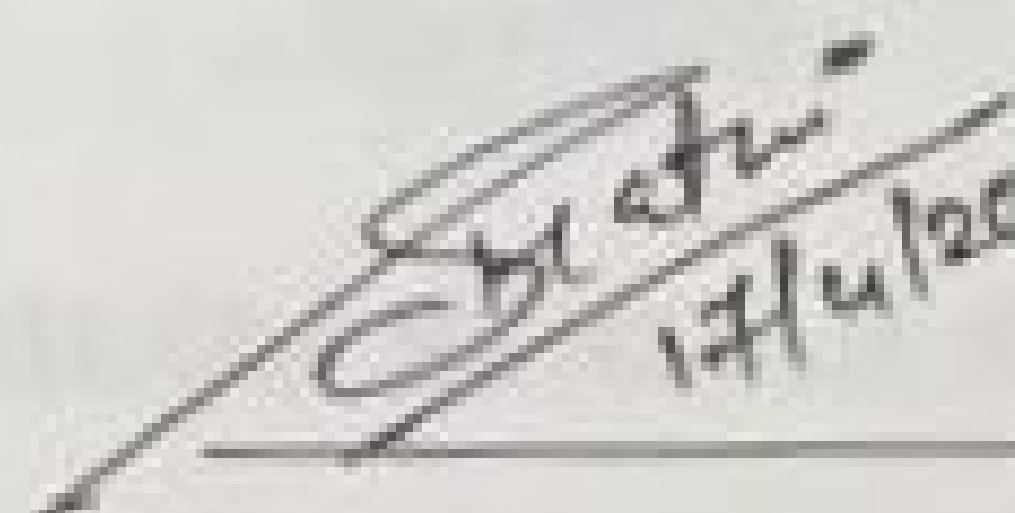
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17/04/23

Name & Signature
(External Examiner)




17/4/2023.

Name & Signature
(Internal Examiner)

Date of Submission: 17/04/2023





Prahladrai Dalmia Lions College of Commerce & Economics
Sundar Nagar, Malad (west), Mumbai 400064.

ISO 9001:2015 Certificate

CERTIFICATE

This is to certify that **Ms.BAVKAR SIDDHI RAVINDRA POOJA** has worked and duly completed her Project Work for the degree of Bachelor of Management Studies under the Faculty of Commerce. Her project is entitled, "**STUDY ON EMPLOYEE SATISFACTION**" under my supervision. I further certify that the entire work has been done by the learner under the guidance and that no part of it has been submitted previously for any Degree or Diploma of any University .

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Anuja Narrao

Name & signature
(External Examiner)

Name & Signature
(Internal Examiner)

Date of Submission: 17/04/23



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