



Relationship Between Employer And Employee: With Particular Reference To Tata Steel Ltd.

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Abstract

The values of justice, collaboration, and respect for one another are embodied in Tata Steel's industrial relations. A motivated and contented workforce, less labor disputes, and increased productivity are the outcomes of the company's dedication to sustaining friendly relations. In addition to being a prime example of moral business practices, Tata Steel is also a major contributor to its ongoing success in the world steel market.

The positive effects that good labor relations may have on employee satisfaction, productivity, and overall organizational performance are highlighted in this study, underscoring the need of cultivating them for the long-term success of businesses. Businesses looking to attain a comparable level of harmony among their employees can learn a lot from Tata Steel's industrial relations model.

Keywords: satisfaction, employee growth, training, motivation, career, innovation, contribution.

Introduction

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The goal of this study is to comprehend Tata Steel's employer-employee interaction. In order to learn more about the real-world experience of handling problems on a daily basis at Tata Steel, the researcher will conduct an investigation into the employer-employee interaction at Tata Steel Ltd. This research will concentrate on the ways in which management enhances worker performance and will assist other

organizations in doing the same at Tata Steel. Workers demand fair compensation and improved working conditions due to the blending of Eastern and Western traditions, yet loyalty is still an issue because nobody wants to work for a company for a long time. In other words, employees want their rights to be granted without requiring them to do all of their effort.

Review of Literature

The results of the poll indicate that job loyalty is influenced by work satisfaction. Worker occupation satisfaction is correlated with people's attitudes, feelings, and views of their jobs (Spector, 1997). The entire attitude and behavior of the person toward his job, according to Robbins et al. (2010). Locke (1976) defined job satisfaction as a favorable assessment of one's employment and work experience. By defining job satisfaction as the extent to which employees enjoy their occupations, Ellickson and Logsdon (2002) offer support for this idea. Reilly (1991) defined job satisfaction as an employee's general attitude about their employment, which is influenced by their positional perception. As stated by Wanous and Lawler (1972), job satisfaction.

According to Yongcai (2010), representative relations is a distinct field within the board and human resource improvement. Jing (2013) goes on to state that worker relations is the association's deliberate effort to govern relationships among representatives in order to achieve the association's goals. According to Pareek and Rai (2012), an association's board of directors' effective representative relationships increase employees' confidence, trust, and loyalty. In order to bolster the attestation, it is observed that a company can gain the trust and loyalty of its employees by means of open communication, a standard framework for criticism, and the assignment of duties to employees (Janssens et al., 2003). A company's inability to build trust with its representatives will eventually have a negative impact on the relationship.

According to Hassan et al. (2014), being truly and socially aware means being able to effectively handle daily demands, challenges, and conflicts. Fuge (2014) pointed out that both good and negative relationships do occur among employees in a workplace, and that these associations will affect the association's overall tasks.

Fuge (2014) went one step further and defined emotional intelligence (EI) as the capacity of employees to monitor and manage their emotions in order to improve their performance in the workplace. This implies that representatives' ability to understand others' emotions will increase pressure on leaders and empower companies and employees.

Research Methodology

Research methodology is an essential part of any study, including the one on "Employer-Employee Relationship – With Special Reference to Tata Steel Ltd. Jamshedpur." The methodical process for collecting and evaluating data in order to address research questions or objectives is described in the research methodology.

Research Design

The research design and the main problem of the study are closely related. A research design that presents the data and facts on the topic without taking sides could be used in this investigation. The descriptive research design's objective is to determine the subject's overall breadth. Both qualitative and quantitative data collecting are made easier using a descriptive study approach. Additionally, descriptive research designs help the researcher's knowledge base grow.

Primary data, or information obtained straight from the researcher, will also be used. Primary data can be collected in a variety of methods. Both open-ended and closed-ended items must be included in a questionnaire, according to O' Cathain & Thomas (2004). Lazarsfeld (1944) discussed the use of open-ended questions to examine nonstandard responses to statement-based queries. The results are more successfully supported when both types of reactions are combined.

Objectives of the research are:

- (i) To gauge how employee-employer relations affect workers' performance.
- (ii) To recommend various actions to improve the effectiveness of the employer-employee relationship in the event of a deviation.

Data Analysis

Employees' expectations, attitudes, and levels of adaptability vary depending on their age. India is regarded by demographers as one of the world's youngest nations. Thirty-three percent of Indians were under the age of fifteen in 2000. The average age in India is predicted to be 29 by 2020, compared to 37 in China, 45 in the United States, and 48 in Japan. Thus, India is fortunate to have a youthful labor force.

(Source: Varkkey B and Desslerand G (2011) Human Resource Management, New Delhi: Pearson.)

Table 4.1 Age Wise Classification of the Respondents

age				
	Frequency	Cumulative Frequency	Proportion	Cumulative Proportion
21-30	30	30	0.24390244	0.24390244
31-40	43	73	0.3495935	0.59349593
41-50	48	121	0.3902439	0.98373984
51-60	2	123	0.01626016	1

Interpretation

According to Table 4.1, 24% of respondents are younger than 30, 33% are between 31 and 40, and 39% are between 41 and 50. The proportion of respondents between the ages of 51 and 60 is a mere 1%.

Inference

The survey claims that young people are drawn to industrial businesses. The skill pool of young, driven workers is what distinguishes the Indian steel sector globally. India is blessed with a sizable working population.

Gender Analysis

Male and female employees behave and think differently because of gender differences. How women are treated at work affects or determines how they act in the workplace. As the proportion of women in the employment increases, their viewpoint on employee relations becomes more and more significant. Building enduring relationships would be greatly aided by treating every employee fairly and equitably, regardless of gender.

Table 4.2 Gender Wise Classification of Respondents

Gender				
	Frequency	Cumulative Frequency	Proportion	Cumulative Proportion
Female	47	47	0.38211382	0.38211382
Male	76	123	0.61788618	1

Interpretation

Table 4.2 shows that 38% of respondents are female employees and 62% of respondents are male employees. Just 12% of workers in the country's manufacturing industry are women. Even within this larger group, women's manufacturing participation has remained stable at 20% for nearly two decades, according to a recent Annual Survey of Industries (ASI).

Inference

This is the result of women's changing career preferences. Young women are leaving traditionally safe careers like banking and teaching to pursue demanding careers in the ITES sector.

Factors Influencing The Employer And Employee Relation

As knowledge workers who believe that information is power, TATA Steel employees are interested in what is happening within the organization. Transparency in the corporate culture promotes relationships among employees. Knowledge workers seek out the connections, significance, and worth of their work in respect to the objectives of the organization. To ensure this, companies should coordinate the proper communication movement both upstream and downstream. One of the main factors that contributes to better employer-employee interactions is acknowledged to be effective communication.

Table 4.5 Correlations between Communiqué and Employee Relations

Relationship Between Employee Relations and Communication			
		Communiqué	Result
Supervisory Practices	Pearson Correlation	0.56	Significant
	Sig. (2-tailed)	0	
	N	123	
Interpersonal Relationship	Pearson Correlation	0.471	Significant
	Sig. (2-tailed)	0	
	N	123	
Relationship with Management	Pearson Correlation	0.535	Significant
	Sig. (2-tailed)	0	
	N	123	

Interpretation

The significance value is less than 0.01 at 0.000, as shown in Table 4.5. Consequently, at the 1% level of significance, the null hypothesis is rejected and the alternative hypothesis is accepted. On the one hand, communication policy has a favorable and moderate correlation with teamwork, interpersonal relationships, management and organization relationships, and supervisory practices. The communication policy of the organization is crucial for maintaining its connections with supervisory practices (56%), management (56%), and the company (58%).

Inference

If a corporation improves its communication and gives workers notice far in advance, employee-employer relations in TATA Steel will significantly improve. Building strong ties through communication raises employee morale. The organization's efficient communication system must support each branch of the employer-employee relationship.

Findings

This chapter summarizes the key conclusions drawn from the study's objectives and underlying hypotheses. A planned and tabulated summary of all the important facts has been used to determine the conclusion and suggestions for further study.

- (i) There is a favorable correlation between organizational fit and sense of belonging. With a correlation of 0.942, or nearly 1, both are highly correlated. Furthermore, a large beta coefficient suggests that employees' sense of belonging is significantly impacted by organizational fit. Thus, the notion that organizational fit has a significant influence on workers' sense of belonging was examined and proven to be accurate.
- (ii) It is found that peer and leadership connect have a positive correlate with a sense of belonging, while mission and resource connect have a negative correlation.
- (ii) The leadership connect comes next. Therefore staff members who have formed strong peer connections and strong leadership connections may feel deeply a part of their organisation.

Factors Influencing Employee Relationship Management

- (i) Factor study revealed that the TATA Steel companies' grievance management process, collaboration, dedication and involvement, motivation, assessment and feedback, and communication system all significantly contributed to the explanation of ERM. Furthermore, the ERM components of management, the company, the supervisor, and interpersonal interactions are strongly correlated. The success of an organization is greatly influenced by employee relationship management, or ERM. It improves employee morale and organizational performance by fostering a safe, effective, and peaceful work environment.
- (ii) The study's conclusions confirm that Tata Steel's dedication to moral leadership, worker welfare, and transparent communication is ingrained in its ERM strategy. The organization's ERM is further strengthened by cooperative employee-employer interactions, employee engagement programs, and a steadfast commitment to worker safety and development.
- (iii) Tata Steel's distinctive and all-encompassing approach to ERM is demonstrated by the holistic approach that extends to community welfare.

Tata Steel's longstanding dedication to moral behavior, worker welfare, and community involvement are factors that impact ERM at the company. These elements develop a culture of trust, respect, and cooperation, which makes it easier to establish and preserve solid employee-employer relationships. An example of ERM success is Tata Steel, which aims to improve workplace dynamics and increase overall performance.

Conclusion

Employee Relationship Management (ERM) is necessary for Indian TATA Steel, according to the study's findings and suggestions, which are described above. India's TATA Steel sector has expanded both locally and abroad. The expansion of "Employee Relationship Management" is essential. TATA Steel companies adopt ERM as a proactive tactic to develop and retain knowledgeable staff members. It is carried out as an employee-friendly HR process rather than as a ritual.

The company prioritizes the development of employees' managerial abilities and personalities by offering cutting-edge training at its in-house Management Development Center and through top training institutions both domestically and internationally. Employees at Tata Steel also receive first-rate on-the-job technical training from the company, which is determined by their training needs as determined by recurring employee evaluations.

Employees at TATA Steel prefer direct supervisor-to-supervisor communication, in-person meetings, and email. Increased responsibility, a great work atmosphere, and internal learning opportunities are some of the main reasons why employees join the TATA Steel company. This is significantly different from earlier employee choices, when workers would choose a company based on factors like pay and job security.

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