

# A Study on Employer-Employee Relationship with Special Reference to Shree Devi Textile, Coimbatore

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## ABSTRACT

In every organization, Relationships formed during employment can be beneficial or harmful to the corporate function of any firm. In actuality, an employer or firm views an employee as an individual who has agreed to the employment terms, which include work rates, commissions, salaries, and wages, from the start. Employer-employee relationships are critical for any organization's success, and with their aid, businesses may boost productivity. Employee relations concerns recur on a regular basis. Any organization's success or failure is directly related to the amount of effort put in by each and every employee. Employees are a company's most valuable asset. Employees must have a healthy working relationship with one another. Employees must have a healthy working relationship with one another and work hard to achieve the organization's goals. They should be complementary to one another and function as a team. For employees, the organization must come first, and personal interests should be put on the back burner. As a result, companies must consider their employees, have faith in them, and be able to persuade them.

**KEYWORDS:** Employer Employee Relationship

## INTRODUCTION

In India, employer-employee relations have deteriorated rather than improved throughout time. During the previous few decades, the industrial sector has been in a state of decline. There is no guarantee that conflict in labour relations will decrease as a result of socioeconomic progress. The material well-being of workers has unquestionably improved as a result of industrial progress. However, it is well recognized that material advances and affluence have had little effect on labor-management conflict anywhere. This is because the source of these tensions is the worker's day-to-day experience, which frequently leads to feelings of alienation. The goal of this study was to identify and operationalize personnel policies and procedures. Organizational Climate (OC) is a term that has been used to describe a variety of personnel policies and practises. The relative contribution of each of the specified dimensions of employer-employee relations in businesses has been attempted, with a focus on

engineering firms. The goal of this study is to see how different combinations and permutations of different personnel policies and practises affect organisational behaviour.

## DEFINITION

### Employee

An employee is someone who gets paid to work for a person or company.

The term employee is sometimes used to distinguish contract workers from full employees (who often earn additional benefits), but in this example, both types of workers are considered employees in the general sense

### Employer

A person or organization that employees people

### Employee satisfaction

Job satisfaction or employee satisfaction is a measure of workers' contentedness with their job, whether they

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like the job or individual aspects or facets of jobs, such as nature of work or supervision

### SCOPE OF THE STUDY

In Shree Devi Textile, the study focuses on the employer-employee interaction. Currently, the organization is focused on fostering a positive relationship between employee and employer. Measures to keep employer-employee conflicts under control. Conflicts between the employer and the employee could be one of the key causes of this circumstance. The study is important because the company is now experiencing a serious problem with the employer-employee connection, and it is hoped that the study would identify the cause of the problem, allowing the organization to take effective actions to improve the relationship.

### REVIEW OF LITERATURE

**According to Hunt et al. (2009)** trust and respect are earned by an employer through open communication, consistent feedback and delegation of responsibilities to the staff. An employer who fails to abide by these elements of trust and respect will eventually also put a negative strain on the relationship. Globalization provides the platform for changes in work processes, management style, and technology

**Mohammed Javed Kalburgi et al.(2010)**, concluded that there are lots of factors which play into the concept of employee relationship with their employer and it differ from situation to situation. The relationship between these two people is based on motivation. Some organization's guidelines related to motivation may not be effective for the other organization because the motivation is based on various theories. The good environment of the organization and supervisor's help in performing the task of the employees played vital role for employee's motivation i.e. the success of any organization depends on its motivated employees.

**Abhishek Gupta (2010)** studied the impact of industrial relationship of employee and employer which recognized that now a day's various new technologies and latest machineries are being introduced in the market for the improvement in productivities, but the human input towards the improvement in the productivity, economic growth and development is very-very crucial factor which cannot be overlooked by organizations. It makes the work of an employee as easier than before

### METHODOLOGY OF THE STUDY

#### Objectives of the Study

➤ To study find out demographic profile of the respondents

To assess the various factors of employer-employee relationship of the respondents.

➤ To analyze employer-employee relationship at Shree Devi Textile, Coimbatore.

➤ To offer suggestions to improve Employer-employee relationship.

**Research design:** The researcher followed descriptive research design for the study.

**Universe of the study:** The universe of the present study is contact from Coimbatore district.

**Sampling:** 40 respondents' people were selected for data collection by a Convenience sampling is a non-probability sampling technique where subjects are selected because of their convenient accessibility and proximity to the researcher.

**Tools for data collection:** The researcher used liquid scale for the questioner. It has thirteen questions with a 5-point scale from completely disagree to completely agree scale.

#### Finds of the Study

#### SIMPLE PERCENTAGE ANALYSIS

Percentage analysis consists of reducing a series of related amounts to a series of percentage of given base.

### PERCENTAGE ANALYSIS FOR DEMOGRAPHICAL FACTORS

Demographic factors	Category	Frequency	Percentage %
<b>Age</b>	Below 20 years	0	0
	21- 30 years	8	20
	31- 40 years	8	20
	41- 50 years	16	40
	Above 50 years	8	20
<b>Educational Qualification</b>	Illiterate	19	47.5
	SSLC	8	20
	HSC	10	25
	Graduate	3	7.5

<b>Marital status</b>	Married	33	82.5
	Unmarried	7	17.5
<b>Working experience in Shree Devi Textiles</b>	Below 1 year	3	7.5
	1-5 years	7	17.5
	6-10 years	22	55
	Above 10 years	8	20
<b>Monthly Income</b>	Below 5000	0	0
	5001-10,000	6	15
	10,001-15,000	27	67.5
	Above 15,000	7	17.5

### Interpretation

From the table, it shows that majority (40%) of the respondents are belongs to the age group of 41-50 years. It is found that majority (47.5%) of the respondents are illiterate. It is found that majority (82.5%) of the respondents are married. It is found that majority (55%) of the respondents are having 6-10 years of experience and also found that the majority (67.5%) of the respondents' getting a monthly salary as Rs.10001- Rs.15000.

### Percentage Analysis for study factors

Study factor	Category	Percentage%	Frequency
<b>There is a pleasant and cooperative environment to work</b>	Strongly Agree	11	27.5
	Agree	29	72.5
	Neither agree nor disagree	0	0
	Disagree	0	0
	Strongly Disagree	0	0
<b>There is an effective communication system</b>	Strongly Agree	9	22.5
	Agree	31	77.5
	Neither agree nor disagree	0	0
	Disagree	0	0
	Strongly Disagree	0	0
<b>There are cultural differences in my company</b>	Strongly Agree	0	0
	Agree	0	0
	Neither agree nor disagree	0	0
	Disagree	27	67.5
	Strongly Disagree	13	32.5
<b>Salary provided by the company is adequate</b>	Strongly Agree	0	0
	Agree	10	25
	Neither agree nor disagree	27	67.5
	Disagree	3	7.5
	Strongly Disagree	0	0
<b>Bonus provided by the company is adequate</b>	Strongly Agree	0	0
	Agree	11	27.5
	Neither agree nor disagree	26	65
	Disagree	3	7.5
	Strongly Disagree	0	0
<b>I'm supportive to my co-worker</b>	Strongly Agree	5	12.5
	Agree	35	87.5
	Neither agree nor disagree	0	0
	Disagree	0	0
	Strongly Disagree	0	0
<b>Safety measures are precautioned</b>	Strongly Agree	33	82.5
	Agree	7	17.5
	Neither agree nor disagree	0	0
	Disagree	0	0
	Strongly Disagree	0	0

<b>I'm able to balance both work and life</b>	Strongly Agree	18	45
	Agree	7	17.5
	Neither agree nor disagree	7	17.5
	Disagree	6	15
	Strongly Disagree	2	5
<b>Satisfied with the support given by Supervisor/Manager</b>	Strongly Agree	14	35
	Agree	19	47.5
	Neither agree nor disagree	5	12.5
	Disagree	2	5
	Strongly Disagree	0	0
<b>Relationship with the Supervisor/Manager is cordial</b>	Strongly Agree	18	45
	Agree	12	30
	Neither agree nor disagree	9	22.5
	Disagree	1	2.5
	Strongly Disagree	0	0
<b>My opinions/Suggestions are highly recognized</b>	Strongly Agree	1	2.5
	Agree	24	60
	Neither agree nor disagree	11	27.5
	Disagree	4	10
	Strongly Disagree	0	0
<b>There is more transparency/openness in my company</b>	Strongly Agree	6	15
	Agree	28	70
	Neither agree nor disagree	5	12.5
	Disagree	1	2.5
	Strongly Disagree	0	0
<b>Overall, I'm satisfied with the company</b>	Strongly Agree	17	42.5
	Agree	17	42.5
	Neither agree nor disagree	5	12.5
	Disagree	1	2.5
	Strongly Disagree	0	0

### Interpretation

From the table, inferred that majority (72.5%) of the respondents' agreed that there is a pleasant and cooperative environment to work. Majority (77.5%) of the respondents' agreed that there is an effective communication system. Majority (67.5%) of the respondents' are disagreed that there are cultural differences in the company. Majority (67.5%) of the respondents' choose the average for salary provided by the company is adequate. Majority (65%) of the 55 respondents' choose the average for Bonus provided by the company is adequate. Majority (87.5%) of the respondents' agreed that they are supportive to their co-workers. Majority (82.5%) of the respondents' are strongly agreed that safety measures are precaution in their company. Majority (45%) of the respondents' strongly agreed that they able to balance both work and life. Majority (47.5%) of the respondents' are agreed that they are Satisfied with the support given by Supervisor/Manager in the department. Majority (45%) of the respondents' are strongly agreed that they have a strong relationship with the Supervisor/Manager. Majority (60%) of the respondents' are agreed that their opinions/Suggestions are highly recognized. Majority (70%) of the respondents are agreed that there is more transparency/openness in their company and majority (42.5%) of the respondents' are strongly agreed that they are satisfied with the company.

### SUGGESTIONS:

- The focus of the organization should be on enhancing the relationship between the employer and the employees. The organization should take the appropriate steps to ensure that employees have positive working relationships.
- In order for employees to perform their jobs efficiently, organizations should provide them considerable autonomy.
- Within the workplace, the organization should develop positive relationships with management.
- The organization should improve the amount of training it provides to its personnel.
- Organizations should take the effort to get to know their employees on a personal level.

- The disagreement between employees and management should be addressed by the organization.
- Treat employees like humans first and remember that they have a personal life; they become sick or have family members who are unwell. Make sure your staff knows they can come to you with these difficulties (your door is always open) and that you can reach an agreeable agreement on this or any other issues that may occur.
- Employees like to know that their efforts are appreciated, so give them a pat on the back every now and again to indicate you appreciate everything they do. Show that our company is successful by awarding a bonus or a raise.
- Keep your finger on the pulse of the people who work for you so you can spot problems (such as coworkers who refuse to leave the office alone or a new employee).

## CONCLUSION

The employee-employer connection refers to an organism's readiness to pursue a specific goal, and it entails determining the nature and locus of forces, as well as the degree of readiness. Employee-employer relationships are a broad motivating process that encourages team members to pull their weight effectively, to pledge their devotion to the group, to complete the responsibilities they have accepted appropriately, and to contribute successfully to the job that the group has undertaken. According to the study's findings, the firm provided on-the-job training to its employees. The management has not devoted enough time to get to know the personnel, particularly the higher-ranking officials. Communication is the most important aspect in establishing a positive working relationship. Employees are given very little labour to do, and they complete their tasks early in the day. Employees are pleased with the opportunity to improve their skills that has been provided to them. Furthermore, it is noted that employee transfers or changes in personnel are beneficial.

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