

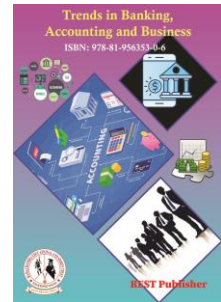


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A Study on Relationship Between Employee & Employer In Walvoil Fluid Power India Pvt Ltd

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Abstract: *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 organization 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. From the words, employee and employer, we clearly decipher the kind of relationship the two holds. Since, the association is purely corporate, there should however be space between the two wherein they can be friendly and social. Besides the business-oriented interactions, there should also be lively and fun involving topics included in their subjects of conversation. The bond between the two should be candid enough so that besides being colleagues, they also feel the wave of amity at work.*

Keywords: *Conflict, organisational outcome, productivity*

1. INTRODUCTION

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.

2. OBJECTIVES OF STUDY

To study the relationship between employee and employer in walvoil fluid power India pvt Ltd.

To understand harmonious relationship between employee and management.

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

To highlight the various factors which affect the relationship between the worker and the management of walvoil fluid power India pvt Ltd.

3. SCOPE 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. To find out the facilities entitled by walvoil fluid power India pvt Ltd.

4. LITERATURE REVIEW

Aronsson G, (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 analyse 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 spill over effects.

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.

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

Kim H. et al (2019) This paper aims to study how the negative spiral of incivility from customers to employees happens by measuring the mediating effect of employees' burnout. Moreover, it investigates how to mitigate the detrimental influences of customer incivility by assessing the moderating effect of employees' emotional intelligence. The results presented that there is a direct relationship between customer incivility and employee incivility toward customers and co-workers. Additionally, employees' burnout significantly mediates the relationship between customer incivility and employee incivility. Moreover, it presented the significant moderating effect of employees'

5. RESEARCH METHODOLOGY

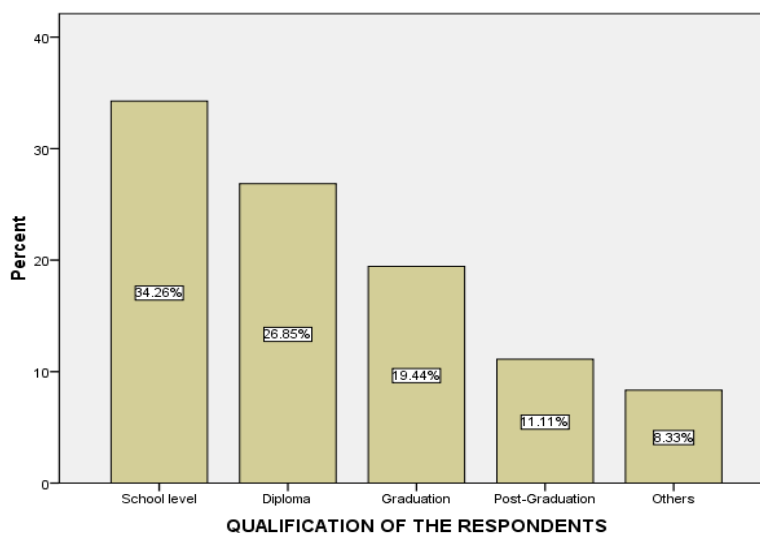
Research refers to a search for knowledge. It is a systematic method of collecting and recording the facts in the form of numerical data relevant to the formulated problem and arriving at certain conclusions over the problem based on collected data. Research methodology is the backbone of the project 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

6. DATA ANALYSIS

QUALIFICATION OF THE RESPONDENTS

QUALIFICATION	RESPONDENTS	PERCENTAGE
School level	150	34.3%
Diploma	120	26.9%
Graduation	100	19.4%
Post-Graduation	80	11.1%
Others	50	8.3%
TOTAL	500	100.0%

QUALIFICATION OF THE RESPONDENTS



7. 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 the statement „Good relationship between employees increases productivity“
8. Majority of the respondents are agreed with the statement Good relationship with employees promote trust and open communication.
9. Majority of the respondents are agreed with the statement „Good relationship among employees and employer create good working environment.
10. Majority of the respondents are agreed with the statement ‘Good relationship have the potential to inspire workers to work even more harder.
11. Majority of the respondents are satisfied with the statement ‘Employees are satisfied with the relation with your co-workers. .
12. Majority of the respondents are agreed with the statement „Employees are praise by managers based on the performance.
13. It is considered that the company’s productivity will not be affected by the employee and employer

relationship.

14. It is considered from the study that the majority of the respondents are satisfied with the relationship among the employees and the job.

8. 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.

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.

9. CONCLUSION

As a part of my project work. I got an opportunity to spend a period of three months in walviol fluid power pvt. It helps me to analyze the working of the organization which helped as to convert our theoretical knowledge into practical

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