

EMPLOYER AND EMPLOYEE RELATIONSHIP

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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 too 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 centwin textile mill. 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.

Employer/employee relations refer to the communication that takes place between representatives of employees and employers. Much of the employee relations involve employees and employers working together. Indeed, part of the aim of the European Union's social policy today is to create a system of shared responsibility of employers and employees for working practices, conditions and other areas of working life. This shared responsibility is called co-determination.

When an employer hires a new employee, he is not just bringing a new member of the workforce aboard; he is also starting a new relationship. Because employers and employees often work in close quarters, they necessarily develop relationships. Managing these relationships is vital to business success, as strong relationships can lead to greater employee happiness and even increased productivity. To reap these benefits, keep the dynamics of your employer-employee relationship in mind. Employee relations, industrial relations and labour relations are all terms that refer to those aspects of HRM where employees are dealt with as group through collective agreements with trade unions. It covers all the relations between employers and employees in industry. Some scholars however see employee relations which are a more recent term as broader and include employee participation in management decisions, communications, policies for improving cooperation and control of grievances and minimization of conflicts. The philosophy of HRM has led to a shift towards individualism rather than collectivism due to increased competition hence leaner and more efficient organizations, restructuring, the market economy and free enterprise are changing trade union legislation. This relationship is complex and multi-dimensional – e.g. it is influenced by the economic, social, political, psychological, ethical and legal factors.

Defining the Employer/Employee Relationship

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.

- 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.
- 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, Acme has the right to send

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.

Employee relations cover the following issues:

- Development, negotiation and application of formal systems of rules and procedures for collective bargaining, handling disputes and grievances, and regulating employment.
- Concerned with the formal and informal processes, which take the form of continuous interactions between managers and shop stewards, trade unions etc,
- The bargaining structures, recognition of trade unions and procedural agreements and practices, i.e. the collective relations between employers and trade unions.

1.1.3 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 decisions that concern them

1.1.4 Organizations interests – those things employees would rather avoid e.g.

- Meeting high output standards
- Accepting managerial decisions
- Disciplinary actions
- Working long hours

1.1.5 Employees' interests – those which organizations are reluctant to provide e.g.

- Increased wages
- Safe working conditions
- Time off with pay
- Shorter working hours per week
- Pay for overtime etc

1.2 OBJECTIVES OF THE STUDY

Primary Objective

To study the level of Employer and employee relationship Secondary

Objectives

- 1.To study the importance of employer-employee relationship
- 2.To study the employer – employee relations in “Cent win Textile mills”.

3.To study different aspects including in employer-employee relationship 4.To study its impact on the performance of the employees.

5.To Suggests the different steps for making employer – employee relationship effective if there is any deviation.

CHAPTER-2 REVIEW OF LITERATUR

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 ANALYTICAL REVIEW

According to Cole (1997) organizations should acknowledge the supreme importance of Formal communication channels in the organization, and ensure that adequate mechanisms exists to stimulates and channel the exchange of information, suggestions, feelings and opinions between management and employees.

According to Green Baum (1974) described four major purposes of organization communication. He identified regulation purposes where communication is intended to ensure that employee behavior is consistent with the goals of the organization. Second innovation purposes whereby the organization seeks to change the way that things are done. Third, integration purposes where the aim to encourage employees to identify with organization and raise morale .Fourth, information purposes, which employees will need in order to do their jobs. All these are important aspects that management uses to enhance business processes within an organization and ensure that it remains as an entity.

According to Torrington and Hall (1998) refers to the relationship between employees and management as a framework of organizational justice consisting of organizational culture and management style as well as rules and procedural sequence for grievance and conflict management indeed, the objective of employee relationship is to achieve harmonious employee relations and minimize conflict practices in employment

According to Cutter buck (1993) also added by identifying some roles of communication which they classify as task communication, Educational and motivational communication.

According to Sanmita Sivmishra (1987) Employee relationship refers to the relationship between employees and management as a framework of organizational justice consisting of organizational culture and management style as well as rules and procedural sequence for grievances and conflict management indeed, the objective of employee relationship is to achieve harmonious employee relations and minimize conflict practices in employment.

According to Smith Cranny (1978) Employee relationship techniques refers to approaches which are used to make considerable differences. Which include the following, Through monetary rewards, Improving the quality of working conditions plus job enrichment, promotion, credits for work done and job security create relationships with employees.

According to DreherashBrez (1988) Employers must provide the employee with all his rights in the workplace while the employee must fulfill his responsibilities as per the employment contract. It is essential therefore that the rights and responsibilities of employees and employers are known and understood. NERA provides the required information in a way that can be understood by both groups

3. RESEARCH METHODOLOGY

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

3.1 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.

3.2 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.

4. DATA ANALYSIS & INTREPRETATION

Table No 4.2.1 Classification of Employees With Respect To Their Age

Particulars	No of Respondents	Percentage of Respondents
Less than 30 years	27	27
31-40 years	28	28
41-50 years	28	28
Above 50 years	17	17
Total	100	100

Source: Primary data (Question No-2)

Inference

From the above table shows that majority 28 respondents are 41- 50 years, 27 respondents are less than 30 years and 17 respondents are above 50 years in the organization.

Chart No-4.2.1 Classification of Employees With Respect To Their Age

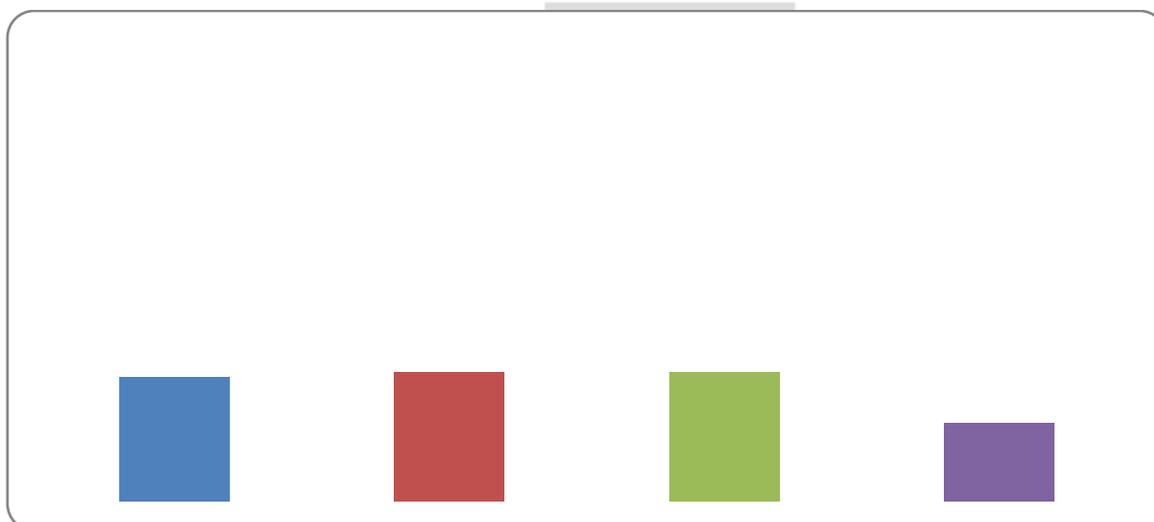


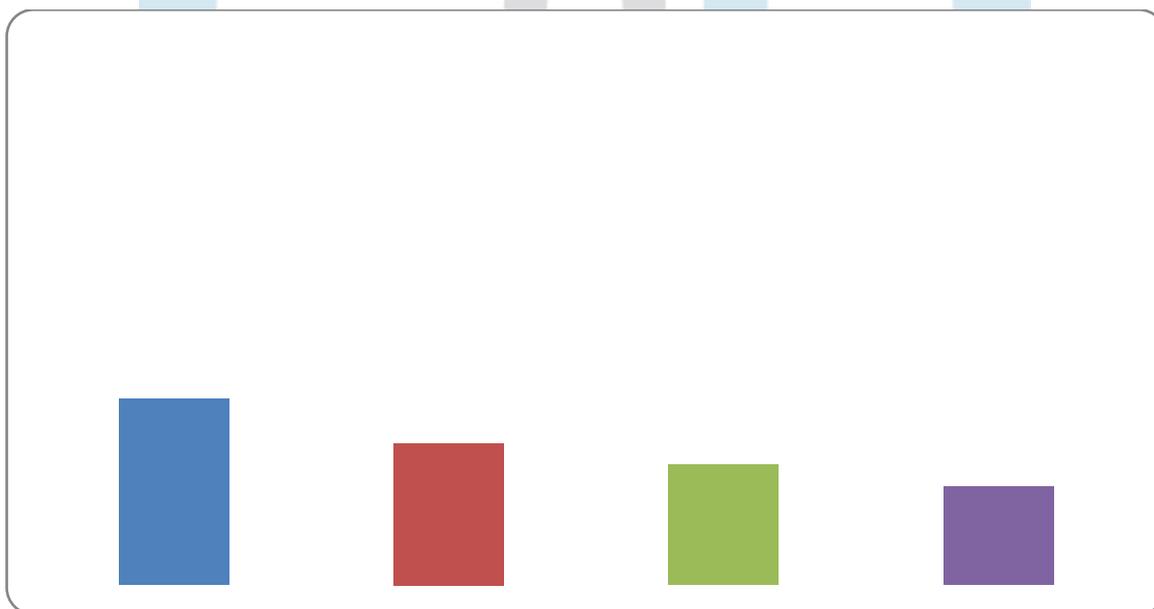
Table No 4.2.2 Experience

Particulars	No of Respondents	Percentage of Respondents
Below 5 years	34	34
5-15 years	26	26
15-20 years	22	22
More than 20 years	18	18
Total	100	100

Source: Primary data (Question No.3)

Inference

From the above table shows that the majority 34 respondents are below 5 years work in their organization, 26 respondents are 5-15 years' work in their organization and 18 respondents are more than 20 years' work in their organization

Chart No 4.2.2 Experience**Table No 4.2.3 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 (Question No-4)

Inference:

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

Chart No 4.2.3 Relationship between Employee & Employer

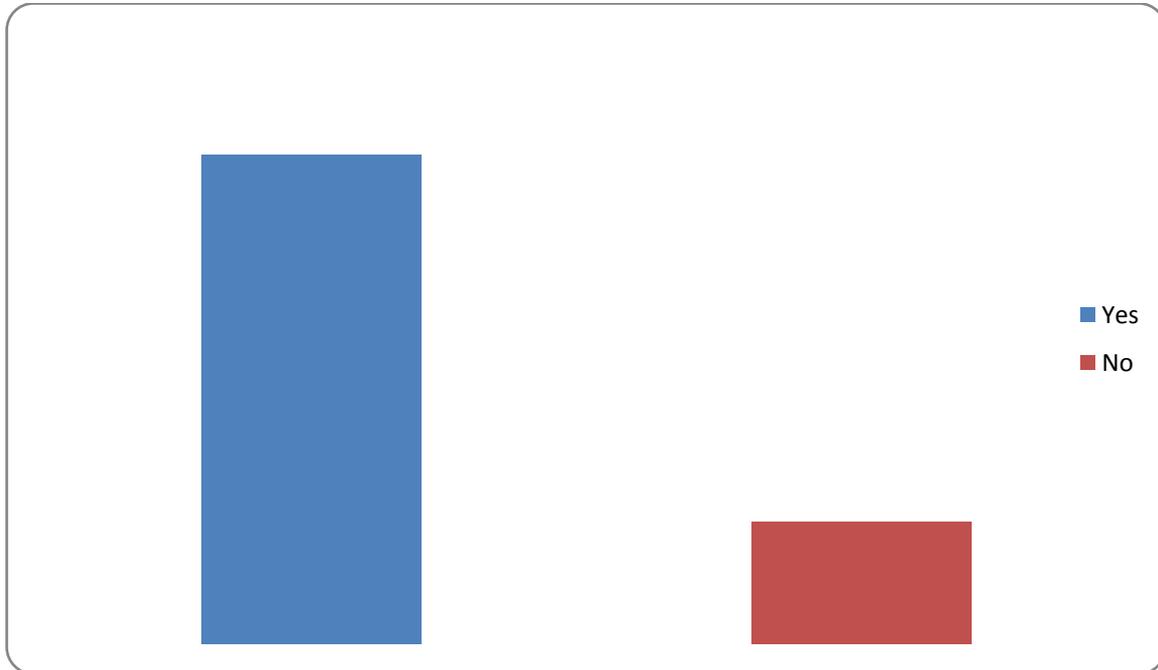


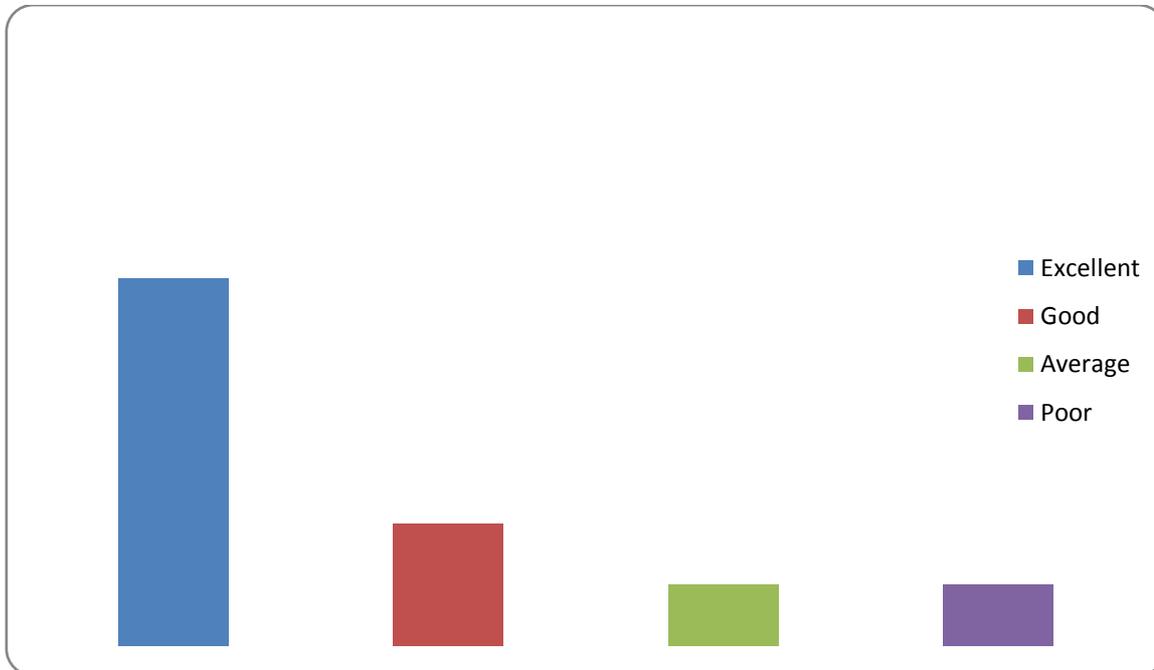
Table No 4.2.4 Support Given By the Employer to the Employee

Particulars	No. Of Respondents	Percentage of Respondents
Excellent	60	60
Good	20	20
Average	10	10
Poor	10	10
Total	100	100

Source: Primary data (Question No-5)

Inference:

From the above table it is clear that the 60% of the employees are agreeing with the fact that Employer provides support to their problems.

Chart No 4.2.4 Support Given by the Employer to Employee**Table No4.3.5 Encouragement Given by the Employer**

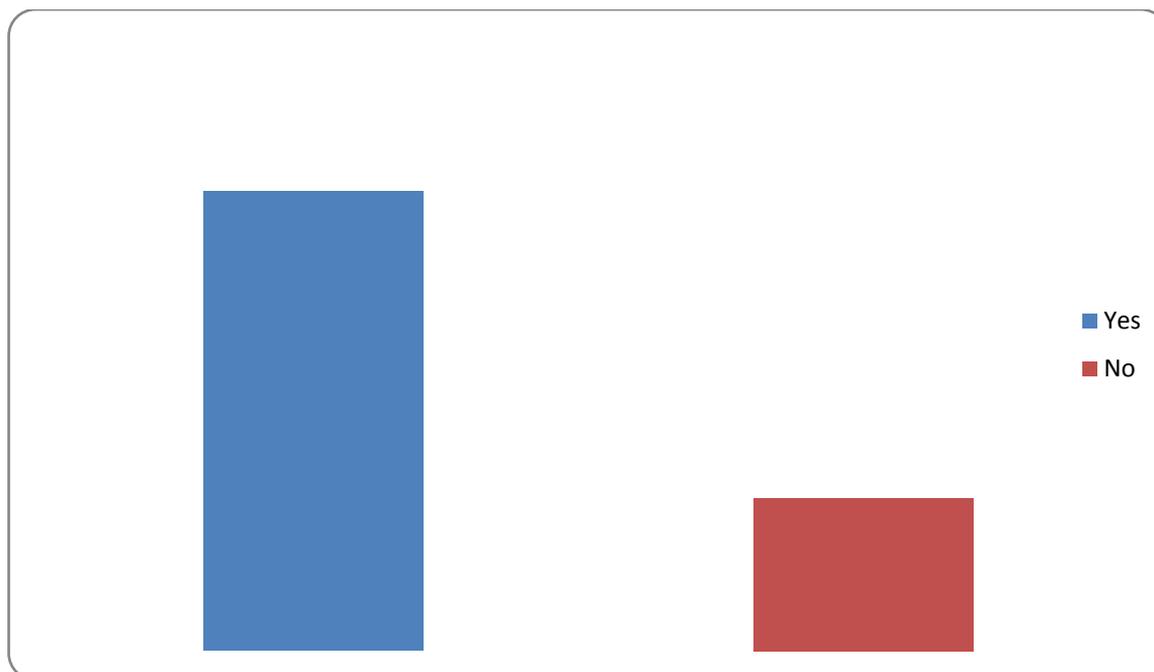
Particulars	No. of Respondents	Percentage of Respondents
Yes	75	75
No	25	25
Total	100	100

Source: Primary data (Question No-6)

Inference

From the above table it is clear that the majority 75% of the respondents are of the opinion that the employers encourage the employee

Chart No 4.3.5 Encouragement by the employer

**CHI SQUARE TEST**

Relationship Between the between age group and how long work.

Null Hypothesis:

H0: There is no significant association between age group and how long work

Alternative Hypothesis:

H1: There is significant association between age group and how long work

	Highly Satisfied	Satisfied	Dissatisfied	Highly Dissatisfied	Total
Less Than 30 years	21	6	-	-	27
31 – 40	0	15	13	-	28
41 – 50	2	3	7	16	28
Above 50	11	2	2	2	17
Total	34	26	22	18	100

Observed frequency	Expected frequency	(O – E)	(O – E) ²	(O – E) ² /E
21	9.18	11.82	139.7124	15.21922
6	7.02	-1.02	1.0404	0.148205
15	7.28	7.72	59.5984	8.186593
13	6.16	6.84	48.7856	7.595065
2	9.52	-7.52	56.5504	5.940168
3	7.28	-4.28	18.3184	2.516264
7	6.16	0.84	0.7056	0.114545
16	5.04	10.96	120.1216	23.83365
11	5.78	5.22	27.2484	4.714256
2	4.42	-2.42	5.8564	1.324977
2	3.74	-1.74	3.0276	0.809519
2	3.06	-1.06	1.1236	0.36719
Total				70.76965

Calculated Value = 70.76965

Table Value = 16.91898

Degrees of freedom = 9

Calculated Value is greater than Table Value.

Rejected the null hypothesis.

There is significant association between age group and how long work

4.1 FINDINGS

1. 60% 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

3. 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. 20% of the respondents are of the opinion that they are good, 10 % of the respondents are of the opinion average and 10 % are of the opinion they are of the opinion poor working conditions.

4.2 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.

4.3 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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