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# “A Study on employee and employer relationship”

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**Abstract.** A Good relationship is necessary for the smooth running of any business. The term "industrial relations" means the relationship between employers and employees, A good communication between an employer and it's employees is imperative for building a positive work place culture. In order to improve the work performance, an employee must receive feedback, both positive and critical. Gratitude and appreciation is very important. Discipline that benefits the company and employees, Employers will treat their employees with respect and vice versa if they all want to succeed and achieve goals. Spending a time with the employees, listening to employees is important the negative effects of employer -employee relation, an employer who fails to understand issues concerning his employees might not achieve long term success in his enterprise. Some business fears in giving their employees to much buying in power. The negative effects show up in three ways in particular. Primary data were collected with the help of the structured questionnaire from the employee.

Key words: Employer relations, importance of maintaining good relationship, employee interest.

## 1. INTRODUCTION

An employer/employee relationship then, is the way an employer (either an individual or an entity) and employees view and treat one another in a work setting. From the moment a person signs his or her employment contract, a relationship starts to develop between that employee and their employer.

## 2. OBJECTIVES

1. The main objective of employee relations is to create legal framework that protects the company and employees while creating a productive workplace.
2. Employee relations activities include employee reviews and ongoing development of employees through training and managerial guidance.
3. It can lead to higher productivity, lower turnover rates and boosted job satisfaction rates and morale amongst employees.
4. To raise productivity in an era of full employment by reducing the tendency of higher labour turnover and absenteeism

## 3. SCOPE

1. The main purpose of employer-employee relations is to maintain harmonious relationships between management and labour.
2. Relationship among employees, between employees and their superior or managers
3. Collective relations between trade unions, employers associations and government

## 4. LITERATURE REVIEW

The concept of employee relations is dynamic and evolving in the modern day organizations. The emphasis on employees and their relations by man-agers in organizations could be traced to the human relations approach in management. The human relations approach can be attributed to the re-search studies of Mayo (1880-1949) who has been considered as one of the pioneers of the human relations school of thought. According to Tonwe (2009b), Mayo started the first intensive human relations study known as the Hawthorne Experiments

conducted at the Hawthorne Plant of the Western Electric Company between 1924 and 1932. The human relations school of thought, Hallowell [10] assert that scientific research conducted by neuroscientists have discovered that approaching management by placing emphasis on the human element in an organization produces a high level of connection that brings about productivity in the organization. The Neuroscientists discovery shows that positive human relation has a physiological effect on the employees, this reduces the blood levels of the stress hormones epinephrine, nor epinephrine, and cortisol and in addition it increases the neuro-transmitter dopamine, which enhances attention and pleasure, and serotonin, which eases fear and worry. Agnes Malima (2021) Evidence from a developing economy” The focus of this study was to assess the contribution of Electronic Fiscal Devices (EFDs) to ensuring tax compliance among small business owners in the Arusha Region in Tanzania. The study recommends other government departments to consider adopting relevant technology in operational areas where transparency, fairness and compliance are required. The inclusion of other sectors not currently captured by EFD use will be a step in the right direction. According to Akrain (2001) the human relations approach to organization as a social system of interpersonal and inter group relationships, which shows that having a work environment that stimulates healthy and sustainable relationships amongst employees plays a vital role in enhancing efficiency and effectiveness of the organization. The human relations ap-proach arose as a reaction to Taylor’s Scientific Management approach which suggested the development of standard methods for performing tasks. Emphasis was only placed on the work element at the expense of the hu-man beings who are merely seen as machines without emotions and psy-chological need. The human relations approach as propounded by Elton Mayo (1880-1949) demonstrated that employees go to work to satisfy a complexity of needs and not for monetary reward only

### 5. RESEARCH METHODOLOGY

Research design is the arrangement of condition for collection and analysis of data in a manner that aims to combine relevance to the research purpose. The research design adopted for this study is descriptive research design descriptive research includes survey and facts – finding enquiries of different kinds

### 6. DATA ANALYSIS

TABLE 1. Relationship between you and your employer

Particular	No of responder	Percentage of respondents
Yes	80	80
No	20	20
Total	100	100

Source: Primary data

Inference: From the above table it is clear that the majority 80% of the employees are satisfied with the employer.

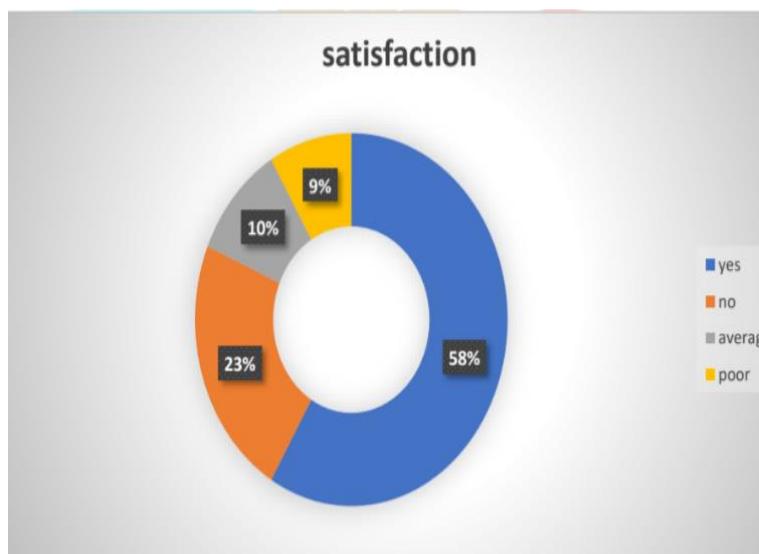


FIGURE 1. Relationship between employer and employee

1. 58% of the employees are agreeing with the fact that Employer provides support to their problems.
2. It is clear that the majority of the respondents are of the opinion that the employers encourage the employee 20% of the respondents are of the opinion that they are provided tour packages, 10% of the respondents are of the opinion.
3. They are provided Appreciation and 10 % are of the opinion they are provided with other benefits.
4. The majority of the respondents are happy with the gifts provided by the company
5. 58% of the respondents are of the opinion that they are good, 23 % of the respondents are of the opinion average and 9 % are of the opinion they are of the opinion poor working condition

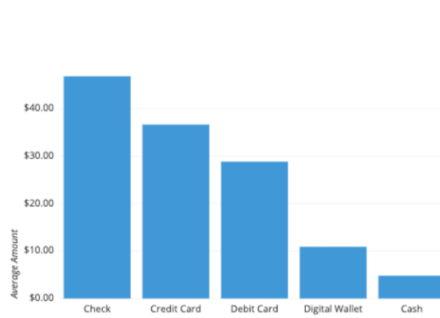


FIGURE 2. Bar chart of employees relationship

Table 2. Example of data structures

Payment type	Average transaction
Check	46.861
Credit card	36.681
Debit card	28.860
Digital wallet	18.900
Cash	4.802

Data rendered as a bar chart might come in a compact form like the above table, with one column for the categories and the second column for their values

Payment type	Amount
Credit	48.81
Debit	32.10
Debit	26.48
Cash	4.99

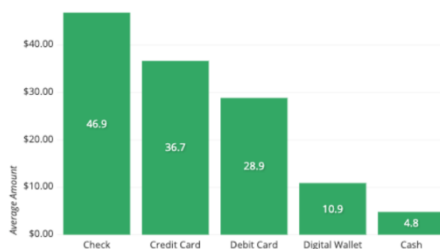


FIGURE 3. Graphic

## **7. FINDINGS**

1. 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.
2. The relationship between employer and employee is primarily determined by the actions and attitudes of the employer.

## **8. SUGGESTIONS**

1. Treat employees like humans first and realize they have a personal life; they get sick themselves or have others in the family that may be sick. Make sure employees know they are approachable regarding these issues (your door is always open) and come to an amicable agreement regarding this or any other problems
2. Keep your finger on the pulse of the people working for you so you can see trouble (perhaps coworkers not getting along or a troublemaker in the office) before it's reported to you.

## **9. CONCLUSION**

A good work relationship does not build overnight. It takes time and a lot of mutual faith and trust, between both the employer and the employee, to take each other into confidence. Having said this a strong employer-employee relationship could benefit both the employee and employer in a good way.

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