

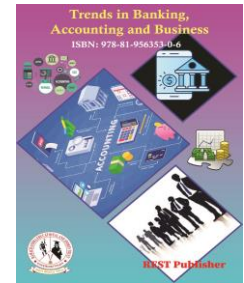


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Study on Employee Relationship on Kems Shakthi Precision Castings Private Limited, Hosur

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Abstract: *The term of employee relationship refers to a company's efforts to manage relationships between employers and employees. An organization with a good employee relations program provides fair and consistent treatment to all employees so they will be committed to their jobs and loyal to the company. Such programs also aim to prevent and resolve problems arising from situations at work. Employee relations programs are typically part of a human resource strategy designed to ensure the most effective use of people to accomplish the organization's mission. Human resource strategies are deliberate plans companies use to help them gain and maintain a competitive edge in the marketplace. Employee relations programs focus on issues affecting employees, such as pay and benefits, supporting work-life balance, and safe working condition.*

Keywords: *Employee Commitment; Line Manager Relationship; Trust in Senior Management; Employer-Employee Relations.*

1. INTRODUCTION

Relationship between employee & employer 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 relationship between an employee and an employer should be mutual and respectful. Since, it is an employer who brings in the employee into an organisation, its his utmost duty to make the former comfortable and happy while at work. A benevolent attitude of an employer will lead to employee satisfaction which will prompt good and fruitful result. However,

Objectives of Study:

To study the relationship between employee and employer in Ashok Leyland

To understand harmonious relationship between employee and management.

To identify various employee relation practices and its effect on the productivity of the organization

Need of the Study:

To find whether relationship between employee and employer helps in providing good industrial relations

To know about the employee's satisfaction towards relationship between employee and employer.

2. LITERATURE REVIEW

Sungu, L. (2019) The aim of this paper is to examine the underlying 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. 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 analyses 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 spillover effects 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.

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.

TABLE 1. collected data.

Gender	Frequency	Percent	Valid Percent	CumulativePercent
maleValid female	45	44.6	44.6	44.6
Total	56	55.4	55.4	100.0
	101	100.0	100.0	

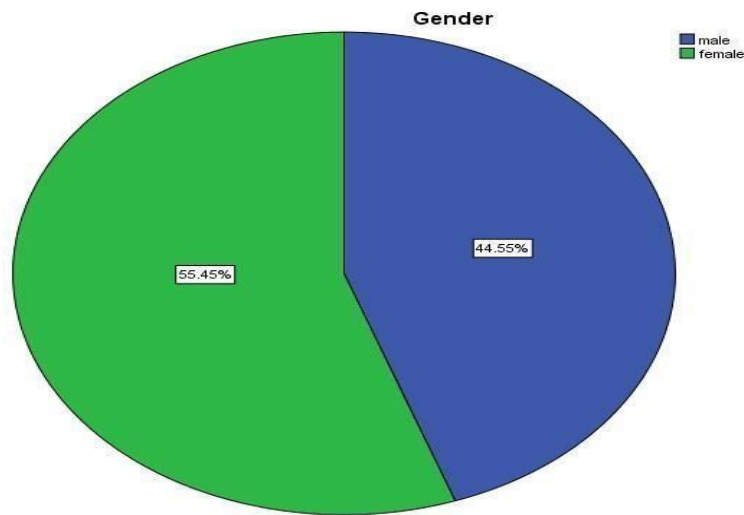


FIGURE 1. Data Collection

Interpretation:

Thus, the above tabulation shows that, 55.45% of the respondents Gender is female, and 44.55% of the respondents Gender is male.

TABLE 2. percentage analysis for Experience of Respondents Experience

	Frequency	Percent	Valid Percent	CumulativePercent
0-5 years	82	81.2	81.2	81.2
5-10 years	7	6.9	6.9	88.1
10-15 years	4	4.0	4.0	92.1
Valid	8	7.9		
15 and above Total	101		7.9 100.0	100.0
		100.0		

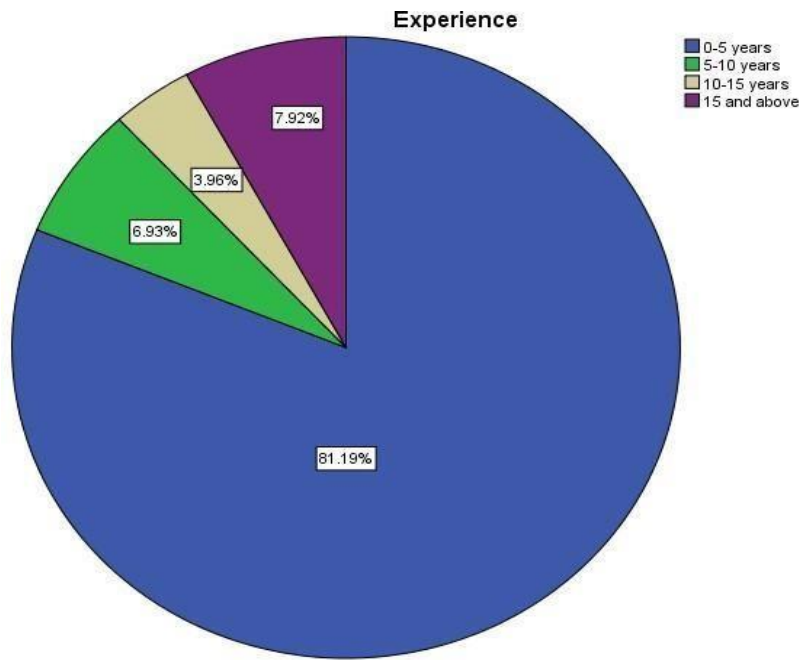


FIGURE 2. percentage analysis for Experience of Respondents Experience

Interpretation:

Thus, the above tabulation shows that, 81.19% of the respondent years is in between 0-5 years of experience, 7.92% of the respondent year is in between 5-10 years, 6.93% of the respondent year is in between 10-15 years and 3.96% of the respondent year is 15 and above

Findings

55.45% of the respondents Gender is female and 44.55% of the respondents Gender is male

81.19% of the respondent years is in between 0-5 years of experience

7.92% of the respondent year is in between 5-10 years. 6.93% of the respondent year is in between 10-15 years.

3.96% of the respondent year is 15 and above years.

Majority of the respondents are agreed with the statement „good employee and employer relationship create a positive image and positive profile“

Majority of the respondents are agreed with the statement „Good relationship between employees increases productivity“.

Majority of the respondents are agreed with the statement ‘Good relationship with employee reduces strike.

Majority of the respondents are agreed with the statement "Good relationship with employees promote trust and open communication".

Suggestions:

Improve Communication: Sending out a memo or email to inform employees of important company information is inefficient and impersonal. Your employees are among the most important resources in your organization, so you should work to improve communication with the staff. Have regular company meetings to introduce important information to employees, and allow employees to ask questions as well. **Career Development:** To decrease employee turnover, the company needs to take an active role in staff career development. Encourage your managers to work closely with employees on improving staff skills and answering any questions. Use annual performance appraisals to set up a development plan for the coming year that will help employees reach their career goals. The company also should consider a tuition reimbursement program that will assist employees in furthering their education while working for the company. It creates a smarter workforce and increases employee morale.

4. CONCLUSION

Every organization wants to be ahead in this competitive market and it is indeed necessary for any organization to understand the need of their employees and fulfill them before they leave the organization. If nothing is done by the organization then there are chances to lose talented employees from any organization to its competitors. Hence it is necessary for any organization to ensure employee satisfaction towards the welfare measures.

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