A STUDY ON RELATIONSHIP BETWEEN EMPLOYERS AND EMPLOYEES WITH SPECIAL REFERENCE TO CETHAR VESSELS PVT LTD

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Abstract- Nowadays, the relationship between employers and employees is the main criteria for the good environment to work each other. The good relationship makes impact on the various departments like finance, marketing, management. Most of the management experts said, the relationship between the superiors and workers in any organisation will take organisation as the well as individuals goal in high. If the company maintains the good internal and external relationship in the organisation can make easily achieving the organizations goal and the individual’s goal. Both can be catered for by this new generation of employee relations if implemented correctly. There were few laws and protections available to employees that would safeguard their interests at times of manipulation, shabby treatment, defamation, discrepancies, retaliation, and unfair practices.

Key words: Relationship, employer, employee, organization, management, experts.

Introduction  
The relationship between employer and employee was governed by the assumption that employers were like kings and were free to offer any terms of employment and treat their employees in any way they dictated, and the employees were free to either accept or reject those terms (i.e., take it or leave it). Employees did not have a platform to voice their protests. Initially, it was the unions that protested employers’ unfair practices and demanded that employees be provided rights. In the 1930s, the federal government enacted the National Labor Relations Act (NLRA), which called for fair wages and safe workplaces. The NLRA set off a deluge of new laws governing the workplace.

With the Civil Rights Movement of the 1960’s, the federal government, followed by many state governments, began to enact laws prohibiting discrimination against women and minority group members and barring discrimination against older employees. Today, employees and job applicants are protected by various federal and state laws. Many state courts have recognized additional employee rights that have not been set out in written statutes, but instead are part of common law, based solely upon earlier court rulings.

Employers no longer have the right to treat their employees any way they desire. Employees have the right to protest, make claims, file litigation, and seek damages, if they believe they have been mistreated at any stage of the employment relationship.

Objective of the study  
• To know the current status of the relationship between employers and employees in an organization.  
• To study the effective ways to maintain a good relationship between employers and employees in an organization.

Review of Literature  
Kerstin Alfes et. al. 2023. This article explored that, alongside the four papers which are included in the special issue, explores the implications of new ways of working for employees. We conceptualize new ways of working as an ongoing transformative process, characterized by unprecedented spread, speed and depth of transformation, and highlight four major changes in work which impact employees’ experiences. We critically evaluate the implications of each change for employees’ attitudes, performance and wellbeing, and suggest areas where more research is needed to deepen our knowledge about how modern work arrangements affect employees.
Aishwarya Dube & Dr. Anuradha Pathak 2021. The researcher found in 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.

Chukwuyem Joel Arimie 2020. The author aimed to explore the relationship between employer-employee relations and employee engagement in a tertiary institution in Edo State. The results of this study revealed that employee engagement is a by-product of employer-employee relations and the quality of the relationship is one of the most critical factors that drive engagement and satisfaction of employees.

Dr.R.Venkadesa Narasimma Pandian, & Saranraj.M 2017. It is found that 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.

Research Design:
“A research design is an arrangement of condition for collection and analysis of data in manner that aims to combine relevance to research purpose with economy in procedure”.

Research instrument:
The research instrument for the study was the structured and standardized questionnaire.

Sampling size and techniques:
It refers to the number of items to be selected from the universe to constitute a sample. In these study 100 employees of cethar vessels company was selected as a size of samples.

Sample design:
The sampling technique used in this study is simple random sampling method. This method is also called as the method of chance selection.

Analysis & Interpretation

Figure – 1 Respondents contact with superior during office hours

Interpretation:
The above table shows the respondents contact with superior during office hours. Here 8% of the respondents are met rarely with their employers, and 48% of the respondents are sometimes met, and 12% of the respondents are often met, 28% of the respondents are regularly met. 4% of the respondents are never met with the employees.
Figure – 2 Respondents chance to meet superior

Interpretation:
The above table shows the respondents chance to meet with superior during leisure hours. Here 48% of the respondents are met with their employers, and 52% of the respondents are met with their employees in the leisure hours.

Figure – 3 Respondents thought regarding essential of communication for mutual understanding with their employees

Interpretation:
The above table shows the respondents thought regarding communication is essential for mutual understanding with their employees. Here 48% of the respondents are strongly agree with this point of view. And 32% of the respondents are agree, 16% of the respondents are standing neutral with this concept. Finally just 4% of the respondents are not agree with the question.
Figure – 4 Recognition of employee’s ideas/suggestions

Interpretation:
The above table shows the respondents recognition for their creative ideas/suggestions by their superiors. Here 20% of the employees suggestions approved, and 24% of the employees ideas are approved often, then 32% of the employees creative ideas are recognized sometimes, and 16% of the suggestions are rarely approved, and then 8% of the employees ideas are never approved by their superiors.

Table – 5 Respondents job security and their experience

<table>
<thead>
<tr>
<th>Experience</th>
<th>N</th>
<th>Mean</th>
<th>Std Deviation</th>
<th>Source of Variance</th>
<th>Sum of square</th>
<th>df</th>
<th>Mean square</th>
<th>f-ratio</th>
<th>sig</th>
</tr>
</thead>
<tbody>
<tr>
<td>BELOW 5 YEARS</td>
<td>52</td>
<td>2.0000</td>
<td>.00000</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5 – 10 YEARS</td>
<td>28</td>
<td>2.0000</td>
<td>.00000</td>
<td>Between Groups</td>
<td>5.760</td>
<td>2</td>
<td>2.880</td>
<td>58.200</td>
<td>.000</td>
</tr>
<tr>
<td>10 – 20 YEARS</td>
<td>20</td>
<td>1.4000</td>
<td>.50262</td>
<td>Within Groups</td>
<td>4.800</td>
<td>97</td>
<td>.049</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>100</td>
<td>1.8800</td>
<td>.32660</td>
<td></td>
<td>10.560</td>
<td>99</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Hypothesis:
There is an association between experience of the respondents and their job security which is influence to the relationship between employers and employees in the company.

Interpretation:
To find out the influence of the experience of the respondents over the job security of the respondents the ANOVA was applied. The results of ANOVAs value is 58.200, and significance value is 0.000, which is significance and hence the hypothesis is accepted. Thus there is influence of respondents experience and the job security in the relationship with the superiors.

Table – 6 Respondents qualification and their opinion regarding the communication between the employers and employees

<table>
<thead>
<tr>
<th>Qualification</th>
<th>N</th>
<th>Mean</th>
<th>Std Deviation</th>
<th>Source of Variance</th>
<th>Sum of square</th>
<th>Df</th>
<th>Mean square</th>
<th>f-ratio</th>
<th>sig</th>
</tr>
</thead>
<tbody>
<tr>
<td>12th STANDARD</td>
<td>20</td>
<td>4.0000</td>
<td>.00000</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>UNDER GRADUATION</td>
<td>44</td>
<td>4.7273</td>
<td>.45051</td>
<td>Between Groups</td>
<td>19.291</td>
<td>2</td>
<td>9.645</td>
<td>17.026</td>
<td></td>
</tr>
</tbody>
</table>
Hypothesis:
There is no any association between respondents qualification and their opinion regarding the communication is essential for mutual understanding between the employers and employees.

Interpretation:
To find out the influence of the respondents qualification in the company and the respondents opinion about the communication between employers and employees in the company, the ANOVA was applied. The results of ANOVA's value 9.645, and the significance value is 17.026, which significance and hence the hypothesis is not accepted. Thus there is no any influence of respondents qualification and their opinion regarding the communication between employers and employees in the company for the relationship between employers and the employees.

Findings of the study
The respondents agreed that the training and recognition are the motivating factors providing by the company for the improvement. 52% of the respondents are strongly agreed that both the employers/superiors and employees/subordinates should come forward to develop the relationship in the organisation. Sharing ideas & suggestions between superiors and subordinates are the method that suggested by the respondents to improve their relationship with each other.

Conclusion
In this study, I concluded that the relationship between employers and employees in this organisation is developing nowadays than before. Both the employers and employees (i.e) superiors and their subordinates are willing to improve their relationship in the company.

They are ready to co-operate each other for the development of the organisation and also equip themselves. Finally, they will work together for the organisations development, and also to become the role model for other companies. Provide job security for the employees. The freedom given by the company to develop the relationship should be high. The superiors must give some guidelines to improve their employees themselves. Conduct periodical meeting with the employees twice in a year, or thrice in a year, at least once for the every three months.

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