

A STUDY ON EMPLOYEE RELATIONSHIP IN KAMADHENU DYEING PRIVATE LIMITED AT NAMAKKAL

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Abstract—Employee relationships constitute a critical aspect of organizational dynamics, encompassing the interactions, connections, and communications among individuals within a workplace setting. This abstract delves into the multifaceted nature of employee relationships, highlighting their significance in fostering a positive work environment, enhancing productivity, and contributing to overall organizational success. It explores various dimensions of employee relationships, including interpersonal dynamics, teamwork, leadership, and organizational culture. Additionally, the abstract discusses the role of effective communication, trust, and mutual respect in cultivating healthy employee relationships, as well as strategies for managing conflicts and promoting collaboration. By recognizing the importance of nurturing positive employee relationships, organizations can create a supportive and inclusive workplace culture conducive to employee engagement, satisfaction, and long-term retention.

Keywords: Employee relationships Organizational dynamics Interpersonal dynamics Teamwork Leadership Organizational Culture Communication Trust Collaboration Conflict resolution

1. INTRODUCTION

Employee relationship management means which manages the relation between the employee and management. The relation can be between the employee and employer as well as relation between employees at the same level. The employees will collectively contribute their efforts towards the realization of common goal. No conflicts can be accomplished if the individual are engaged in constant conflicts and misunderstandings. The targets of the organization will be accomplished and achieved at a much faster if the employees work together and maintain good relationship with each other. Employees must be comfortable with each other to deliver their best and enjoy their work. Management is nothing but is a technique which brings the employees together on a common platform guides them to achieve a common goal without fighting together. Employee relationship management includes different activities which a organization can adopt by superiors or the management to develop an healthy and friendly relationship between the employees and extracts the best out of each team member. The employee relationship management will help to strengthening the bond among the employees and ensures that each employee is connected and building an healthy relation with each other.

Let us discuss about some activities which are important for a healthy employee relationship management: Transparency in communication is the very important for a healthy employee relationship management. The important information must be discussed with the presence of all employees so that they will give their opinions freely. The important information should be put in notice boards also. So that all will read and know the information. Encourage group activities at work place. Motivate the employees to work together probably in a group so that they feel comfort to work with all peoples. An individual can spend more time at the work place and all employees should has to treat the team members as

a part of their own family Assign challenging work for the team members then they will feel more responsible and feel motivated to deliver their efforts at their level best. The managers should not give work to the employees which is not interesting. The workstations and the cabins should be promoted rather than closed cabins to improve the relation between employees. If employees are sitting in closed cabins, they did not maintain any relationship with others in the organization. If they are having open cabins, they will talk with each other and even share their secrets and the trust also increases on the other employees. The employees should be motivated to avoid politics and blame others in the work place. Because if the employees are following politics at work place, then the relationship between employees may be spoil. It is good to be friendly with colleagues but do not have unrealistic expectations from anyone.

2.OBJECTIVES OF THE STUDY

Primary objective:

The main objective is “To study the employee relationship Management in Kamadhenu Dyeing Ltd”

Secondary objective:

To know the relationship among the employee relationship Management

To identify the overall perception of the employees about the organization culture.

To know whether the working conditions in the company will motivate the employees to work more efficiently and productively.

To understand how communication and information are shared between employee relationship to build good relations.

To evaluate how a good work environment is provided to an employee to create a positive bonding with the organization.

To draw conclusions and suggestions regarding employee relations in dyeing industry

3.SCOPE OF STUDY

The main purpose of employee relationship is to maintain harmonious relationships between employee and employer. The focus on these relationships is accommodation. The parties involved develop skills and methods of adjusting to or cooperating with each other.

This is an attempt to find out the level of satisfaction observed by the workers of the company regarding the relationship.

The analysis and findings will be useful to improve the relationship with employer and employee.

The analyses add to general feeling of satisfaction with the company and reduce employee’s turnover over focus on Ambika cotton mills at Dindigul.

4.LIMATATIONS OF THE STUDY

The study restricts itself within dyeing firm employee only.

The study assumes that the information was given by the employee without any bias.

The study is done based on the opinions of the sample taken at random, the size of which is 120.

The employee did not respond properly during peak hours.

The project was only for 30 days. So there was time constraint.

5.REVIEW OF LITERATURE

Simpson and Shetty (2017) did a vast study on India’s Dyeing industry. The purpose of study is to analyze India’s Dyeing and apparel industry, its structural problems, market access barriers, and measurements taken by government of India to enhance the industry’s competitiveness in the post – Multifibre Agreement (MFA) era. The study also assesses India’s Dyeing and apparel market potential and trade and investment opportunities

Chugan (2017)In Dyeing Industry has to change to be more competitive in the long run. This paper emphasis that merely cost competence is not enough to maintain the lead while Indian companied has to have a global competitive view.

Employee Relations Unit serves as the equality aim of the Agency by establishing and maintaining a fair and impartial labor relations program.

Hasen and Salman (2018) The Dyeing sectors play an extremely significant role in India in terms especially of share in value added, foreign exchange earnings, and employment. The 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.

DreherashBrez (2018) 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.

Smith Cranny (2019) 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.

(Bajaj et al., 2019) The need to manage the relationships that exists between the employers and employees has been at the forefront ever since the beginning of Dyeing industrial revolution. Effective employee relationship management is vital to the workplace, whether at the time of recruitment, during an employee's tenure or at the time of separation.

6. RESEARCH METHODOLOGY

RESEARCH DESIGN

Research design is the arrangement of conditions of collection and analysis of data in a matter that aims to combine relevance to the research purpose with economy in procedure.

Descriptive research design

The design for this study is descriptive research design. This design was chosen as it describes accurately the characteristics of a particular system as well as the views held by individuals about the system. The views and opinions of employees about the system help to study the suitability of the system as well as the constraints that might restrict its effectiveness

SAMPLING TECHNIQUES

The sampling technique adopted for the purpose of the study is Non -probability convenience sampling. As the name implies a convenience sample means selecting particular units of the universe to constitute a sample.

Sample size

The sample size of the study is 120. This sample is considered as representative.

DATA COLLECTION

Primary source The primary source of data is through Questionnaire

Secondary source

The secondary source of information is based on the various details retrieved from Journals, Websites and Magazines. The data for this study has been collected through primary sources. Primary data for this study was collected with the help of Questionnaires and evaluation feedback forms. The extra information was collected through interviews with the employees at various companies.

STATISTICAL TOOLS USED

Statistical tools like simple percentage and chi square used in the compilation and computation of data.

Simple Percentage analysis

Chi-square analysis

Correlations analysis

ANOVA analysis

7. FINDINGS

Majority 31.7% of the respondents are Age group between 26-35 years.
Majority 55.8% of the respondents are male Person
Majority 30% of the respondents are qualified in UG
Majority 59.2% of the respondents are between 5-10 year experience
Majority 64.2% of the respondents are monthly earning between Rs.5,000 to 10,000.
Majority 55.8% of the respondents are Jon Suits in qualification
Majority 34.2% of the respondents are Satisfied the employee relationship
Majority 35.8% of the respondents are Agree that employer freely discuss the work issues
Majority 33.3% of the respondents are Agree that employer participate in corporate activities
Majority 32.5% of the respondents are Agree that policy and administrative practice
Majority 40.8% of the respondents are Satisfied the present job
Majority 29.2% of the respondents are Satisfied the pay package
Majority 35.8% of the respondents are Satisfied the Work Environment
Majority 60% of the respondents are company provide flexible work hours
Majority 30.8% of the respondents are Excellent job responsibility
majority 32.5% of the respondents are agreeing in highlights of supervisors achievements

8. CONCLUSION

The project titled "A study on the employee relationship Management in Kamadhenu Dyeing Firm, which was carried out among 120 workers. The study was an attempt to examine the relationship among peers, relationship with employer, relationship with departments and relationship with employees in the company. Nowadays employee relations appear everywhere, from small companies to the big organizations all over the world. We have seen that the importance of employee relations and how to practice it effectively. In this we have explained that how employee relation is relevant today, its role in supporting business to support business to improve performance. This relationship may significantly affect the productivity as well as the working environment in organizations. It is very useful to manage and improve performance of both employees and firms. Therefore organizations should focus more on improving and enhancing their relationship with staff members for the ultimate benefit of the organization and in order to realize organizational goals and targets.

BIBLIOGRAPHY

- "The Five Dysfunctions of a Team: A Leadership Fable" by Patrick Lencioni - This book explores the dynamics of teamwork and how trust, communication, and collaboration are essential for effective team performance.
- "Crucial Conversations: Tools for Talking When Stakes Are High" by Kerry Patterson, Joseph Grenny, Ron McMillan, and Al Switzler - It offers insights into handling difficult conversations and improving communication skills, which are crucial for maintaining positive employee relationships.
- "Leaders Eat Last: Why Some Teams Pull Together and Others Don't" by Simon Sinek - This book examines the role of leadership in fostering a sense of trust, safety, and cooperation within teams, which are fundamental for healthy employee relationships.
- "The Culture Code: The Secrets of Highly Successful Groups" by Daniel Coyle - Coyle delves into the components of strong organizational cultures and how they influence employee relationships, teamwork, and overall performance.
- "Difficult Conversations: How to Discuss What Matters Most" by Douglas Stone, Bruce Patton, and Sheila Heen - Another resource on effective communication, this book provides practical strategies for navigating challenging discussions in the workplace, promoting understanding, and resolving conflicts constructively.
- "The No Asshole Rule: Building a Civilized Workplace and Surviving One That Isn't" by Robert I. Sutton - Sutton explores the detrimental effects of toxic behavior on employee relationships and organizational culture, advocating for the importance of fostering respect and decency in the workplace.
- "Emotional Intelligence: Why It Can Matter More Than IQ" by Daniel Goleman - This book discusses the significance of emotional intelligence in interpersonal relationships, leadership, and overall success in the workplace
