

# **A Study on Employee and Employer Relationship on KEMS SHIKTI Precision Castings Private Limited, Hosur**

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**Abstract:** *This paper aims to outline the importance of the employer-employee relationship and describes the role this relationship plays in the growth of a business. The paper also highlights the role job satisfaction plays in stimulating good relationships between these two parties and provides guidelines to business owners on how the relationship can be managed. A relationship survey was designed for the study. The survey aimed to determine the business owners' opinions about relationships, and whether they believed these play a significant role towards the success of their businesses. The survey further aimed to measure job satisfaction among the employees. In the study, job satisfaction was identified as an accurate indicator of good relationships between employers and employees. The study found that business owners shared a positive notion that relationships play an important role in their business as these contribute to the growth of their business. The employees indicated high levels of satisfaction with their jobs. The study concludes by outlining the key factors and benefits of managing employer-employee relationships. Employee relationship refers to the dynamic interaction between employers and employees in the workplace. It involves the development of a positive and productive work environment that promotes teamwork, open communication, mutual respect, and fair treatment of employees. A healthy employee relationship is crucial for the success of any organization as it enhances employee engagement, job satisfaction, and loyalty. Effective employee relationship management involves building trust, providing opportunities for growth and development, addressing workplace conflicts, and fostering a culture of inclusion and diversity. In summary, employee relationships are a critical component of organizational success that requires continuous effort and attention.*

## **1. INTRODUCTION**

Developing harmonious employer-employee relations should be understood as an integral part of management functions in order to have a faster rate of growth of the business unit. Maintaining relations is not an easy task. It has become one of the most delicate and complex problems of modern industrial society. It has been widely accepted that no industry can progress until the labor cooperates and its management is in line with industrial harmony. Therefore, good relations between employers and employees are beneficial for all. Employer-employee relations imply the relationships between employer and employees in an industrial organization. Employer-employee relations in the wide sense takes into account the relations between the various unions, between the State and the unions as well as those between the employers and the government. All these relations in connection with industry fall into the periphery of employer-employee relations. The subject, therefore, includes individual relations and joint consultation between employers and workers at the place of work, collective relations between employers and their organizations and trade unions, and the part played by the state in regulating these relations. The subject matter also seeks to study how people get together at work, the difficulties they face, the way their relations are regulated and the details of the organizations that are set up to protect different interests. According to International Labor Organization (ILO), employer-employee relations comprise relationships between the state on the one hand and the employers' and employees' organizations on the other hand and the relationship among the occupational organizations themselves. The ILO uses the term to denote such matters on freedom of association and the protection of the right to organize, the right to collective bargaining, collective agreements, conciliation and arbitration and the machinery for cooperation between the authorities and the occupational organizations. The ILO uses the term to denote such matters on freedom of association and the protection of the right to organize, the right to collective bargaining, collective agreements, conciliation and arbitration and the machinery for cooperation between the authorities and the occupational organizations at various levels of economy.

## **2. REVIEW OF LITERATURE**

**Introduction:** The literature on employee relationships suggests that effective communication, employee motivation and satisfaction, and conflict management are crucial for maintaining a positive and healthy work environment. Good communication between employers and employees can foster trust, transparency, and a sense of belongingness, which can lead to better job satisfaction. Studies have shown that employee motivation and satisfaction are essential for

organizational success, with factors such as job security, compensation, recognition, and career growth opportunities being key motivators. Employers who prioritize employee satisfaction and motivation can reap the benefits of improved productivity, increased innovation, and reduced absenteeism and turnover. Conflict management is also critical in employee relations, with studies highlighting the importance of addressing conflicts proactively and effectively. Effective conflict management can prevent conflicts from escalating, reduce negative outcomes such as reduced productivity and employee turnover, and foster positive workplace relationships. Overall, the literature emphasizes the importance of creating a positive work environment where employees feel valued, supported, and motivated to achieve organizational goals.

**Steven G. Westlund et al. (2008)** suggested that the turnover or attrition of the software developers can be reduced by emphasizing the factors related to their advancement, responsibility, achievement and recognition. In this survey samples were collected from 24 organizations representing higher education, consulting, and defense contracting, local govt. and software developers across the United States.

**Abhijit Siddhanta et al. (2010)** summarized the relevance of employee engagement through the data collection from various research findings and corporate practices and implications for theory which includes Gallup, Hay Group, ISR, Right Management, Blessing white & HR Annexes etc. and found that 34% employees in India are fully engaged and 13% are actually disengaged which proved to be most focused and satisfied globally. All the key measures which results and drive organizational performance (productivity, profitability, safety, employees' retention, innovation, loyalty and quality, customer service and satisfaction, customer loyalty and retention) are the outcome of engaged committed employees.

**Solomon Markos et al. (2010)** defined that the scope of the employee engagement are very wide and broader in nature, which is strongly supported by the two-way relationship between management and employees. Such as employee retention, productivity, profitability, customer satisfaction and safety etc. Employee engagement depend on the personal traits of the employee's (knowledge, skills, attitude etc.), organization culture, environment and practices (leadership, social networks, personal respect, process, context component of job performance etc.).

From the above reviews of literature, most of the studies were made on the ways through which the employees can be linked and the influence of the leadership styles, Total Quality Management and Six Sigma concept in the employee relationship. Employee relationship refers to the interactions, connections, and communication between employees and their employers or colleagues. It plays a crucial role in determining job satisfaction, organizational commitment, and overall work performance. A positive employee relationship fosters trust, mutual respect, and cooperation, which can enhance teamwork and productivity. On the other hand, negative employee relationships can lead to conflicts, dissatisfaction, and turnover. Research in this area focuses on understanding the factors that contribute to building and maintaining effective employee relationships, as well as the consequences of positive and negative relationships on various aspects of employee well-being and organizational outcomes.

### 3. RESEARCH METHODOLOGY

Research is a common parlance that refers to knowledge. In fact, research is an art of scientific investigation and also a careful investigation or inquiry especially through search for new facts in any branch of knowledge, the manipulation of things and concepts for the purpose of generalizing to extent to correct or verify knowledge. Research methodology simply refers to the practical "how" of a research study. More specifically, it's about how a researcher systematically designs a study to ensure valid and reliable results that address the research aims, objectives and research questions. For example, what type of data they'll collect, who they'll collect it from, how they'll collect it and how they'll analyses it. Research methodology is a systematic and scientific process that is used to conduct research. It involves a series of steps that are designed to help researchers collect and analyse data in a structured and organized manner. The first step in research methodology is to formulate a clear research question or hypothesis. This is followed by conducting a comprehensive literature review to identify existing knowledge and potential research areas. The research design is then developed, which includes selecting the appropriate research method, data collection techniques, sampling strategy, and data analysis techniques. The extraordinary contribution of HRM to organizational performance daily, such as building better relationships, conflict management, and cultivating an excellent corporate culture and values, organizations still face numerous difficulties managing HR capital to achieve organizational success. Numerous constraints impair the performance of human resource capital management in the organizational environment. These issues include organizational team development, establishing an organizational culture, organizational performance, compensation, Staffing :(recruiting and retaining employees), learning and development and succession planning. This research studies the role of HRM in enhancing organizational efficiency. staff movement, turnover, employee.

#### Scope of Study

- To know the need of the employee employer relation in the company.
- The study helps to give suggestions effective mutual understanding.
- To study the importance of motivation.
- It helps to know the employee's employer behavior.
- To know the ways for effective higher productivity.
- To identify the relationship between superior and subordinate.

- It helps to know the co-operation between the employee and employer.

**Primary objective:**

- To study the employee and employer relationship measures in **KEMS**.
- Secondary objectives:
  - To develop and maintain harmonious relations between management and labor so essential for higher productivity.
  - To safeguard the interests of labor as well as management by securing the highest level of mutual understanding and goodwill between all sections in the organization
  - To establish and maintain industrial democracy based on the participation of labor in the management, so that the personality of every individual is fully recognized and developed.
  - To avoid all forms of industrial conflict and to ensure industrial peace by providing better working and living standards for workers.
  - To raise productivity in an era of full employment by reducing the tendency of higher labor turnover and absenteeism.

To ensure a healthy and balanced social order through recognition of human rights in industry and adaptation of complex social relationships to the advancements of technology

**Research Design:**

Research design is the basic framework which provides guidelines for the rest of the research process; The research is to be conducted the research design specifies the methods for data collection and analysis. The research specially pinpoints that to carry out research properly.

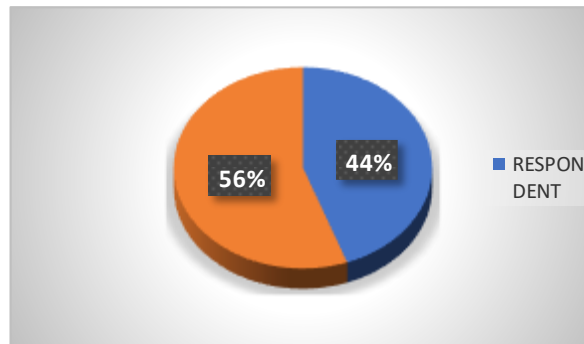
- Percentage analysis
- ANOVA test
- T-test
- F-test
- Z-test
- Regression

**4. DATA ANALYSIS & INTERPRETATION**

**Percentage analysis:** Percentage analysis is a method of analyzing data in which the figures are expressed as a percentage of a particular base or total. This type of analysis is commonly used in various fields, including finance, economics, and statistics, to better understand the relative proportions of different variables. A percentage analysis is used to give a particular representation at the respondent’s viewpoint column diagram are used in this tool.

**TABLE 1.** Gender of the employees

PERCENTAGE	RESPONDENT	PERCENTAGE
Female	27	33.75%
Male	53	66.25%
Total	80	100%

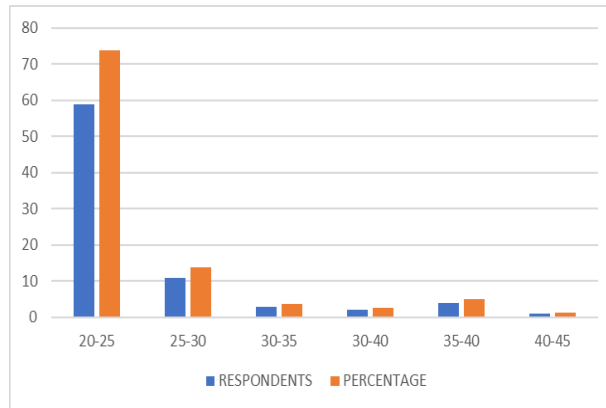


**FIGURE 2.** Respondent

The above pie chart depicts that 66.25% of the respondents are Male and 33.75% of the respondents are Female. Thus, the majority of the respondents are Male.

**TABLE 2.** Age of the employees

Groups	Count	Sum	Average	Variance
GENDER	80	107	1.3375	0.226424
AREA OF WORK	80	230	2.875	2.03481



**FIGURE 2.** Age of the employees

The above pie chart shows that 73.75% respondents are 20-25 years old ,13.75% respondents are 25-30 years old and 3.75% years old and 2.5% respondents are 30-40 years old and 5% respondents are 35-40 and 1.25% respondents are 40-45 years old. Thus, the majority of the respondents are 20-25 years old.

**One-way ANOVA:** Analysis of variance or ANOVA, is a strong technique that is used that is used to show the difference between two or more means or components through significance tests, also shows us a way to make multiple comparisons of several populations means **Null hypothesis H0;** There is no significant difference between gender of employees and area of work of employees. **Alternative hypothesis H0;** There is no significant difference between gender of employees and area of work of employees.

**TABLE 3.** Table showing relation between gender of the employees and area of work gathered by employees.

PARTICULAR	RESPONDENTS	PERCENTAGE
20-25	59	73.75%
25-30	11	13.75%
30-35	3	3.75%
30-40	2	2.5%
35-40	4	5%
40-45	1	1.25%
Total	80	100%

Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	94.55625	1	94.55625	83.63243	2.83E-16	3.900989
Within Groups	178.6375	158	1.130617			
Total	273.1938	159				

There was a statistically significant difference between gender and area of work as demonstrated by Anova C value (2.83) P value (0.05).

### 5. FINDINGS, SUGGESTIONS & CONCLUSION

#### Findings

- As on survey male responded are more than female.
- Most of the employees comes under 25-40 age group.
- The people are very caring and most supportive towards the candidate.
- The maintenance and cleaning are properly maintained according to government act.

- They have given a high security level for the people and all employees.
- They are suggesting to the customers a better and best product so that customers are retained with them.
- The workload is more but people are happy and been in a peaceful mind.
- The people should wash their plates after eating and self-service are done so that the people will get satisfied without any guiltiness.

### Suggestions

- Extra and intra morale facilities are also boosting for efficient work.
- New techniques must be implemented to overcome stress.
- Stress through lack of communication can be reduced through gathering, tours, parties.
- The counselling should be focused on building up interpersonal relationships between the employees and superiors.
- Establish regular program of exercise and activity to focus energy and expenditure.
- To know the methods on how to manage stress in the workplace.
- Avoiding the noise of machinery can help to reduce stress.

## CONCLUSION

In conclusion, the employee-employer relationship is a vital aspect of any successful business. A positive and healthy relationship can greatly impact job satisfaction, productivity, and overall success. Clear communication, fair compensation, growth opportunities, respectful treatment, and a safe work environment are all essential factors that contribute to a positive employee-employer relationship. Employers who prioritize these aspects of the relationship are more likely to attract and retain top talent and drive long-term success. Conversely, a negative or toxic work environment can lead to high turnover rates, low morale, and poor performance. Therefore, it is crucial for employers to prioritize building and maintaining a positive relationship with their employees, as it is ultimately beneficial for both parties.

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