

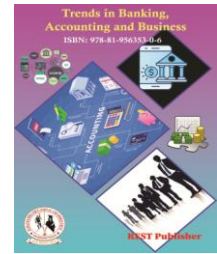


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A Study on Production Improvement with Special Reference to ISSOJET Burner Pvt Ltd, Hosur

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Abstract. Raw materials need to cut to specific length to convert in finish product through various processes. The metal cutting bandsaw can eliminate of idle stroke and thin bandsaw blade. Due to variable pitch of the bandsaw blade and material of the teeth, it is possible to cut various materials with greater accuracy in less time. The Issojet burner pvt ltd located at hosur operates for the production and need of improvement of production as per demand in market, and all the machines with special reference of suggestions is implemented between January 2023 to March 2023 and result shows an production improvement of average 5 % and the individual blade performance is increased by proper setting of blade speed, blade feed, material selection and the employer and employee relationship is improved.

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, some employer wishes to maintain a distance with his employee in order to keep up with the hierarchy between the two. It is entirely on an employer on how he wishes to treat his employee, but the bottom line should be a strong bond between the two SO that the business goals are met. In a relationship between an employer and an employee, there should be a reciprocated interdependency between the two. One depends on the other for the smooth execution of work. An employer will look forward to his employee for the delivery of assignments on time and undertaking other initiatives in his absence. Likewise, an employee will expect his employer to assist him in his executions and make himself accessible whenever needed. Employer/employee relations refer to the communication that takes place between representatives of employees and employers. Much of the employee relations involve employees and employers working together. Indeed, part of the aim of the European Union's social policy today is to create a system of shared responsibility of employers and employees for working practices, conditions and other areas of working life. This shared responsibility is called co-determination. When an employer hires a new employee, he is not just bringing a new member of the workforce aboard; he is also starting a new relationship. Because employers and employees often work in close quarters, they necessarily develop relationships. Managing these relationships is vital to business success, as strong relationships can lead to greater employee happiness and even increased productivity. Importance of employee relations.

Improved Employee Loyalty: A good employer-employee relationship helps in increased employee loyalty and improves the prospects of employee retention. For most businesses, the increased cost of employee turnover outweighs the cost of the employee relations program that they have in place. Additionally, it ensures that the employer has a trained and skilled set of employees.

A healthy and conflict free work environment: A smooth employer-employee relationship reduces the possibility of conflicts within the work place. This helps in developing a cordial relationship within the workforce too and leads to greater productivity.

Mutual Respect: Both the employers and employees should have mutual respect. Signs of disrespect are not just bad for the relationship; it also leads to low retention and bad word of mouth.

Knowing The Gap: There needs to be a gap between professionals and personal relationships. It is wise to avoid getting too close to employees, as it can cause the gap between employer and employee to become blurred. As a result, it can bring in allegations of favoritism in the workplace.

Statement of Problem: In the recent organization the employee relation plays an important role. Employees are treated as assets of the company employee contribution in various dimensions for the success of the organization Therefore it is an obligation for the management to maintain a good industrial relation inside the organization. In that employee relation is crucial and plays a major role therefore today the organization are contributed both time and money for the good relationship in the organization. It is a challenging for the company today to retain the employee for a long term. Therefore, it is a completely important to have a look at worker relationship management. Employee Relations is not just a term, nor it only means relationships between employers and employees. It refers to an organization's efforts to create and maintain a positive relationship with its employees. Companies that invest in employee engagement and retention plans are more likely to keep employees loyal and productive at work. Sometimes, employers find it difficult to tolerate their employees and the employees in turn find it unbearable to stand their employers. Actions of some employees are frowned upon because of their family, romantic relationship or being friends with the employer. This goes a long way to bring tension to the organizational climate which decreases employee morale, productivity and loyalty.

Objectives of Study

1. To study the relationship between employee and employer in Issojet Burner Pvt Ltd.
2. To identify various employee relation practices and its effect on the productivity of the organization.
3. To highlight the various factors which affect the relationship between the worker and the management of Issojet Burner Pvt ltd.
4. To highlight the various factors which affect the production improvement of Issojet Burner Pvt Ltd.

Importance of the Study

1. Improves cooperation between employers and employees.
2. Improves the production of the organization.
3. Enable employees to play a part in decision making.
4. Keep employees informed of decisions that concern the organization.

Need of the Study

1. To find whether relationship between employee and employer helps in providing good industrial relations.
2. To know about the various methods to improve production by training the employee.
3. To find out the facilities entitled by Issojet Burner Pvt Ltd.

2. LITERATURE REVIEW

A literature review is a comprehensive summary of previous research on a topic. The literature review surveys scholarly articles, books, and other sources relevant to a particular area of research. The review should enumerate, describe, summarize, objectively evaluate and clarify this previous research. **Anna Wojeik-Karpacz, Sascha Kraus and Jaroslaw Karpacz (2021)** This article. investigates (in)direct relationships between team-level entrepreneurial orientation and team performance, where team entrepreneurial orientation (EO) is measured as a team-level construct, not as concentration of team members' scores. **Stroh Meier, S. (2013)** In his study said that worker relationship management (ERM) constitutes an rising fashion of dealing with human assets thru constructing and retaining individualized and collectively precious relationships with personnel based totally on data technology. As a result, a primary popular define of an exciting and ambitious idea is offered. based at the outline, essential implications for similarly conceptual elaboration, theoretical basis and empirical assessment of ERM are derived to indicate guidelines for destiny research. **Manisha Goswami (2021)** Extensive numbers of workers are no longer employed, with the development of Pandemic disease; employability becomes a very serious issue in the country like India. Corporate world is witnessing the survival challenge in an unstable economic scenario. This problem has come up with new avenues of business and requires the change in mindset of doing business and the job. Globally, companies are hiring gig employee under flexible arrangements as freelancer; working on specific terms and condition for a particular assignment only. This paper explored the benefits and challenges to employees and employer and the subsequent impact of such benefit and challenges upon their relationship is analysed through extant literature review of rising gig economy in India. **Hendri M, (2019)** The purpose of this paper is to test the effect of organizational learning on employees" job satisfaction, the effect

of organizational learning on the employees" organizational commitment, the effect of the organizational learning on employees" performance, the effect of job satisfaction on the employees" performance and the effect of organizational commitment on employees" performance. Learning organization has a significant and positive effect on job satisfaction and organizational commitment, but it has no significant effect on the employee performance. Job satisfaction and organizational commitment have a significant effect on employee performance. **Jayanthi K, et al (2012)** stated that employee sector addresses multi - dimensional socioeconomic aspects affecting employee welfare, productivity, living standards of employee force and socio security. To raise living standards of the work force achieve higher productivity, skill up gradation through suitable training is of utmost importance. Man power development to different sectors is essential for rapid socio - economic development. Employment generation in all the productive sectors is one of the basic objectives. **Ramesh M, et al (2012)** stated that the primary objective of every management is to provide better working facilities to the employees in the interest of obtaining speedy, safe and efficient work. Earlier studies of employment stability among welfare recipients and other low - wages workers, as well as its effect on their wages over time, have relied heavily on data from the national longitudinal survey of youth (NLSY) from the 1980s and early 1990s. studies of employment retention for recipients include Hershey and Pavetti (1997), while Holzer and Lalonde(2000) focus on less skilled young women and men more broadly. **Poongavanam S, et al (2011)** felt that the welfare measure will improve the physique, intelligence, morality and standard of living of the workers, which in turn will improve their efficiency and productivity. From the study on Women employee welfare facilities in AFT, the researcher concluded that, the various welfare facilities such as health, safety, canteen, uniform, education and gift facilities in AFT, enable workers to live a rich and more satisfactory life. It also contributes to increasing productivity of the enterprise improving efficiency of the worker and raises their standard of living.

3. RESEARCH METHODOLOGY

Introduction: 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. It consists of following steps,

1. Formulating the objective of the study
2. Designing the methods of the data
3. Selecting sample size
4. Collecting the data
5. Processing and analysing the data
6. Reporting the finding

Research Design: 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. Research designs the framework that has been created to find answers to research questions. The descriptive study consists of both descriptive and analytical type of research so as to fulfil the research objectives in general concern.

Analytical Research: Analytical research is a specific type of research that involves critical thinking skills and the evaluation of facts and information relative to the research being conducted. A variety of people including students, psychologists use analytical research during studies to find the most relevant information.

Data Collection: The task of data collection begins after the research problem has been defined and research design chalked out. While deciding the method of data collection to be used for the study, the researcher should keep in mind two types of data viz. primary and secondary data. The study of satisfactory variables and dissatisfactory variables is based on the level of satisfaction of the workers. For this, „5 point Likert's scale" is used as follows: highly satisfied, satisfied, neutral, dissatisfied and highly dissatisfied.

Primary Data: Primary data is the data collected for the first time through the field survey at ISSOJET BURNER PVT LTD. A questionnaire is used to collect the primary data from the employee respondents. The primary data was collected from the respondent through the

1. Questionnaire
2. Observation
3. Interaction and Discussion

Secondary Data: The secondary data are those, which have already been collected by someone. The secondary data was collected from the

1. Company Websites
2. Internet
3. Journals
4. Magazines
5. Books

Sampling Method: A sampling method is a procedure for selecting sample members from a population. Sampling can be divided into two types

1. Probability sampling
2. Non - probability sampling

The sampling method that was chosen is entirely non probability in nature. In non-probability method the researcher that has been adopted is purposive sampling method.

Simple Random Sampling: In statistics, a simple random sample is a subset of individual (a sample) chosen from a larger set (a population). Each individual is chosen randomly and entirely by chance, such that each individual has the same probability of being chosen at any stage during the sampling process, and each subset of k individual has the same probability of being chosen for the sample as any other subset of k individual. This process and technique is known as simple random sampling, and should not be confused with systematic random sampling. A simple random sample is an unbiased surveying technique.

Sample Population: There are totally 2000 employees working in Issojet Burner Pvt Ltd

Sample Size: Out of the total strength the sample was taken amongst 100 respondents.

Sampling Area: The research was conducted in Issojet Burner Pvt Ltd

Tools Used: The various tools used are

1. Percentage analysis
2. Chi square analysis
3. Correlation
4. Regression

Percentage Analysis: Percentage analysis is the method to represent raw streams of data as a percentage (a part in 100-percent) for better understanding of collected data. Percentage is calculated by taking frequency in the category divided by total number of participants and multiplying by 100%

$$\text{Percentage analysis} = (\text{Number of respondents} / \text{Total number of respondents}) * 100\%$$

Chi Square Analysis: Chi-square analysis is commonly used for testing relationship between categorical variables. Chi-square is non- parametric test of statistical significance for bivariate tabular analysis. A non- parametric test, like chi square, is a rough estimate of confidence. Chi-square is used most frequently to test the statistical significance of results reported in bivariate tables and interpreting bivariate tables is integral to interpreting the results of a chi- square test. Chi - square statistics is most commonly used to evaluate tests of independence when using a cross tabulation (also known as a bivariate table). Cross tabulation presents the distributions of two categorical variables simultaneously, with the intersections of the categories of the variables appearing in the cell of the table. The Test of Independence assesses whether an association exists between the two variables by comparing the observed pattern of responses in the cell of the pattern that would be expected if the variable were truly independent of each other. Calculating the chi square statistic and comparing it against a critical value from chi-square distribution allows the researcher to assess whether the observed cell counts are significantly different from the expected cell counts. The formula for computing chi-square (χ^2) is as

Follows

$$\text{CHI - SQUARE} = \sum \frac{(O-E)^2}{E} \text{ Degree of freedom} = (R-1)(C-1)$$

Whereas,

- o = Observed frequency
- oE = Expected frequency
- oR = Number of rows
- oC = Number of columns
- Total Expected frequency Row total = column/Grand total

Correlation: The correlation analysis is the statistical tool used to study the closeness of the relationship between two or more variables. The variables are said to be correlated when the movement of one variable is accompanied by the movement of another variable.

Regression: Regression analysis is a powerful statistical method that allows you to examine the relationship between two or more variables of interest. While there are many types of regression analysis, at their core they all examine the influence of one or more independent variables on a dependent variable.

Hypothesis: It is a statistical test that is used to determine whether there is enough evidence in sample of data to infer that a certain condition is true for entire population. A hypothesis about a population is the null hypothesis & the alternative hypothesis.

Null Hypothesis (HO) There is no significant relationship between demographic variables and continuous variables.

Alternative Hypothesis (HI) There is significant relationship between demographic variables and continuous Variables.

4. DATA ANALYSIS AND INTERPRETATION PERCENTAGE ANALYSIS

Percentage analysis for Gender of Respondents

TABLE 1. Gender

	Frequency	Percent	Valid Percent	Cumulative percent
Male	45	44.6	44.6	44.6
female	56	55.4	55.4	100.0
total	101	100.0	100.0	

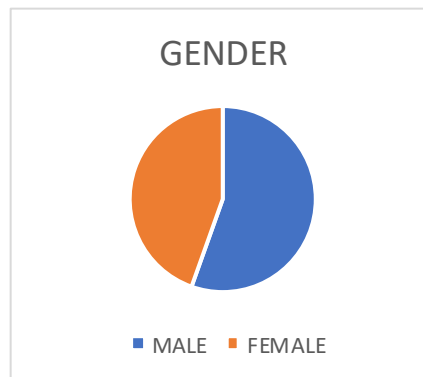


FIGURE 1. Gender

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

Percentage Analysis for Experience of Respondents

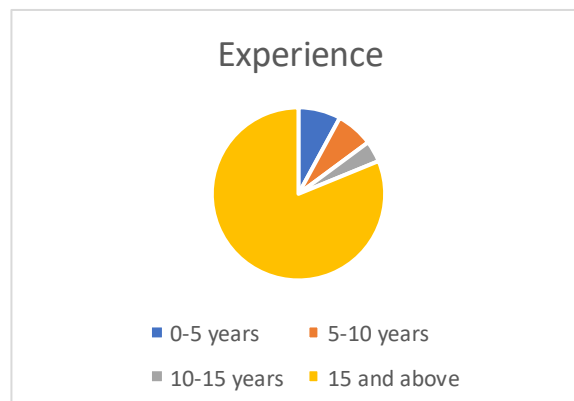


FIGURE 2. Experience

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 years.

Chi-Square Analysis: Workings conditions are well defined * positive image and positive profile

TABLE 2. Crosstab

Count		Positive image and positive profile					Total
		1	2	3	4	5	
Working conditions are well defined	0-5 years	15	6	1	1	0	23
	5-10 years	23	32	0	0	1	56
	10-15 years	4	11	1	0	0	60
	15 and above	0	0	1	0	0	1
	above 5	1	4	0	0	0	5
Total		43	53	3	1	1	101

TABLE 3. Chi-Square tests

	Value	df	Asymp.Sig. (2-sided)
Personal Chi-square	48.753	16	.000
Likelihood ratio	25.176	16	.067
Linear-by-linear Association	3.223	1	.073
N of Valid Cases	101		

- a. 19 cells (76.0%) have expected count less than 5.
- b. The minimum expected count is .01

Interpretation: The above tabulation shows that, (16)-48.753, p=. 000, significant value $0.000 < 0.05$. Thus, we accept the null hypothesis. There is no significant difference between Working conditions are well defined and positive image and positive profile.

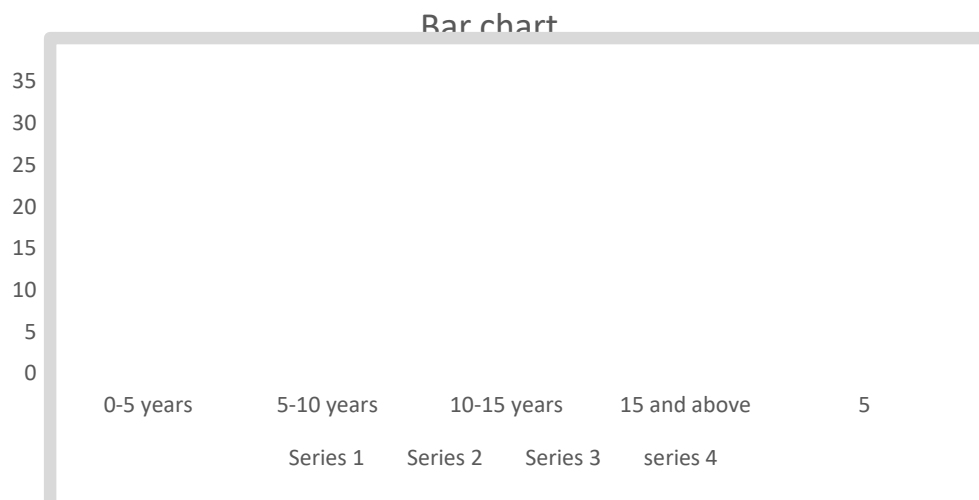


FIGURE 3. Working condition are well defined

Workings conditions are well defined * increases productivity

TABLE 4. Cross tab

Count	Count	Increases productivity			Total
		0-5 years	5-10 years	10-15 years	
Working conditions are well defined	0-5 years	19	2	2	23
	5-10 years	19	31	6	56
	10-15 years	6	7	3	16
	15 and above	0	0	1	1
	5	3	0	2	5
Total		47	40	14	101

TABLE 5. Chi-square Tests

	Value	df	Asymp.Sig. (2-Sided)
Pearson Chi-square	29.724	8	.000
Likelihood ratio	29.878	8	.000
Linear-by-linear Association	6.056	1	.014
N of valid cases	101		

- a. 8 cells (53.3%) have expected count less than 5
- b. The minimum count is .14

Interpretation: The above tabulation shows that, $\chi^2 (8) = 29.724, p = .000$, significant value $0.000 < 0.05$. Thus we accept the null hypothesis. There is no significant difference between Working conditions are well defined and positive image and positive profile.

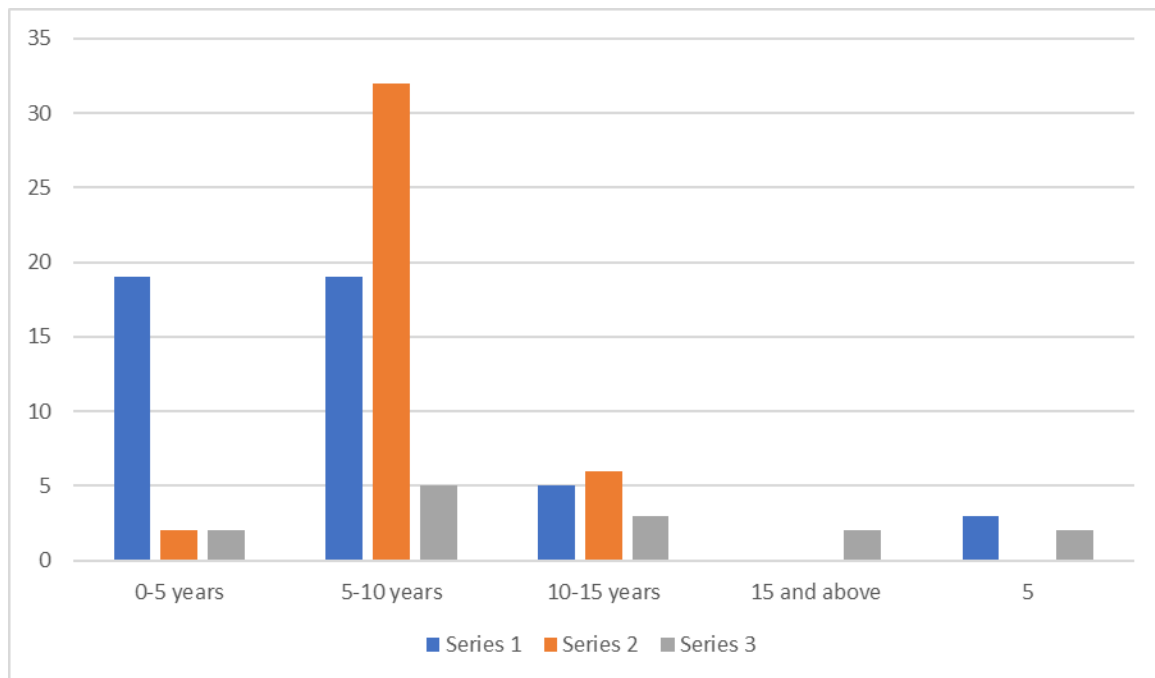


FIGURE 4. Working conditions are well defined

Working conditions are well defined * improves customer service

TABLE 6. Crosstab Count

		Improves customer service				Total
		0-5 years	5-10 years	10-15 years	5	
Working conditions are well defined	0-5 years	17	4	2	0	23
	5-10 years	13	38	5	0	56
	10-15 years	3	12	1	0	16
	15 and above	0	0	1	0	1
	5	1	2	1	1	5
Total		34	56	10	1	101

TABLE 7. Chi-square Tests

	Value	df	Asymp.Sig. (2-Sided)
Pearson Chi-square	52.209	12	.000
Likelihood ratio	34.115	12	.001
Linear-by-linear Association	16.072	1	.000
N of valid cases	101		

- a. 13 cells (65.0%) have expected count less than 5.
- b. The minimum expected count is 01.

Interpretation: The above tabulation shows that, $\chi^2(12) = 52.209, p = .000$, significant value $0.000 < 0.05$. Thus we accept the null hypothesis. There is no significant difference between Working conditions are well defined * improves customer service.

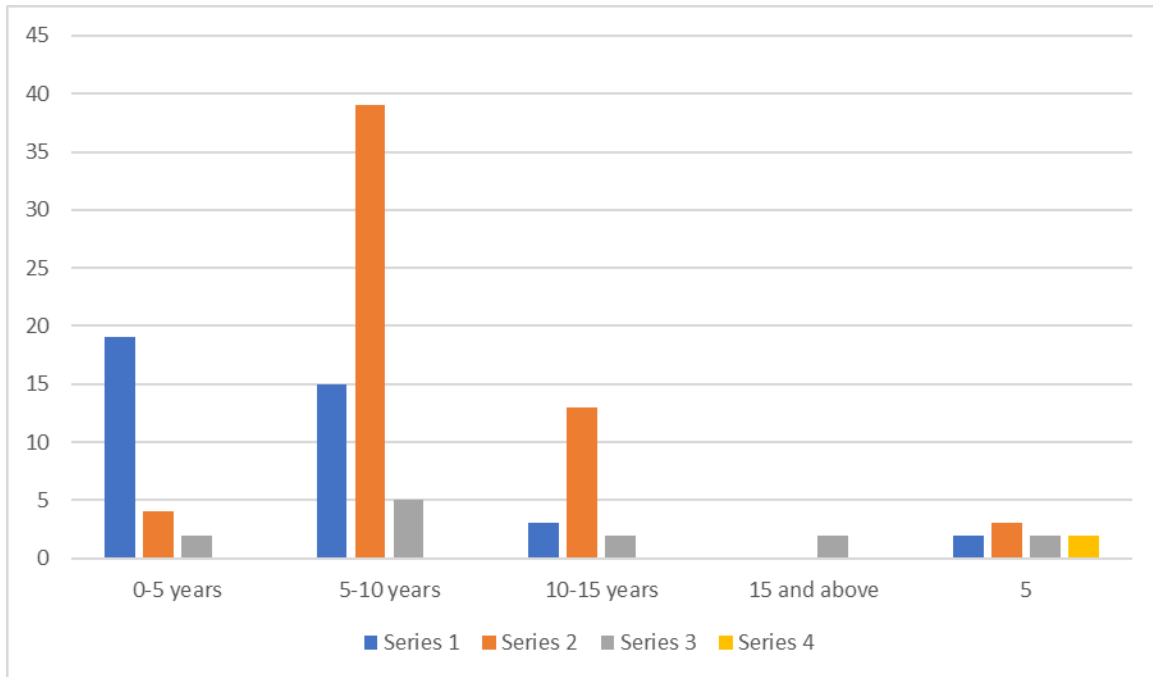


FIGURE 5. Working conditions are well defined

Working conditions are well defined * reduces strike

Table 8. Crosstab count

		Improves customer service				Total
		0-5 years	5-10 years	10-15 years	5	
Working conditions are well defined	0-5 years	14	5	4	0	23
	5-10 years	15	33	5	3	56
	10-15 years	7	3	4	2	16
	15 and above	0	1	0	0	1
	5	0	3	1	1	5
Total		36	45	14	6	101

TABLE 9. Chi-square Tests

	Value	df	Asymp.Sig. (2-Sided)
Pearson Chi-square	23.582	12	.023
Likelihood ratio	26.422	12	.009
Linear-by-linear Association	7.138	1	.008
N of valid cases	101		

- a. 13 cells (65.0%) have expected count less than 5.
- b. The minimum expected count is 01.

Interpretation: The above tabulation shows that, $\chi^2(12) = 23.582, p = .000$, significant value $0.023 < 0.05$. Thus we accept the null hypothesis. There is no significant difference between Working conditions are well defined * reduces strike

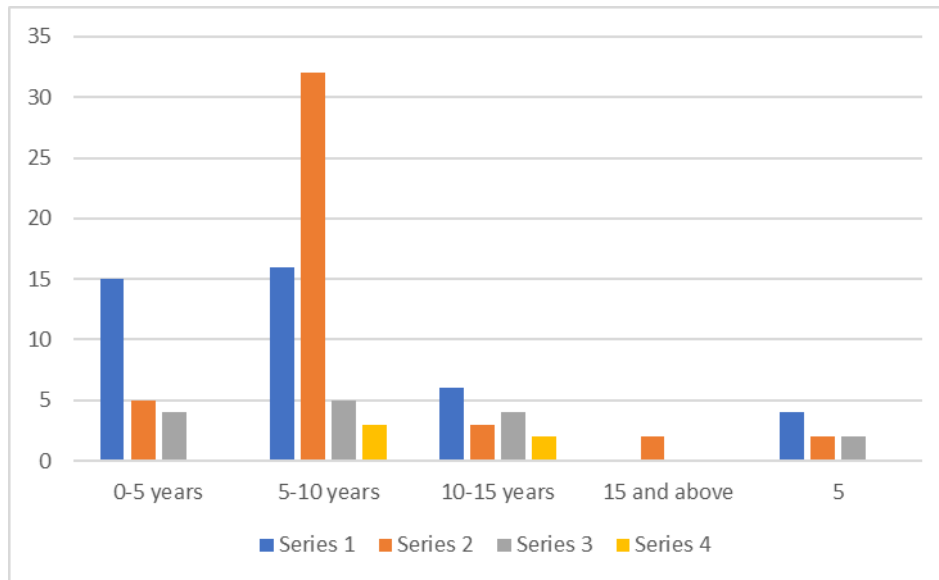


FIGURE 6. Working conditions are well defined

Working conditions are well defined * trust and open communication

TABLE 10. Crosstab count

		Improves customer service				Total
		0-5 years	5-10 years	10-15 years	5	
Working conditions are well defined	0-5 years	18	4	1	0	23
	5-10 years	24	23	8	1	56
	10-15 years	6	4	6	0	16
	15 and above	0	1	0	0	1
	5	1	1	2	1	5
Total		49	33	17	2	101

TABLE 11. Chi-square Tests

	Value	df	Asymp.Sig. (2-Sided)
Pearson Chi-square	23.582	12	.023
Likelihood ratio	26.422	12	.009
Linear-by-linear Association	7.138	1	.008
N of valid cases	101		

- a. 13 cells (65.0%) have expected count less than 5.
- b. The minimum expected count is .02.

Interpretation: The above tabulation shows that, $\chi^2(12) = 28.232$, $p = .000$, significant value $0.005 < 0.05$. Thus we accept the null hypothesis. There is significant difference between Working conditions are well defined * trust and open communication.

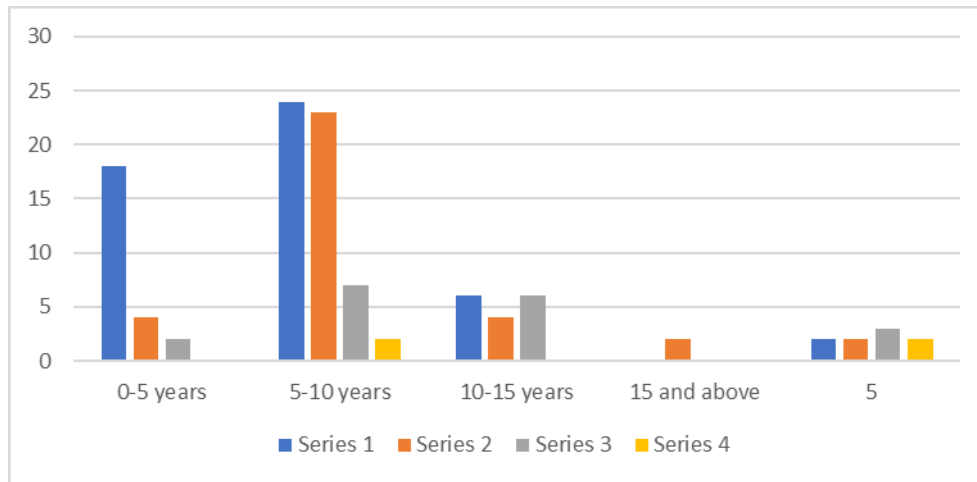


FIGURE 7. Working condition are well defined

TABLE 12. Correlation Descriptive Statistics

	Mean	Std. Deviation	N
Increases productivity-built relationships within the workplace	1.67	.709	101
reduces strike	1.71	.931	101
potential to inspire workers	1.96	1.019	101
positive image and positive profile	1.96	.852	100
	1.65	.685	101

		Positive image and positive profile	Increases productivity	Improves customer service	Reduces strike	Trust and open communication
Positive image and positive profile	Pearson correlation	1	.444	.350	.281	.299
	sig.(2 tailed)		.000	.000	.000	.002
	N		101	101	101	101
Increases productivity	Pearson Correlation	.444	1	.448	.356	.425
	sig.(2 tailed)	.000		.000	.000	.000
	N	101	101	101	101	101
Improves customer service	Pearson correlation	.350	.448	1	.354	.390
	sig.(2 tailed)	.000	.000		.000	.000
	N	101	101	101	101	101
Reduces strike	Pearson correlation	.000	.000	.354	1	.390
	sig.(2 tailed)	.000	.000	.000		.000
	N	101	101	101	101	101
Trust and open communication	Pearson correlation	.299	.425	.434	.390	1
	sig.(2tailed)	.002	.000	.000	.000	
	N	101	101	101	101	101

**Correlation is significant at the 0.01 level (2 tailed).

Interpretation: Thus, the above table interprets that the Pearson correlation p-l, it is statistically significant (r=0.000), Hence there is a strong positive correlation for positive image and positive profile Thus the above table interprets that the Pearson correlation p=0.444, it is statistically significant (r=0.000). Hence there is a strong positive correlation for increases productivity. Thus, the above table interprets that the Pearson correlation p=0.350, it is statistically significant (r=0.000). Hence there is a strong positive correlation for improves customer service Thus the above table interprets that the Pearson correlation p=0.00, it is statistically significant (r=0.28). Hence there is a strong positive correlation for reduces strike Thus the above table interprets that the Pearson correlation p=0.299, it is statistically significant (r=0.002). Hence there is a strong positive correlation for trust and open communication.

TABLE 13. Regression ANOVA

Model	Sum of squares	df	Mean square	F	Sig.
Regression	4.124	3	1.375	2.893	.039
Residual	46.094	97	.475		
Total	50.218	100			

- a. Dependent Variable: increases productivity
- b. Predictors: (Constant), negative effect on organisational performance, important aspect of building working relationship, is conflict always a bad thing in organization.

TABLE 14. Coefficients

Model	Unstandardized coefficient		Standardized coefficient	t	Sig.
	B	Std. Error	Beta		
(Constant)	1.197	.229		5.224	.000
Is conflict always a bad thing in organization	-.021	.060	-.036	-.355	.723
important aspect of building workplace relationship negative effect on organisational performance	.047	.043	.110	1.099	.275
	.207	.086	.246	2.392	.019

- a. Dependent variable: increases productivity.

Interpretation: The significant value of is conflict always a bad thing in organization is 0.721. Hence, we reject the null hypothesis i.e (0.721 > 0.05). Consequently, there is significant difference The significant value of is important aspect of building workplace relationship negative effect on organizational performance 0.275. Hence, we reject the null hypothesis i.e (0.275 > 0.05). Consequently, there is significant difference.

5. FINDINGS

1. 55.45% of the respondents Gender is female and 44.55% of the respondents Gender is male.
2. 81.19% of the respondent years is in between 0-5 years of experience.
3. 7.92% of the respondent year is in between 5-10 years.
4. 6.93% of the respondent year is in between 10-15 years.
5. 3.96% of the respondent year is 15 and above years.
6. Majority of the respondents are agreed with the statement good employee and employer relationship create a positive image and positive profile"
7. Majority of the respondents are agreed with he statement Good relationship between employees increases productivity.
8. Majority of the respondents are agreed with the statement Good relationship with employee reduces strike.
9. Majority of the respondents are agreed with the statement Good relationship with employees promote trust and open communication.
10. Majority of the respondents are agreed with the statement , Good relationship among employees and employer create good working environment".
11. Majority of the respondents are satisfied with the statement Employees are satisfied with the
12. relation with your co-workers.
13. Majority of the respondents are agreed with the statement Employees are praise by managers based on the performance.
14. It is considered that the company's productivity will not be affected by the employee and employer relationship.
15. It is considered from the study that the majority of the respondents are satisfied with the relationship among the employees and the job.

6. SUGGESTIONS

Improve Communication: Sending out a memo or email to inform employees of important company information is inefficient and impersonal. Our 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.

Share the Vision: To make employees feel better about the company, it is important to share the company's plans with the staff. Hold meetings to explain the company's plans for growth and expansion, and get the entire staff to understand and take pride in the company's future. Seek input from employees on ways to improve company productivity going forward, and reward employees who offer ideas that make company growth more efficient. The rewards can be cash or paid time off. When management makes the effort to keep employees updated on plans and incorporates employee suggestions to improve those plans, the staff feels more personally invested in the company success.

Motivate: Employee of the Month programs are great, as are incentives and rewards. However, they are short-term behaviour changers, and you need to get the fundamentals right. Ensure that each staff member knows what their boundaries are, what success looks like and the expectations of both their immediate manager and the team as a whole. The absence of any clear guidelines or feedback can be detrimental to ensuring positive employee relations.

7. CONCLUSION

As a part of my project work, I got an opportunity to spend a period of three months in ISSOJET BURNER PVT LTD, HOSUR. It helps me to analyze the working of the organization which helped as to convert our theoretical knowledge into practical. 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. 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 have a healthy relationship between employee and employer. The relationship between employees and employers depends on the different aspects as I have studied in this research. From the study it was analyzed that employees are satisfied with the working conditions, and relationship with co-workers of the organization. Finally, I would like to conclude that the employees of ISSOJET BURNER PVT LTD, HOSUR are satisfied with the relationship in the organization and production improvement growth of the company.

REFERENCES

- [1]. **Stroh Meier, S. (2019)** In his study said that worker relationship management (ERM) constitutes a rising fashion of dealing with human assets through constructing and retaining individualized and collectively precious relationships with personnel based totally on data technology.
- [2]. **Oluchi, (2013)** Oluchi defined ERM as a process that companies use to effectively manage all interactions with employees, ultimately to achieve the goals of the organization.
- [3]. **Devonish D. (2018)** The purpose of this paper is to examine the mediating role of job satisfaction in the relationship between effort-reward imbalance (ERI) and burnout, turnover intentions, and mental health.
- [4]. **H. Appelbaum S.(2013)** When employees believe in and trust their management, it motivates and encourages employees' participation in decision making which improves employees' efforts, and benefits their job satisfaction and commitment to work.
- [5]. **Van den Broeck A. (2013)** Several job characteristics have been suggested to influence workers' well-being. For example, Herzberg (1968) differentiated job characteristics that offset dissatisfaction such as social relations from job aspects that foster job satisfaction such as opportunities for advancement.
- [6]. **Lynn M. Shore, William H. Bommer, Alaka N. Rao and Jai Seo(2009)** This paper examines the economic exchanges, two elements of the employee-organization relationship (EOR), had with affective commitment, turnover intentions, employer trust, and altruism. The paper also aims to determine whether reciprocation wariness, reflecting fear of exploitation in reciprocation, moderated relationships that exchange elements had with outcomes.
- [7]. **Swapna P, (2011)** stated that the company to start a new scheme i.e., FTAR (Free Treatment after Retirement) especially to the retired employees and these benefits can be enjoyed by the employees and as well as by the company.
- [8]. **Johnson R, (2007)** I use data from employers and longitudinal data from former/current recipients covering the period 1997 to early 2004 to analyze the relationship between job skills, job changes, and the evolution of wages. I analyze the effects of job skill requirements on starting wages, on-the-job training opportunities, wage growth prospects, and job turnover.