

A STUDY ON RELATIONSHIP BETWEEN THE MANAGEMENT AND THE EMPLOYEE WITH REFERANCE TO ANNAI ENTERPRISES PRIVATE LIMITED

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ABSTRACT

Human resources are the life-blood of any organization. Even though most of the organizations are now a days, found to be technology driven, yet human resources are required to run the technology. They are the most vital and dynamic resources of any organization. With all round development in each and every area of the economy, there is stiff competition in the market. With this development and competition, there are lots and lots of avenues and opportunities available in the hands of the employee and employer relation.

Employer employee relationship is the one of the important topics, which every organization has to consider. This relationship, is very much important because associate level employees do an immense task for the organization. If those employees are unhappy with the employees, of the organization their motivation level will decrease and it will directly impact towards the organization productivity.

The research design adopted for this study is descriptive design. The sampling technique sampling used in this research is stratified random sampling. A questionnaire comprising of terms on a 5-point Likert scale was used to capture the attitude of employees about the organization and the data was analyzed using Percentage analysis, ANOVA ,correlation and Chi-square analysis.

Keyword *The relationship between the management and employee, healthy environment, employee turnover.*

1.1 INTRODUCTION

“Employee relationship management” is a term that refers to relationship development and management between employers and their employees. There are a lot of different issues that can affect employee satisfaction, which has a direct result on employee productivity and overall corporate culture. Employee relationship management can be driven by using employee surveys to directly engage your employees in the issues that are most important to them. People in organizations interact with each other during work, formally and officially as well as socially and informally. During the course of interaction, relationships develop, which are invisible connecting links, colored by emotions of love, hate, repulsion, respect, fear, anxiety and so on. These are usually mutual but not necessarily reciprocal. If A hates B, it does not follow that B hates A. It is possible that B loves A and even sympathizes with his thoughts.

Relationships imply feelings for each other. They may be positive (friendly, wanting to be close) or negative (unfriendly, wanting to be distant). Relationships always exist between interacting persons. There is no neutral point. Indifference is not neutral. Indifference tends to be negative. Relationships influence behaviors at work. Expectations of each other, perceptions of the intentions of either, distributions of assignments, readiness to

conform or to rebel, enthusiasm to contribute, etc., are to some extent outcomes of these relationships. Attitudes and motivations influence, and are influenced by, the nature of these relationships. Employees are among an organization's most important audiences with the potential to be its most effective ambassadors.

Employee Relations are practices or initiatives for ensuring that Employees are happy and are productive. Employee Relations offers assistance in a variety of ways including employee recognition, policy development and interpretation, and all types of problem solving and dispute resolution. Once there was a time when "Employee Relations" meant labor relations everywhere around the world. Negotiate. Orchestrate. Dictate. HR professionals helped negotiate collective bargaining agreements. The provisions of that contract defined the relationship between management, unions, and workers.

1.2 NEED FOR THE STUDY

The research can contribute to build up researcher's knowledge and understanding of ERM concept. Providing awareness to the examined organizations about ERM and its effect on employee's performance. This study help organizations to achieve a high level of performance by applying ERM in their work. This research is a way to develop the skills of the researcher at the research skills and give him the ability to learn more about ERM concept, process and implementation.

1.3 OBJECTIVES OF THE STUDY

Primary object:

- To study the relationship between the management and the employer in "ANNAL ENTERPRISES PRIVATE LIMITED"

Secondary object:

- To study different aspects including in employer-employee relation.
- To study its impact on the performance of the employees.
- To suggest the different steps for making employer-employee relation effective if there is any deviation
- To identifying the co-operation between the management and employee.

1.4 SCOPE OF THE STUDY

Relationship among employees, between employees and their superior or manager. Collective relation between employees & management. When an individual have good relationship with the organization than he will work in that organization for a longer period. The loss of talented employees may be very detrimental to the company future success.

1.5 LIMITATION OF THE STUDY

- The normal problems in collection of data like non response and inconsistent responses.
- Fluency in a language
- Duration of project is limited.

2. DATA ANALYSIS AND INTERPRETATION

Table 2.1 Table showing respondents opinion about receiving recognition for doing my work

Option	Frequency	Percentage
Strongly disagree	0	0
Disagree	0	0
Neutral	9	9
Agree	57	57
Strongly agree	34	34
TOTAL	100	100

INTERPRETATION

From above the table it is founded that 57% of the respondents are agree and 34% of the respondents are strongly agree, 9% of the respondents are neutral about receive recognition for doing my work.

Chart 2.1(a) Chart showing respondents opinion about receiving recognition for doing my work

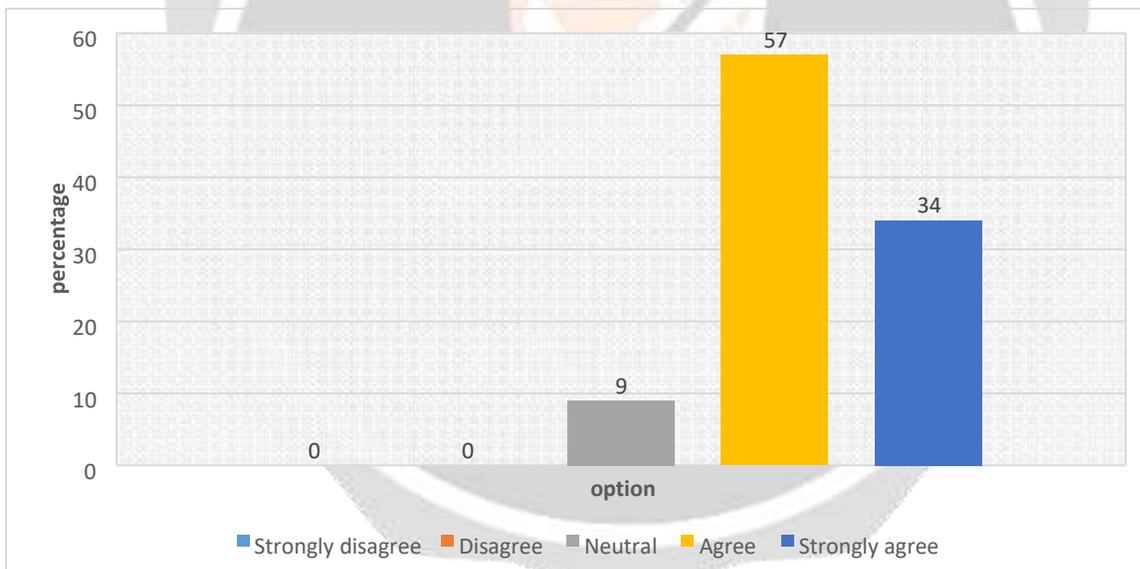


Table 2.2 Table showing respondents opinion about clear career growth path

Option	Frequency	Percentage
Strongly disagree	3	3
Disagree	2	2
Neutral	3	3
Agree	60	60

Strongly agree	32	32
TOTAL	100	100

INTERPRETATION

From above the table it is founded that 60% of the respondents are agree and 32% of the respondents are strongly agree, 3% of the respondents are neutral ,3% of the respondents are strongly disagree and 2% of the respondents are disagree about clear career growth path.

Chart 2.2 (a) Chart showing respondents opinion about clear career growth path

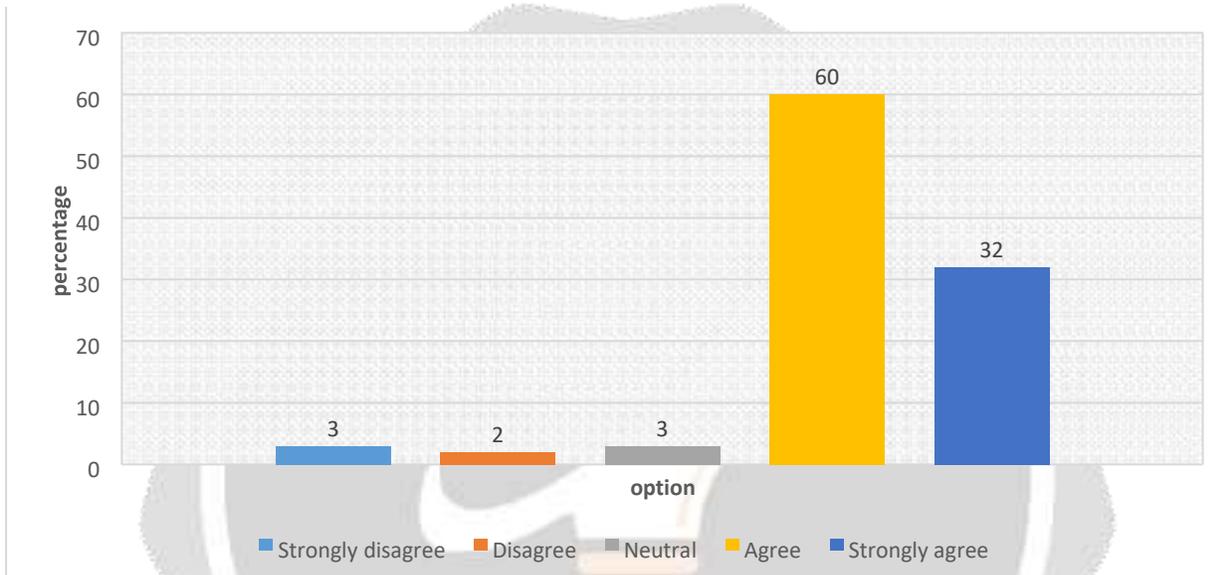


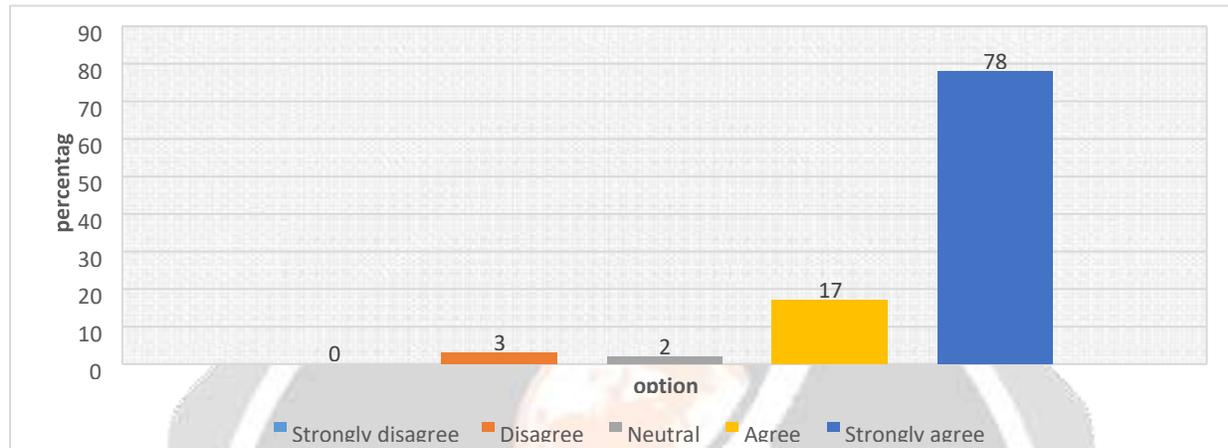
Table 2.3 Table showing respondents opinion about discuss the performance of the employee

Option	Frequency	Percentage
Strongly disagree	0	0
Disagree	3	3
Neutral	2	2
Agree	17	17
Strongly agree	78	78
TOTAL	100	100

INTERPRETATION

From above the table it is founded that 78% of the respondents are strongly agree and 17% of the respondents are agree,3% of the respondents are disagree and 2% of the respondents are neutral about discuss performance of the employee in the organization.

Chart 2.3 (a) Chart showing respondents opinion about discuss the performance of the employee



3. FINDINGS

- It is founded that 57% of the respondents are agree “regularly receive recognition for doing good work” in the organization
- It is founded that 60% of the respondents are agree “clear career growth path” in the organization.
- It is founded that 78% of the respondents are strongly agree “discuss with you your performance” in the organization

3.1 SUGGESTIONS

- To improve the relationship of the employees with their co-workers can be conducted by giving the importance to interpersonal relationship.
- Creating a work environment that promotes work-life balance and gives your employees the flexibility to balance both aspects of their life will improve relations
- Employees do not want to be stuck in the same role forever. They want to work for companies that provide them with a clear career path and career development opportunities
- Taking the time to recognize your employees' efforts on a regular basis will help keep them for better relationship.

4. CONCLUSION

Good cooperation between employers and employees is essential. If such cooperation does not exist in an organization, it will not be able to realize its goals and expected targets. It is always important to improve and strengthen the sound relationship between employers and employees. Such as motivating employees in such a manner, improve or encourage two-way communication, and encouraging in team work also important factors to maintain a strong relationship between employer and employee. And employers should treat employees like by assigning they work according to their strengths and supplying them with food and wages and by sharing with them extraordinary delicacies.

What is clear from all the evidence examined is that employees would like to see:

- A sound relationship should maintain between the employer and employee.
- Incentives to train staff – reduced outlay and high returns.
- Improving motivation among employees.
- Good working environment and Good working condition

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