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## A STUDY ON EMPLOYER AND EMPLOYEE RELATIONSHIP WITH REFERENCE TO LASAK TECHNOLOGIES

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*Abstract:* A Good Relationship is necessary for the smooth running of any business. The term "Industrial Relations" means the relationship between employers and employees, A good communication between an employer and its employees is imperative for building a positive work place culture. This Descriptive research paper focus on studying the relationship between the employer and employee. Primary data were collected with the help of the structured questionnaire from the employee of Lasak Technologies. The sample size considered for the study was 120. The tools for the analysis include Chi square test and A. It was found that employers can promote the relationships by speaking candidly with their employees about their lives, asking them about their families and learning about their interests. Similarly, employees can promote the building of this relationship by being open with their employer and sharing information about themselves and their lives.

*Keywords* - Employer-Employee relationship, Work culture, sharing information

### 1.1 INTRODUCTION TO THE TOPIC

#### I. INTRODUCTION

Employee and employer relationship is the foundation of a blooming workplace ecosystem, fostering productivity, satisfaction, and organizational success. As the dynamic interplay between those who contribute their talents and those who provide opportunities unfolds, a harmonious partnership emerges, characterized by mutual respect, trust, and shared goals. In this introduction, we delve into the essence of employee and employer engagement, exploring its significance, benefits, and key strategies for cultivating a culture of collaboration and commitment within the workplace. At its core, employee engagement reflects the emotional commitment and dedication individuals bring to their roles, driven by a sense of purpose, connection, and fulfilment. When employees feel valued, heard, and empowered, they become enthusiastic champions of the organization's mission, driving innovation, performance, and customer satisfaction. Likewise, employer engagement encompasses the proactive efforts of organizational leaders to foster a supportive, inclusive environment that nurtures talent, cultivates loyalty, and prioritizes the well-being of their workforce. The symbiotic relationship between employees and employers extends beyond mere transactions of labor and compensation; it embodies a shared journey towards excellence, fueled by open communication, recognition, and continuous development. By aligning individual aspirations with organizational objectives, both parties contribute to a culture of collaboration and resilience, where challenges are met with collective ingenuity, and successes are celebrated as shared triumphs. We explore the multifaceted dimensions of employee and employer engagement, unveiling practical strategies, best practices, and real-world examples that illuminate the path towards building blooming, inclusive workplaces. Through fostering a culture of trust, transparency,

and empathy, organizations can unlock the full potential of their workforce, driving sustainable growth, innovation, and competitive advantage in an ever-evolving landscape.

## II.OBJECTIVE OF THE STUDY

- To know about the Organizational culture of the company to their employees.
- To analyse about the work environment for the employees of the organization to retain them for long terms.
- To develop and improve the career opportunities of the employee in the organization for their growth.
- The know the effectiveness of compensation for the employees who working in the organization

## III. NEED OF THE STUDY

- It improves job satisfaction and increased the productivity of the employees.
- It increases the positive relationship between the employee and employer in the organization.
- It motivates the employees for their better performance of the organization.

## II. REVIEW OF LITERATURE

**Holtzhausen (2011)**, discovered that through the outcome of the study that Employee-employer and employee-organization relationships are part of a business's inner connection management which centered upon human resource activities to establish trust and enhance organizational effectiveness.

**Dr. Devamaindhan (2014)**, mentioned that in Employer – Employee Relationship to have healthy relation is vital for the successful running of any business. The employer should know what the employee is facing the problems then that would be an obstacle to achieve success in 24 the business. In majority of cases employees in industries have been ignored altogether. The comparison studies on the expectations and the actions of men and women at workplace are generally lost.

**Thomas Katua Ngui (2016)**, states in his research “Relationship between employee relations strategies and performance of commercial banks in Kenya” that the objective of this research is to scrutinize the relationship amongst employee relation plans or strategies of employee relation along with the execution of commercial banks. The researcher concludes that development and documentation of commercial bank strategies and on the whole of the banks strategies has not linked to each other.

**Uwa (2021)**, says that a healthy relationship may generally deal with resolving issues concerning individuals which if left unresolved would affect the work environment negatively. A good employee cordial relation depends on healthy environment, incentive to boost motivation of employees and effective good communication system put in place within the organization. As we delve into the realms of employee-employer relations within this context, it becomes evident that the dynamics at play extend far beyond conventional workplace interactions.

**Chukwuyem (2019)**, found out that Employer-employee relation as pointed out by is the harmonious atmosphere in which both parties practice the act of working in such a way that they effectively communicate and work pleasantly, thereby recognizing each other's needs and value leading to enhanced motivation and morale of the employee. if the relationship between the employer and the employees is bumpy, it will affect how the employees approach their duties, and their productivity as well.

## III RESEARCH METHODOLOGY

### RESEARCH DESIGN

A research design is the plan or framework used to conduct a research study. It involves outlining the overall approach and methods that will be used to collect and analyze data to answer research questions or test hypotheses. This paper has employed a descriptive research method. This study aims to analyze the employee and employer relation; Thus, a descriptive research design is adopted to analyze the overall perception of the employee on their relation with the employer.

## **METHOD OF DATA COLLECTION**

This paper is solely based on the primary data. Self-administered questionnaires have been used to collect the data.

## **POPULATION**

A population is a group of people, objects, or events that have specific characteristics and are of interest to the researcher and here the employees of the Lasak Technologies are taken as population for the study.

## **SAMPLING UNIT**

A sampling unit is a basic unit that is selected from a population. It is the unit about which information is collected and data are analyzed. The sampling unit will be the employees from various departments of the Lasak Technologies.

## **SAMPLE SIZE**

In research, sample size is the number of individuals, items, or data points chosen from a larger population to represent it statistically. It's an important consideration because it directly impacts the reliability and extent of the study's findings. The Sample size is 120 which is taken across the employees of the Lasak Technologies.

## **SAMPLING METHOD**

Sampling is a statistical process that involves selecting a subset of a population to make observations and statistical inferences about that population. The Simple Random sampling method was employed for the sampling of data collection.

## **TOOLS FOR DATA ANALYSIS DESCRIPTIVE STATISTICS**

This chapter deals with the descriptive and statistical analysis of the primary data collected from the employee who working in the organization. The hypotheses drawn by the researcher are confirmed with the support of statistical tools and results are inferred. Percentage analysis is a simple statistical instrument which is widely used in analysis and interpretation of primary data.

It deals with the number of Respondents' reply to a questionnaire in percentage attained from the total population nominated for the study. It is one of the simple forms of analysis which helps the researcher to realize the outcome of the research.

## **CHI SQUARE**

Chi Square test of homogeneity is used to determine if two or more independent sample vary by distribution on a single variable. A common use of this test is to compare two or more groups or conditions on a categorical result. Formulation of omnibus test statistic is formed as independence test and homogeneity test.

## **ANOVA**

An analysis tool used in statistics that splits an observed aggregate variability found inside a data set into two parts systematic factors and random factors

## **SCALING METHOD**

The process of arriving at a set of statements to measure attitude, opinion, or perception is known as scaling. In this paper, the relationship between the employer and employee is analyzed using a questionnaire based on a Likert scale.

## IV DATA ANALYSIS AND INTERPRETATION

### DATA ANALYSIS

Data analysis is a process of inspecting, cleaning, transforming and modelling data with the goal of discovering useful information, informing conclusions and supporting decision making. Data analysis has multiple facets and approaches, encompassing diverse techniques under a variety of names, and is used in different business, science, and social science domains. It provides a deeper understanding of processes, behaviors, and trends. It allows organizations to gain insights into customer preferences, market dynamics, and operational efficiency.

Organizations can identify opportunities and threats by analyzing market trends, consumer behavior, and competitor performance. They can pivot their strategies to respond effectively, staying one step ahead of the competition. This ability to adapt and innovate based on data insights can lead to a significant competitive advantage. While data analysis in qualitative research can include statistical procedures, many times analysis becomes an ongoing iterative process where data is continuously collected and analyses almost simultaneously. Indeed, researchers generally analyze for patterns in observations through the entire data collection phase.

#### 4.1 DESCRIPTIVE STATISTICS

**TABLE 4.2.1**

**How satisfied are you with the overall communication between employees and management within the**

<b>How satisfied are you with the overall communication between employees and management within the company</b>	<b>Frequency</b>	<b>Percentage</b>
Very satisfied	36	30.0 %
Satisfied	68	56.7 %
Neutral	12	10.0 %
Dissatisfied	4	3.3%
Very dissatisfied	-	-
<b>Total</b>	<b>120</b>	<b>100%</b>

**company**

#### Inference

From the above Table No: 4.2.1, It was found that 56.7% of the respondents are Satisfied, 30.0 % of the respondents are Very satisfied, 10.0 % of the respondents are Neutral, 3.3% of the respondents are Dissatisfied.

#### 4.2 CHI-SQUARE

##### 4.2.1 HYPOTHESIS STATEMENT

H<sub>0</sub> – There is no significant relationship between the Employment Status and How satisfied are you with the process for tasks such as timekeeping, leave requests, etc.....

H<sub>1</sub> – There is a significant relationship between the Employment Status and How satisfied are you with the process for tasks such as timekeeping, leave requests, etc.....

TABLE 4.2.1

**Employment Status and How satisfied are you with the process for tasks such as timekeeping, leave requests, etc.....**

	Value	df	Asymptotic Sig. (2-tailed)
<b>Pearson Chi-Square</b>	17.00	6	.009
<b>Likelihood Ratio</b>	14.23	6	.027
<b>Linear-by-Linear Association</b>	3.15	1	.076
<b>N of Valid Cases</b>	120		

### Inference

From the above Table No: 4.2.1, it was found that the Pearson Chi-Square significant value is 0.009 which is less than 0.05. Hence Null hypothesis (H0) is rejected and Alternative hypothesis (H1) is accepted. Therefore, it is inferred that there is a significance relationship between the Employment Status and How satisfied are you with the process for tasks such as timekeeping, leave requests, etc.....

### 4.2.2 HYPOTHESIS STATEMENT

H0 – There is no significant relationship between the Educational Qualification and How satisfied are you with the overall communication between employees and management within the company

H1 – There is a significant relationship between the Educational Qualification and How satisfied are you with the overall communication between employees and management within the company

TABLE 4.2.2

**Educational Qualification and How satisfied are you with the overall communication between employees and management within the company**

	Value	df	Asymptotic Sig. (2-tailed)
<b>Pearson Chi-Square</b>	13.01	6	.043
<b>Likelihood Ratio</b>	10.41	6	.108
<b>Linear-by-Linear Association</b>	.00	1	.958
<b>N of Valid Cases</b>	120		

### Inference

From the above Table No: 4.2.2, it was found that the Pearson Chi-Square significant value is 0.043 which is less than 0.05. Hence Null hypothesis (H0) is rejected and Alternative hypothesis (H1) is accepted. Therefore, it is inferred that there is a significance relationship between Educational Qualification and How satisfied are you with the overall communication between employees and management within the company

### 4.3 ANOVA

Table 4.3.1

**Gender and how satisfied with the current HR technology adequately supports your day-to-day tasks and responsibilities**

	Sum of squares	df	Mean square	F	Sig
<b>How satisfied with the current HR technology adequately</b>					



<b>supports your day-to-day tasks and responsibilities</b>					
<b>Between groups</b>	3.02	1	3.02	4.83	.030
<b>Within groups</b>	73.65	118	.62		
<b>Total</b>	76.67	119			

### Inference

The calculated significance value is .030. Significance value is less than the 0.05(5% level of significance). Hence Null hypothesis (H0) is Rejected. And alternative hypothesis (H1) is Accepted. Therefore, it is inferred that there is a significance relationship between the Gender and how satisfied with the current HR technology adequately supports your day-to-day tasks and responsibilities

**Tabl4.3.2**

### **Employment status and how would you rate the impact of technology on enhancing HR services and processes within the organization**

	<b>Sum of squares</b>	<b>df</b>	<b>Mean square</b>	<b>F</b>	<b>Sig</b>
<b>How would you rate the impact of technology on enhancing HR services and processes within the organization</b>					
<b>Between groups</b>	3.67	2	1.83	3.75	.026
<b>Within groups</b>	57.26	117	.49		
<b>Total</b>	60.92	119			

### Inference

The calculated significance value is .026. Significance value is less than the 0.05(5% level of significance). Hence Null hypothesis (H0) is Rejected. And alternative hypothesis (H1) is Accepted. Therefore, it is inferred that there is a significance relationship between the Employment status and how would you rate the impact of technology on enhancing HR services and processes within the organization

## V FINDINGS

The majority 39.2% of the respondents are in the age group of 26-35 years.

The majority 52.5% of the respondents are of the gender female.

The majority 47.5% of the respondents are Bachelor's Degree.

The majority 94.2% of the respondents are Employed full-time.

The majority 54.2% of the respondents are 1 – 5 years.

The majority 52.5 % of the respondents are Married.

The majority 45.0 % of the respondents are 20,001 – 30,000.

The majority 63.3 % of the respondents are Away from the place of work.

The majority 50.8% of the respondents are Very Satisfied with your experience with the HR department.

The majority 56.7% of the respondents are Satisfied with the overall communication between employees and management within the company.

The majority that 39.2% of the respondents are Very satisfied discussing concerns or issues related to your work with HR or the appropriate channels within the company.

The majority that 39.2% of the respondents are Very satisfied opinions and suggestions being immediately by the supervisor or manager.

The majority that 54.2% of the respondents are Very satisfied rate the fairness of policies and procedures regarding promotions, salary increases, and performance evaluations.

The majority 57.5% of the respondents are satisfied rate the efficiency of the HR department in handling administrative tasks such as payroll, benefits enrolment, and leave management.

## VI SUGGESTIONS

One key suggestion is to invest in advanced technologies such as 3D printing, automation, and artificial intelligence to streamline your manufacturing processes and enhance product design capabilities.

Embracing these technologies not only increases efficiency but also opens up new opportunities for customization and rapid prototyping, allowing you to deliver high-quality products faster and more cost-effectively.

Additionally, fostering a culture of collaboration and creativity within your team can incentive fresh ideas and lead to breakthrough innovations.

By staying at the lead of technological advancements and nurturing a dynamic work environment, your company can maintain a competitive edge and drive sustained growth in the ever-changing manufacturing landscape.

## VII CONCLUSION

In conclusion, our Manufacturing & Design Services company stands poised at the forefront of innovation, offering comprehensive solutions tailored to meet the evolving needs of our clients. Through a fusion of cutting-edge technology, meticulous design expertise, and a commitment to quality, we ensure the delivery of products that exceed expectations. Our dedication to excellence is evident in every stage of the manufacturing process, from conceptualization to production and beyond. With a steadfast focus on customer satisfaction and a drive for continuous improvement, we remain steadfast in our mission to drive progress and provide unparalleled value to our clients in the dynamic landscape of manufacturing and design services.

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