



INTERNATIONAL JOURNAL OF CREATIVE RESEARCH THOUGHTS (IJCRT)

An International Open Access, Peer-reviewed, Refereed Journal

“A STUDY ON EMPLOYER-EMPLOYEE RELATIONSHIP: A STUDY ON SHREE MAHUVA PARADES KHAND UTHYOG MANDALI LTD”

Aishwarya Dube

Student, B.V. Patel Institute of Management,
Uka Tarsadia University, Bardoli, Surat, Gujarat.

Dr. Anuradha Pathak

Associate professor, B.V.Patel Institute of Management
Uka Tarsadia University, Maliba Campus, Bardoli

(Year 2020-2021)

ABSTRACT

The objective of this study is to identify employee and employer relationship in the organization. The purpose of this research is to investigate the factors responsible for negative relationship between employer-employee. This is the primary research and data collected through structured questionnaire from the respondent who are employees of the organization. The main theoretical framework of this study focus on finding the factor that responsible for negative relationship between employer and employee.

INTRODUCTION

When organization need the employee in the company than they hire a new employee. They are not just bringing a new member of the workforce. He is also starting a new relationship between the organizations. They also have to develop the relationship with employer because employer and employees often work in close quarters, they necessarily develop relationship. Managing this relationship is vital to business success, as strong relationship can lead to greater employee happiness and even increased productivity.

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.

LITERATURE REVIEW

Mitchell H. Rubinstein (2012) had done research on the topic “**employees, employers, and quasi employers: an analysis of employees and employer who operate in the borderland between an employer and employee relationship**” the objective of the study to analyze the definitional status of employers, To determining whether an employment relationship exists within the meaning of title. This article explored borderland between employers and non-employers.

Filip lievens, greet van hoye and bert schreurs (2005) had done research on the topic “**examining the relationship between employer knowledge dimensions and organizational attractiveness: an application in a military context**” the objective of study was to examine the factors that determine potential applicants, initial attraction to a specific kind of organization. The researcher has collect data from survey. The result of study was that there exists positive and direct relationship between employer knowledge and organizational attractiveness.

Dr. K.R. Subramanian (2017) had done research on the topic “**Employer employee relationship and impact on organization structure and strategy**” the objective of study to identify impact of relationship between employee-employer in the organization. The result of study was that organizational structures regulate the flow of information within the organization, which leads to effects on both the strategic intent and the realized strategy of business organizations.

Zuraina dato mansor and sitiamifah amdan (2015) had done research on the topic “**the influence of employer’s behavior, communication and psychological ownership in promoting the employee-employer relationship in small and medium sized enterprises**” the objective of study was to study the influence of employer’s behavior towards employee and its relationship in promoting employee and employer relationship in the small and medium sized enterprises, to study the influence of communication among employee and employer that influences their relationship, Employer’s behavior was found to be the top influence to employee employer relationship, while communication was second and third was psychological ownership.

V.K. shurthi and hemanth K P had done research on the topic **influence of psychological contract on employee-employer relationship** the objective of study to understand the concept of psychological contract and its model, to explore the outcomes of violation of psychological. The result of study finds that the increasing of competition and changing expectation among employees has promoted a growing disillusionment with the traditional psychological contract based on lifetime employment and steady promotion from within. Consequently, new ways to increase the loyalty and commitment of employees.

RESERCH OBJECTIVE

1. To identify employee and employer relationship in the organization.
2. To investigate the factor responsible for negative relationship between employer-employee, if any.
3. To study the strategies adopted by the organization to improve employer-employee relationships.

DISCUSSION ON FINDING OF THE STUDY

The present study is purely based on the primary data collected through the structured questionnaire from respondents. The respondents are the employee and employer of the company.

1. Gender
2. Age
3. Work experience
4. Your employer are friendly and sportive

EMPIRICAL ANALYSIS OF THE DATA

An analysis were carried out to determine the reliability of the questionnaire, and the results were obtained

Case processing summary

Table: 1

		N	%
Cases	Valid	50	100.0
	Excluded ^a	0	.0
	Total	50	100.0

Sources: Various Questionnaires from Respondents

Cronbach's alpha (a measure of reliability) has been calculated for 13 items in the questionnaire used to assess employee's welfare in the organization.

Reliability statistic

Table: 2

Cronbach's Alpha	N of items
-.343	13

Sources: Various Questionnaires from Respondent

Reliability Analysis - An analysis was conducted for checking the reliability of the questionnaire and the results were obtained. The cronbach's alpha (a measure of reliability) was calculated for the questionnaire. The co-efficient (0.343 for 13 items) indicates reliability as it meets the minimum acceptance level of 0.5.

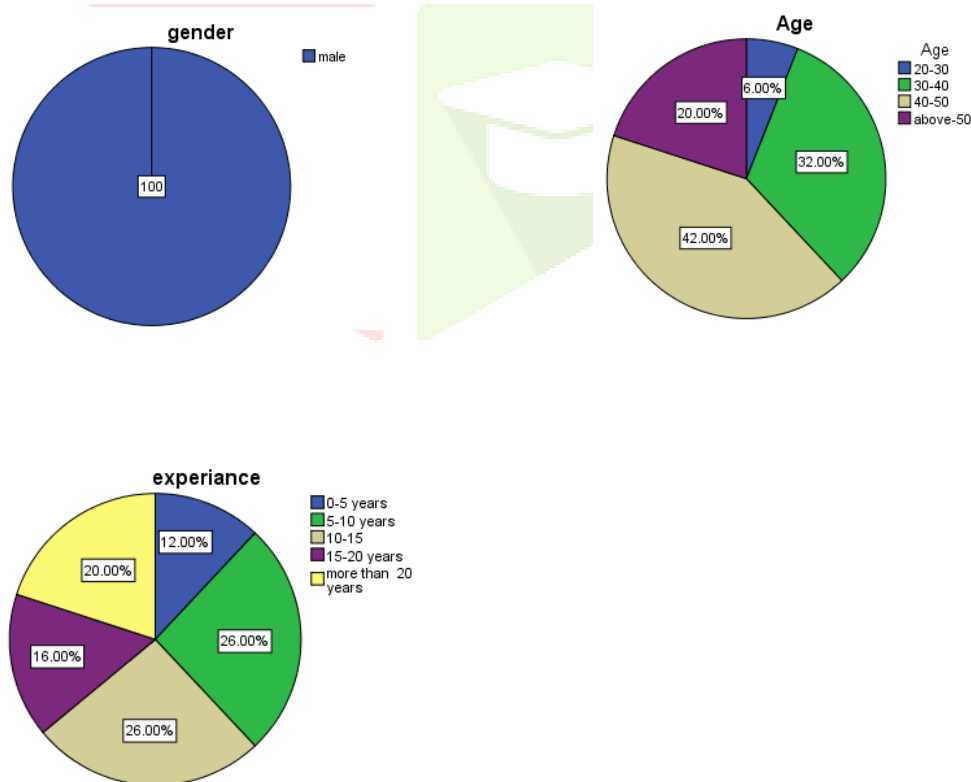
Demographic profile of the respondents

Table: 3

Demographic variables		Frequency	Percentage
Gender	males	50	100.0
Age	20-30	3	6.0
	30-40	16	32.0
	40-50	21	42.0
	Above 50	10	20.0
Work Experience	0-5 years	6	12.0
	5-10 years	13	26.0
	10-15 years	13	26.0
	15-20 years	8	16.0
	More than 20 years	10	20.0

Source: Various Questionnaires from Respondents

GRAPH



Source: Various Questionnaires from Respondents

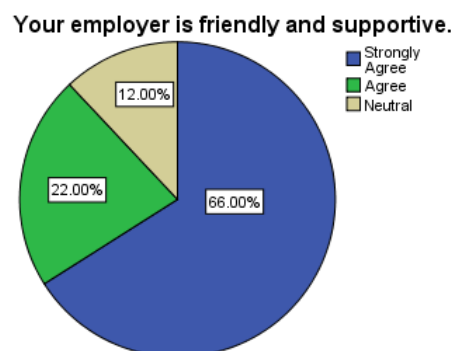
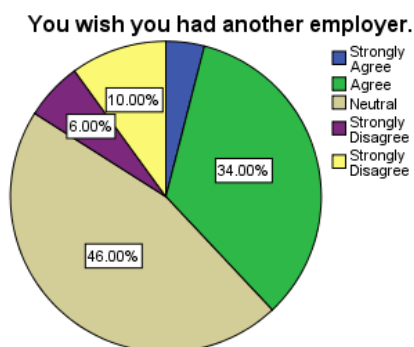
Table No. 3 displays the demographic information gathered from the respondents in the form of various graph. According to study, 100 percent of employees are male. It can be inferred the most employer that most employees failed in 40 to 50 year. The employees are more than 35 year Age are compensation employees of the organization. Thus it can be said That in the company there are more employees are young employees.

Table: 4 put tick marks in the appropriate column:

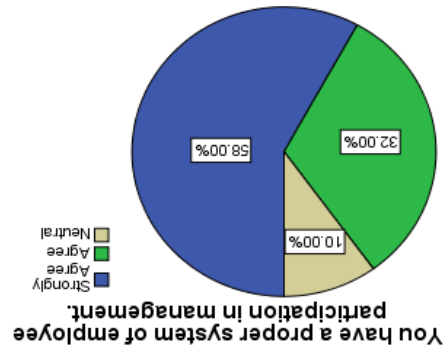
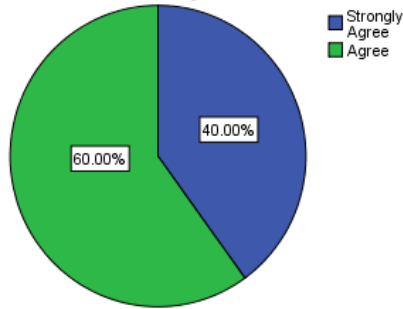
Factors		Frequency	Percentage
You wish you had another employer.	Strongly Agree	2	4.0
	Agree	17	34.0
	Neutral	23	46.0
	Strongly disagree	3	6.0
	Disagree	5	10.0
Your employees friendly and supportive	Strongly agree	33	66.0
	Agree	11	22.0
	Neutral	6	12.0
	Strongly disagree	0	0.0
	Disagree	0	0.0

Source: various questionnaires from respondents

GRAPH



Your employer takes effective steps to resolve your issues.



Source: Various Questionnaires from Respondents

Table No 4 displays the various questions about factors information gathered from the respondents in the form of various graph. According to study, satisfied with yours behaviour of your employer are 44% are strongly agree and 12% are neutral employer. The 66% employer is friendly and supportive are strongly agree, and 22% employer are agree. The 12 % employers are neutral.

An effort has been made in the present study to find out which variables in the organisation leads to job satisfaction. The following null hypotheses as well as alternate hypothesis have been developed for the same:

H₀: There is no significant difference in the responses of both the age and factors.

H₁: There is significant difference in the responses of the age and factors.

Kruskal-Wallis Test



Table: 5

	Rank		
	Age (years)	N	Mean Rank
Your employer is friendly and supportive	20-30	3	34.50
	30-40	16	30.97
	40-50	21	23.05
	Above-50	10	19.20
	Total	50	
Your employer provides you sufficient opportunities to grow in organization	20-30	3	28.17
	30-40	16	30.28
	40-50	21	22.07
	Above-50	10	24.25
	Total	50	
You have a proper system of employee participation in management	20-30	3	15.00
	30-40	16	26.91
	40-50	21	23.50
	Above-50	10	30.60
	Total	50	
You are satisfied with the behavior of your employer.	20-30	3	38.17
	30-40	16	29.25
	40-50	21	23.69
	Above-50	10	19.50
	Total	50	
You can talk about your formal issues freely to your employer	20-30	3	31.33
	30-40	16	24.56
	40-50	21	25.38
	Above-50	10	25.50
	Total	50	
Your employer takes effective steps to resolve your issues	20-30	3	27.17
	30-40	16	26.13
	40-50	21	28.36
	Above-50	10	18.00
	Total	50	
	20-30	3	21.50

Industrial relation in your organization are cordial	30-40	16	27.38
	40-50	21	25.43
	Above-50	10	23.85
	Total	50	
You wish you had another employer	20-30	3	28.67
	30-40	16	23.97
	40-50	21	23.40
	Above-50	10	31.40
	Total	50	
Employee resort to legal assistance for resolving dispute	20-30	3	36.00
	30-40	16	22.78
	40-50	21	25.88
	Above-50	10	25.90
	Total	50	
Issues among employer-employees do not adversely affect your productivity in the organization	20-30	3	19.33
	30-40	16	29.75
	40-50	21	24.10
	Above-50	10	23.50
	Total	50	
Cordial employer-employee relations help increases your loyalty and commitment towards organization	20-30	3	31.17
	30-40	16	22.31
	40-50	21	27.60
	Above-50	10	24.50
	Total	50	
Measures adopted by organization to maintain employer-employee relations are effective	20-30	3	35.17
	30-40	16	24.69
	40-50	21	24.83
	Above-50	10	25.30
	Total	50	
Your organization has a safe environment for all the employees.	20-30	3	13.50
	30-40	16	24.44
	40-50	21	26.60
	Above-50	10	28.50

	Total	50	
--	-------	----	--

Sources: various questionnaires from respondents

Age and factors ranking of those who agree with the employee facilities, as shown that both are equally agreed age as well as factors.

Table: 6

	Chi-square	df	Asymp.sig
Your employer is friendly and supportive	8.363	3	.039
Your employer provides you sufficient opportunities to grow in organization	3.859	3	.227
You have a proper system of employee participation in management	4.310	3	.230
You are satisfied with the behavior of your employer	6.449	3	.092
You can talk about your formal issues freely to your employer	2.029	3	.566
Your employer takes effective steps to resolve your issues	4.890		.180
Industrial relations in your organization are cordial	1.524	3	.677
You wish you had another employer	2.771	3	.428

Source: Various Questionnaires from Respondents

In all of the above attributes, the Kruskal-Wallis χ^2 test values and the associated significant values are much higher than 0.05. As a result, the null hypothesis is accepted, and we can conclude that the difference in the relationship of employee and employer. Age and factors respondents' responses are not significantly different.

MAJOR FINDINGS

- 66% of employees think that there is friendly and supportive environment in the company.
- Majority of employees having the more experience of 5-10 years and 10-15 years.
- 0-5 year employees are the less experience. The 20 % Responded are more than 20 year.
- The you have a proper system of employee participation in management 58 % are strongly agree .32% employees are agree. The 10 % participation in management are neutral.

RECOMMENDATIONS/ SUGGESTIONS

- Efforts should be made to make organisational climate more friendly and supportive.
- More emphasize should be laid on employees' participation in management.
- Job security should be assured to employees so that labour turnover can be reduced.
- Monetary benefits should be increased in order to motivate staff to perform better.

CONCLUSION

The overall responses of respondents are quite positive. They are of the opinion that they have a better career opportunity in this organization. Yet, from this study it can be concluded that through the overall response of employees are positive towards relationship between employer-employee, there are some factor that they are responsible for their discontent such as high targets, poor working condition, rigid working hours etc.

REFERENCES

1. Mitchell H. Rubinstein (2012). Emolyees,employers, and quasi employers an analysis of employees and employer who operate in the borderland between an employee relationship. *U of pennsylvania journal of business law*.
2. Filip lievens, Greet van Hoyer & Bert Schreurs(2005). Examining the relationship between employr knowledge dimensions and organzational attractiveness: An application in a military context. *Journal of occupational and organization psychology*.
3. Zuraina Dato Mansor & Siti Amifah Amdan (2015). The influence of employer's behaviour, communication and psychological qwnership in promoting the employee-employer relationship in the
4. Dr.K.R. Subramanian (2017).Employer Employee Relationship And Impact On Organization structure And Strategy. *International journal of innovative trends in engineering*
5. V.K. Shuthi ,Hemanth K P(2012) influence of psychological contract on employee-employer relationship. *Journal of Exclusive Management Science vol 1 Issue 7*