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# A Study on Employee Employer Relationship with Special Reference to Crystal Engineering System Private Limited

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**Abstract.** This project explores an overview of a study on employee-employer relationship with special reference to crystal engineering system private limited. Employees are the focal point in the success of every organization. If the employees work together and share a good relationship with employers they can achieve their tasks much faster. Managing employee relationship is important and valuable to the organizational success and achieving competitive advantage. It is necessary to have a strong relationship between employees and employers that leads to productivity, motivation and better performance. The objectives as follows the relationship between employee and the employer by their communication and also the mutual understanding of employee and employer by the team work. The various factors which affect the employees to take the authority of decision making. Based on the objective that follows scope of the study is to make the organization harmonious. Employee and employer relationship helps in increases productivity and creating the dynamic workforce. Descriptive analysis is used to describe the characteristics of a population and the tools used in the research methodology based on questionnaire in the survey tools such as percentage analysis and chi-square test. The study is based on feedback of 80 respondents who are working in the organization. The findings of study shows the effective communication between the employee and employer is essential for building a positive and productive relationship. Employers can foster engagement by providing regular feedback, recognition, and opportunities for growth. From the study a positive and productive employee-employer relationship is essential for the success of the organization.

## 1. INTRODUCTION

Employees are the focal point in the success of every organization. If the employees work together and share a good relationship with employers they can achieve their tasks much faster. Managing employee relationship is important and valuable to the organizational success and achieving competitive advantage. It is necessary to have a strong relationship between employees and employers that leads to productivity, motivation, and better performance. These relationships are vital to business success, as strong relationships can lead to greater employee happiness and even increased productivity. Objectives: To study the relationship between employee and the employer by their communication. To study the mutual understanding of employee and employer by the team work. To study the employee and employer co-ordination in the organization. To identify the various factors which affect the employees to take the authority of decision making. Scope: Relationship of employee and employer makes the organization harmonious. Employee and employer relationship helps in increases the productivity. Enable employees to play a part in decision making for the organization by their mutual understanding. Employee and employer relationship involves in creating and cultivating a dynamic workforce.

## 2. LITERATURE REVIEW

Aronsson G, et al (2019) Social welfare work contains elements that may be difficult for employees to put out of their minds when the working day ends, which may affect the recovery. The purpose of this paper is to analyse the length of recovery in relation to different work characteristics and to two types of welfare work. Feedback from managers had consistent and positive associations with all four recovery windows among employees with a university education, but not among those with a shorter education for whom instead having too much to do and social support had significant spill over effects. Sungu, L. (2019) the aim of this paper is to examine the mechanism through which perceived organizational support (POS) influences job performance and job satisfaction. Specifically, the study aims at examining the contingent role of performance ability in the associations of POS and affective organizational commitment (AOC) with job performance and job satisfaction, thus highlighting the pivot role of ability in the social exchanges. Khatri, P (2019) The

purpose of this paper is to conceptualize a suitable measure for the employee wellbeing construct and validate this tool in Indian workplace settings, especially with reference to IT/ITes and BFSI sectors. The findings reveal that employee wellbeing can be conceptualized as a construct having four dimensions namely, purpose in life (PIL), work– life balance (WLB), job wellness (JW) and physical wellness (PW). It was also revealed that all the dimensions identified in the study capture different facets of the employee wellbeing and collectively define the construct; omission of any items may lead to change in the nature of the construct. Kim H. et al (2019) this paper aims to study how the negative spiral of incivility from customers to employees happens by measuring the mediating effect of employees’ burnout. Moreover, it investigates how to mitigate the detrimental influences of customer incivility by assessing the moderating effect of employees’ emotional intelligence. The results presented that there is a direct relationship between customer incivility and employee incivility toward customers and co-workers. Additionally, employees’ burnout significantly mediates the relationship between customer incivility and employee incivility. Moreover, it presented the significant moderating effect of employees’ emotional intelligence on the relationship between customer incivility and employee incivility.

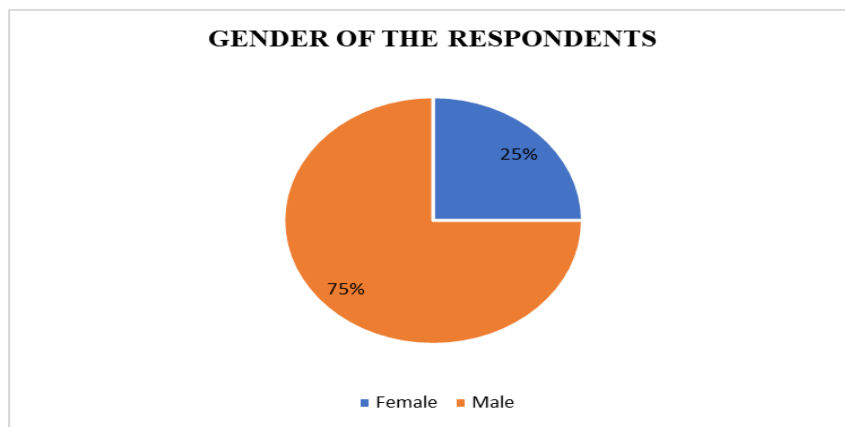
### 3. RESEARCH METHODOLOGY

Research refers to a search for knowledge. It is a systematic method of collecting and recording the facts in the form of numerical data relevant to the formulated problem and arriving at certain conclusions over the problem based on collected data. Research methodology is the backbone of the project work. It is a way to systematically solve the research problem. It may be understood as a science of studying how research is done scientifically. Research involves gathering new data from primary data or from secondary data. When we talk of research methodology, we not only talk of research methods but also consider the logic behind the methods we use in the context of our research study and explain why we using a particular method or technique. A Research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure. This type of research design used in the project was Descriptive research.

### 4. DATA ANALYSIS

**TABLE 1.** Percentage analysis: Gender of the respondents

Particulars	No of respondents	Percentage
Female	20	25%
Male	60	75%
<b>TOTAL</b>	<b>80</b>	<b>100%</b>

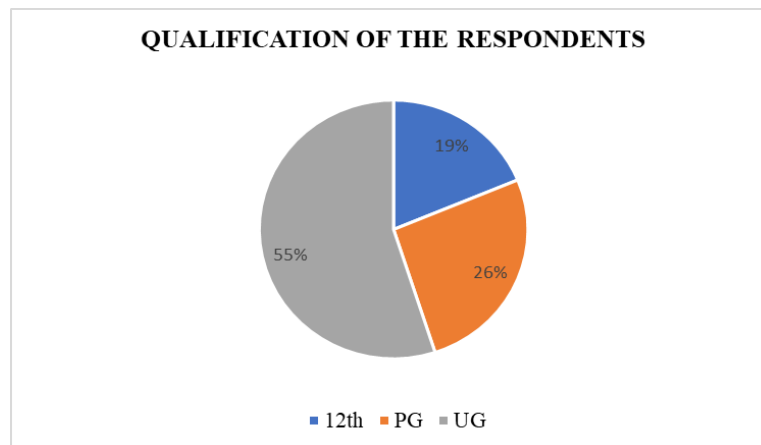


**FIGURE 1.** Gender of the respondents

Interpretation: The above chart shows that 75% of the respondents are male and 25% of respondents are female. Thus, majority of the respondents are male.

**TABLE 1.** Qualification of the Respondents

Particulars	No of respondents	Percentage
12th	15	18.75%
Pg	21	26.25%
Ug	44	55%
<b>Total</b>	<b>80</b>	<b>100%</b>



**FIGURE 2.** Qualification of the Respondents

Interpretation: The above chart shows that 55% of the respondents are ug, 26% of respondents are pg and 19% of respondents are 12th. Thus, majority of the respondents are ug. Findings; Gender of the employees are 75% of the respondents are male and 25% of respondents are female. Thus, majority of the respondents are male. Qualification of the respondents are 55% of the respondents are ug, 26% of respondents are pg and 19% of respondents are 12th. Thus, majority of the respondents are ug. It is considered from the study that the majority of the respondents are satisfied with the relationship among the employer. Suggestions: Regular feedback helps employees stay on track with their performance goals and encourages Continuous improvement. Provide constructive feedback that is specific, actionable, and supportive. Creating a sense of community among employees can help foster a positive work environment. Encourage team-building activities, social events, and volunteer opportunities. Empowering employees to make decisions and take ownership of their work can increase Engagement and motivation. Provide opportunities for employees to take on new challenges and responsibilities.

## 5. CONCLUSION

The relationship between employees and employers is essential for the success of the organization. Building a positive and collaborative relationship can increase employee engagement, motivation, and productivity, while also contributing to a positive work environment. To improve the employee and employer relationship, it is essential to prioritize clear communication, professional development, fair compensation and benefits, a positive work environment, work-life balance, recognition and rewards, diversity, and inclusion. By fostering a culture of trust, respect, and collaboration, organization can create a workplace that attracts top talent and retains employees for the long term.

## REFERENCES

- [1]. The New Psychology of Success by Carol S. Dweck - This book explores the concept of growth mindset and how it can be applied to the employee-employer relationship to promote continuous learning and improvement.
- [2]. The Surprising Truth about What Motivates Us by Daniel H. Pink - This book explores what motivates employees and how employers can create a workplace culture that fosters employee engagement and productivity.
- [3]. A Leadership Fable by Patrick Lencioni - This book offers insights into how to build strong teams and overcome challenges that can arise in the employee-employer relationship.