

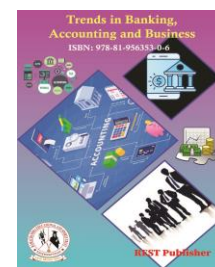


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A Study on Employer and Employee Relationship towards Tenneco Automotive India Private Limited with Special Reference to Hosur

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Abstract: Employee relationship management constitutes an emerging trend of managing human resource by building and maintaining individualized and mutually valuable relationship with employees based on information technology. Employees are the major assets of an organization. It is very essential that the employees perform together as a collective unit and contribute equally towards the realization of common goal. However, given the early and still emerging state, there is little knowledge and agreement regarding ERM. Hence here the paper attempts to clarify the concept and derive research implications. The technological and strategic of ERM are discussed based on the employee Relationship Management. As a result, a first general outline of an interesting concept is presented. Based on outline, the major implications for further theoretical and empirical evaluation of ERM are derived to propose directions for future research. Employee relationship management has focused on enabling to collaborate on typical managerial tasks with their employers. By engaging inputs from both sides of the employment relationship, ERM platforms aim to align the interests of both parties, worker and employer, and inform day-to-day business functions under a streamlined workflow. The equation that we are considering has the elements of scientific management, industrial welfare, human relations as the causative factors affecting good employment relation.

Keywords: Employee satisfaction, Employee relation, Employee benefits, Customer relationship, internal employee relationship management

1. INTRODUCTION

Employee relationship management means which manages the relation between the employee and management. The relation can be between the employee and employer as well as relation between employees at the same level. The employees will collectively contribute their efforts towards the realization of common goal. No conflicts can be accomplished if the individual are engaged in constant conflicts and misunderstandings. The targets of the organization will be accomplished and achieved at a much faster if the employees work together and maintain good relationship with each other. Employees must be comfortable with each other to deliver their best and enjoy their work. Management is nothing but is a technique which brings the employees together on a common platform guides them to achieve a common goal without fighting together. Employee relationship management includes different activities which a organization can adopt by superiors or the management to develop an healthy and friendly relationship between the employees and extracts the best out of each team member. The employee relationship management will help to strengthening the bond among the employees and ensures that each employee is connected and building a healthy relation with each other.

2. OBJECTIVES OF THE STUDY

To study the impact of employer and employee relationship in Tenneco Automotive India Private Limited with reference to Hosur To investigate the problem in relationship among employer and employee To identify the influencing factor for building good relationship To suggest suitable remedial measures to improve the industry relation

3. SCOPE OF THE STUDY

The main purpose of employee-employer relations is to maintain harmonious relationships between employee and employer. The focus on these relationships is accommodation. The parties involved develop skills and methods of adjusting to or cooperating with each other. This is an attempt to find out the level of satisfaction observed by the workers of the company regarding the relationship. The analysis and findings will be useful to improve the relationship with employer and employee. The analyses add to general feeling of satisfaction with the company and reduce employee's turnover over focus on the company.

4. REVIEW OF LITERATURE

N.N. AbuManso (2020) This article examines the relationship between management style practiced by managers and employees' wellbeing in an industry in Malaysia. This particular study examines the type of management style (autocratic, democratic, paternalistic and laissez faire) as measured by a customized questionnaire from two different sources in order to suit the purpose of this study. Employee's wellbeing is being measured quantitatively through a set of customized questionnaire on their physical, psychological and social health. A total of 50 respondents from the industry completed the given questionnaire. Result revealed that the branch manager practiced paternalistic management style. Besides that, employees working under managers are healthy physically, psychologically, and socially. In addition, there is a rather weak but positive relationship between paternalistic style with physical and psychological health. Sequeira and Dhriti, (2020) in their study show that when management of the organization creates equal opportunity and offers equal treatment to employees without biases which promotes positive attitude towards the organization and constructive feedback and guidance make employees to realize what the organization expect of them as they feel they attain mutual benefit. Concomitant to this, participative leadership style is most useful in long term and has a positive effect on employee's performance. Yongeai (2021) Employee relation is a kind of interpersonal relationship concept which is drawn by western scholars in the 20th century to replace the industrial relation. It focuses on the right and responsibility, management and obeying caused by the interest between the organization and the employees as a total of cooperating, conflict, strengthens and power relations and is influenced by economic, technology, legal system and socio cultural background in a certain community. Ozola (2021) the aim of this research was to identify the human resource management practices that are effective for employee turnover reducing. For this purpose, the methods of document analysis and expert survey were used. On the basis of analysis of the scientific literature retrieved from academic databases the human resource management practices, which were mentioned in connection with employee turnover, were detected and described its effect on employee turnover. By conducting two separate expert surveys the initial information about the spread of some identified human resource management practices and about the potential effectiveness of these practices in Latvian organizations, is acquired and analysed. Bajaj (2021) Employee relation is defined as the relationship between employees and managers to enhance moral, commitment and trust of employees and to create suitable working environment which enables them to put much effort for the achievement of organizational goals. An effective employee relation involves creating and cultivating a motivated and productive workforce. Creating healthy employee relation in an organization is a prerequisite for the achievement of organizational goals. For this to happen, organizations have to develop strong employee relationship which involves motivating employees, making them to participate in decision making activity and create an opportunity for free flow of information in the organization and resolve conflicts or disagreements when they arise in the work place. This scenario makes employees to develop a sense of ownership in the organization and this in return initiated them to work hard. Linjuan RitaMen (2022) The current study examines how employees' perceptions of empowerment impact the quality of the organization-employee relationship. Based on the on-line survey of 120 employees from a variety of companies in China, both dimensions of employee empowerment—feelings of competence and feelings of control—serve as positive predictors for organization-employee relationship. However, employees' feelings of control wield more weight in the prediction than do feelings of competence. Brian & Christopher (2022) In the management and behavioral science literature, employee commitment is a key factor in the relationship between individuals and organizations. Many organizations identify and stress the significance of employee commitment as a vehicle for delivering competitive edge over others by retaining key talent with the organizations. From their studies the researcher observed that employee relationship is one of the major factors that management should focus on because employees are known to play significance roles in fostering organization performance. Farndale, Van Ruiten (2022) in their study found that in addition to a link between perceptions of the opportunity for employee voice and organizational commitment, the relationship is also partially mediated by the employee-line manager relationship and trust in senior management. The mediation through the employee line manager relationship is weaker than the direct relationship, whereas the mediation through trust in senior management is stronger than the direct relationship between employee voice and organizational commitment.

5. RESEARCH METHODOLOGY

Research is a scientific and systematic search for pertinent information on a specific topic. Research is an art of scientific investigation. According to Clifford Woody, "Research comprises defining and redefining problems, formulating hypothesis or suggested solutions, collecting, organizing and evaluating data, making deductions and reaching conclusions and at last carefully testing the conclusions to determine whether they fit the formulating hypothesis". Simple Percentage Analysis:

TABLE 1. Satisfaction Level of Employee Relationship

	Respondents	Percentage
Highly satisfied	38	31.7%
Satisfied	41	34.2%
Dissatisfied	13	10.8%
Highly dissatisfied	11	9.2%
Nor dissatisfied	17	14.2%
Total	120	100.0%

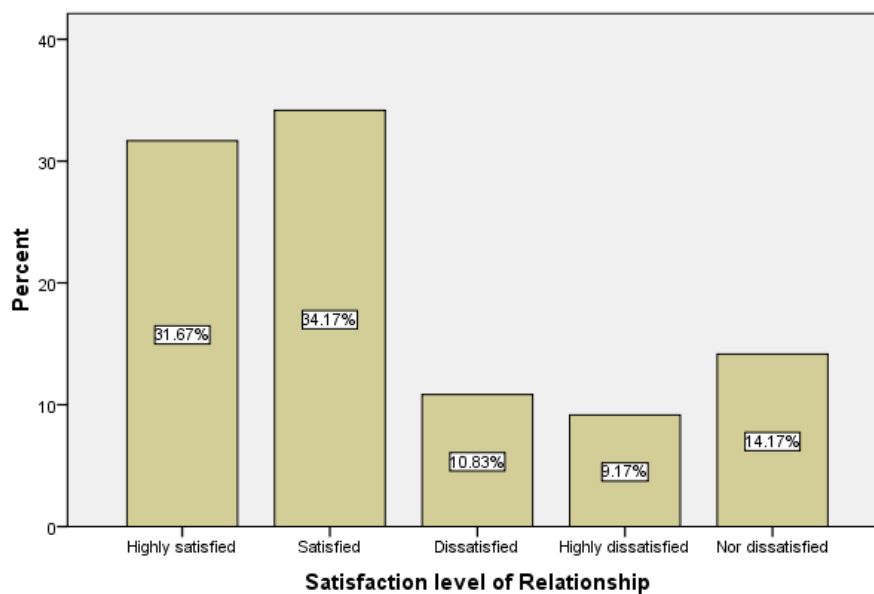


FIGURE 1. Chi-Square Analysis

TABLE 2. Qualification * Satisfied the present Job

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.294E2 ^a	16	.000
Likelihood Ratio	237.106	16	.000
N of Valid Cases	120		

15 cells (60.0%) have expected count less than 5. The minimum expected count is .63.

6. FINDINGS

Majority 31.7% of the respondents are age group between 26-35 years. Majority 55.8% of the respondents are male. Majority 30% of the respondents are qualified in UG. Majority 31% of the respondents are experienced in 2-3 years Majority 34% of the respondents are earning Rs. 10,000-15,000 Majority 55.8% of the respondents are job suits in qualification Majority 34.2% of the respondents are satisfied with the employee relationship Suggestions: The researcher wishes to bring the following suggestion to the management of Tenneco automotive, Hosur. Recreational activities can be taken care of by the management. The organization should

improve the benefit and services provided to the employee's interest would be stimulated. The company can make the benefit and services attractive to personnel. The employer should plan out the welfare activities in an effective way to improve the organization image in the eyes of the subordinates. The company suggests technical advantages and modern trends uses for homogeneous Titan product there is no competition.

7. CONCLUSION

The project titled "A study on the employer and employees relationship in Tenneco automotive, Hosur, which was carried out among 120 workers. The study was an attempt to examine the relationship among peers, relationship with employer, relationship with departments and relationship with employees in the company. Nowadays employee relations appear everywhere, from small companies to the big organizations all over the world. We have seen that the importance of employee relations and how to practice it effectively. In this we have explained that how employee relation is relevant today, its role in supporting business to support business to improve performance. This relationship may significantly affect the productivity as well as the working environment in organizations. It is very useful to manage and improve performance of both employees and firms. Therefore, organizations should focus more on improving and enhancing their relationship with staff members for the ultimate benefit of the organization and in order to realize organizational goals and targets.

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