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## A STUDY ON EMPLOYER AND EMPLOYEE RELATIONSHIP MANAGEMENT REFERENCE WITH ASWAM SOFTWARE AT CHENNAI

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### ABSTRACTS:

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. In order to improve the work performance, an employee must receive feedback, both positive and critical. Gratitude and Appreciation is very important. Discipline that benefits the company and the employees, Employers will treat their employees with respect and vice versa if they all want to succeed and achieve goals. Spending a time with the employees, listening to employees is important. The negative effects of employer –employee relation, an employer who fails to understand issues concerning his employees might not achieve long-term success in his enterprise. Some business fears in giving their employees to much buying in power. The negative effects show up in three ways in particular. Primary data were collected with the help of the structured questionnaire from the employee of Aswam software pvt ltd. The sample size considered for the study was 100. The tools for the analysis include Chi square test and percentage analysis.

**Keywords:** Employer relations, importance of maintaining good relationship, Employee interest.

### 1.INTRODUCTION:

Initially, 35 states use the common-law method of defining the employer/employee relationship. Some of the factors that courts have used to determine this relationship are as follows: The person in the general

employ of another can be transferred to another employer and become the employee of the second employer. Whether or not the transferred employee becomes the employee of the second employer depends on whether the first employer passes to the second employer not only the right to control the employee's work,

but also their manner of performing it. It is enough to establish the employer/employee relationship if the employer has the right to control the employee's manner of performance of work regardless of whether the right is ever exercised. Facts which indicate that an employee remains in the original employer's service include the following.

- 1.The original employer's right to select the employee to be loaned and to discharge that person at any time and send another person in his place.
- 2.The loaned employee's possession of a skill or special training required by the work for the second employer and employment at a daily or hourly rate for no definite period.

As can be seen by these factors, the common-law test for an employer/employee relationship is one of balance. A court looks at all of the factors as established by the facts of the case and then makes a value judgment as to whether or not an employer/employee relationship exists. Consider this example: Acme Company hires an employee from Beta Temporary Employer Service. The Acme Company supervises the employee and directs his daily work. Further, the worker back to Beta Temporary Agency if that worker is not doing a good job. The employee is paid by Beta Agency .Under these facts, most employers would think they have no workers compensation liabilities since they hired a "temp" from Beta Agency. Unfortunately, that is not the case. Without a contract clearly designating the responsibilities of the parties, the court would rely on common law. Under the factors I have previously mentioned, most courts would determine that the worker is an employee of Acme Company. In this type of situation, it is very difficult for an employer because usually that employer does not have workers compensation insurance for the borrowed employee. me has the right to send

### 1.1 Importance of employee relations

- Improves cooperation between employers and employees
- Minimize unnecessary conflict
- Enable employees to play a part in decision making
- Keep employees informed of decision that concern them

### 1.2 Organisations interests-those things employees would rather avoid e.g.

- Meeting high output standards
- Accepting managerial decision
- Disciplinary action
- Working long hours

### 1.3 Employees interests – those which organisations are reluctant to provide e.g.

- Increased wages
- Safety working condition
- Time off with pay
- Shorter working hours per week
- Pay for overtime etc.

## OBJECTIVE OF STUDY

### Primary objective

To study the level of employer and employee relationship secondary

## Objectives

- 1.To study the importance of employer -employee relation
- 2.To study the employer-employee relation in Aswam software pvt ltd.

## 2 REVIEW OF LITERATURE

### 2.1 Theoretical review

The term of employee relationship refers to a company's efforts to manage relationships between employers and employees. An organization with a good employee relations program provides fair and consistent treatment to all employees so they will be committed to their jobs and loyal to the company. Such programs also aim to prevent and resolve problems arising from situations at work. Employee relations programs are typically part of a human resource strategy designed to ensure the most effective use of people to accomplish the organization's mission. Human resource strategies are deliberate plans companies use to help them gain and maintain a competitive edge in the marketplace. Employee relations programs focus on issues affecting employees, such as pay and benefits, supporting work-life balance, and safe working conditions. Employee Relations Unit serves as the equality aim of the Agency by establishing and maintaining a fair and impartial labor relations program. The Unit is responsible for conducting inquiries into grievances filed by staff. In conjunction with maintaining and tracking workplace injuries, Employer/Employee Relations coordinates and monitors personnel health care coverage, retirement benefits, and personnel transactions. Employment Exchanges (Compulsory Notification of Vacancies) Any person who is employed in an establishment to do any work for remuneration Employee's Provident Fund and Miscellaneous Provisions.

### 2.2 Research methodology

Research Methodology is a way to systematically solve the problem by applying various research techniques along with the logic behind the problem.

### 2.3 Research Design

Research design is the arrangement of condition for collection and analysis of data in a manner that aims to combine relevance to the research purpose. The research design adopted for this study is descriptive research design descriptive research includes survey and facts – finding enquiries of different kinds .The major purpose of descriptive research is description of the state of affairs ,as it exists as present.The main characteristics of this method is that the researcher has no control over the variable,he can only report what has happened or what is happening.

## 2.4 Sampling Techniques

The sampling technique used for this study convenience sampling. This method of sampling involves selecting the sample element using some convenient method without going through the rigors of sampling method. The researcher may make use of any convenient base to select the required number samples.

### Relationship between you and your employer

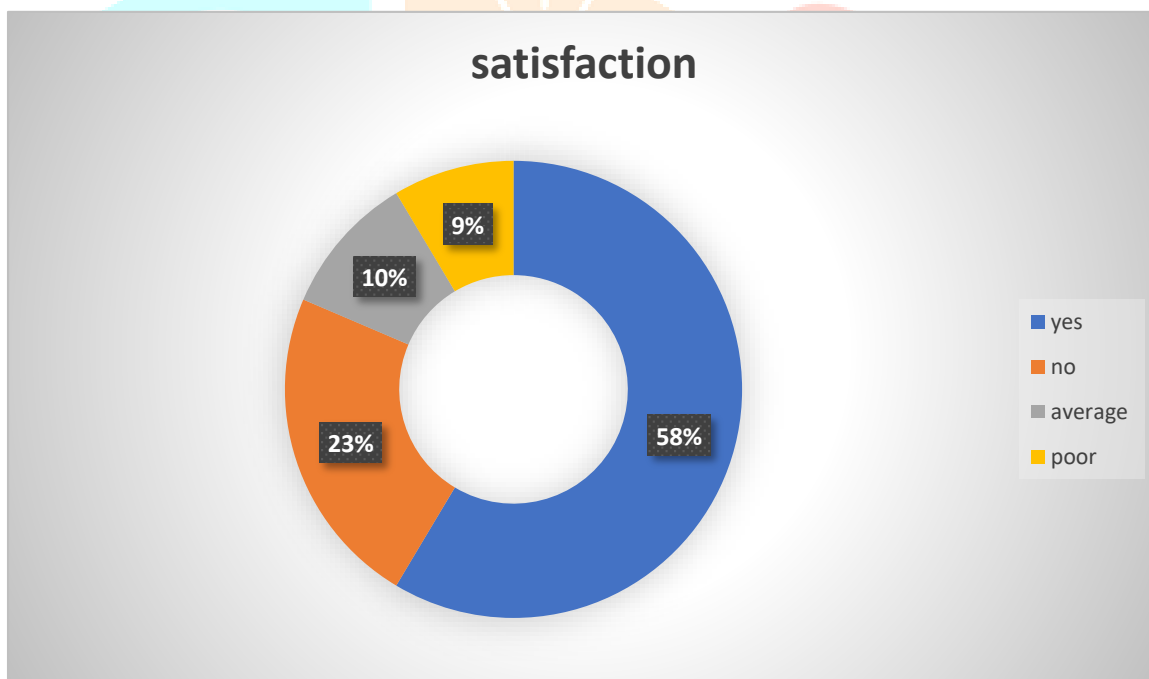
Particulars	No. of respondents	Percentage of respondents
Yes	80	80
No	20	20
Total	100	100

#### Source: Primary data

#### Inference:

From the above table it is clear that the majority 80% of the employees are satisfied with the employer .

### Relationship between employer and employee



## 4. FINDINGS

1. 58% of the employees are agreeing with the fact that Employer provides support to their problems 2. It is clear that the majority of the respondents are of the opinion that the employers encourage the employee 20% of the respondents are of the opinion that they are provided tour packages, 10% of the respondents are of the opinion that they are provided Appreciation and 10 % are of the opinion they are provided with other benefits.

4. The majority of the respondents are happy with the gifts provided by the company

5. 58% of the respondents are of the opinion that they are good, 23 % of the respondents are of the opinion average and 9 % are of the opinion they are of the opinion poor working conditions.

## 5. SUGGESTIONS:

1. Treat employees like humans first and realize they have a personal life; they get sick themselves or have others in the family that may be sick. Make sure employees know they are approachable regarding these issues (your door is always open) and come to an amicable agreement regarding this or any other problems that may arise.
2. Employees like to know that working hard is noticed so every often give them a pat on the back for their efforts and show you really appreciate all they do. If our company is highly successful show it by giving out a bonus or raise.
3. Keep your finger on the pulse of the people working for you so you can see trouble (perhaps coworkers not getting along or a troublemaker in the office) before it's reported to you.

## 6. CONCLUSION:

Employee - Employer relationship refers to degree of readiness of an organism to pursue some designated goal and implies the determination of the nature and locus of the forces, including the degree of readiness Employee - Employer relationship is a general inspirational process, which gets the members of the team to pull their weight effectively, to give their loyalty to the group, to carry out properly the tasks that they have accepted and generally to play an effective part in the job that the group has un

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