

A STUDY ON IMPACT OF EMPLOYER-EMPLOYEE RELATIONSHIP ON PRODUCTIVITY WITH SPECIAL REFERENCE TO AMARAJOTHI SPINNING MILL PVT. LTD., TIRUPPUR

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Abstract— *Employee relationship management constitutes an emerging trend of managing human resource by building and maintaining individualized and mutually valuable relationship with employees based on information technology. Employees are the major assets of an organization. It is very essential that the employees perform together as a collective unit and contribute equally towards the realization of common goal. However, given the early and still emerging state, there is little knowledge and agreement regarding ERM. Hence here the paper attempts to clarify the concept and derive research implications. The technological and strategic of ERM are discussed based on the Customer Relationship Management. As a result, a first general outline of an interesting concept is presented. Based on outline, the major implications for further theoretical and empirical evaluation of ERM are derived to propose directions for future research. Employee relationship management has focused on enabling to collaborate on typical managerial tasks with their employers. By engaging inputs from both sides of the employment relationship, ERM platforms aim to align the interests of both parties, worker and employer, and inform day-to-day business functions under a streamlined workflow. The equation that we are considering has the elements of scientific management, industrial welfare, human relations as the causative factors affecting good employment relation.*

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.

NEED OF THE STUDY

The relationship between employer and employee is primarily determined by the actions and attitudes of the employer. The employer generally sets the tone for whether the climate in the work environment will be casual, professional, regimented, creative, etc. The atmosphere that the employer desires to create will, therefore, determine whether the employer/employee relationships are healthy and productive.

STATEMENT OF THE PROBLEM

An employee relation is an area within the human resources field. The purpose of employee relations is to strengthen the employer-employee relationship through identifying and resolving workplace issues, measuring employee satisfaction and morale, and providing support and input to the company's performance management system. An employee relation is important because human resources strategy and organizational success depend heavily on the productivity and engagement of a company's work force. The relationship between an employer and employee is a key deciding factor

because it is very important to have mutual trust. An employer should trust his employee and an employee should trust his employer. This trust factor helps in building a relationship between both the parties. It helps in maintaining the satisfaction level of both the parties which is very important for both the employer and employee as if any of the parties is not satisfied the growth of the organization is not possible.

OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE

- To study the impact of employer and employee relationship in Amarjothi spinning mill

SECONDARY OBJECTIVES

- To investigate the problem in relationship among employer and employee
- To identify the influencing factor for building good relationship
- To suggest suitable remedial measures to improve the industry relation

SCOPE OF THE STUDY

- The main purpose of employee-employer relations 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 Amarjothi Spinning Mills Ltd, Tiruppur.

LIMITATIONS OF THE STUDY

- The study restricts itself within Amarjothi Spinning Millss 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.

RESEARCH METHODOLOGY

Research is a scientific and systematic search for pertinent information on a specific topic. Research is an art of scientific investigation. According to Clifford Woody, —Research comprises defining and redefining problems, formulating hypothesis or suggested solutions, collecting, organizing and evaluating data, making deductions and reaching conclusions and at last carefully testing the conclusions to determine whether they fit the formulating hypothesisl.

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

- Simple Percentage analysis
- Chi-square analysis
- Correlation
- ANOVA

FINDINGS

- Majority 31.7% of the respondents are age group between 26-35 years
- Majority 55.8% of the respondents are male.
- Majority 30% of the respondents are qualified in UG.
- Majority 31% of the respondents are experienced in 2-3 years
- Majority 34% of the respondents are earning Rs.10,000-15,000
- Majority 55.8% of the respondents are job suits in qualification
- Majority 34.2% of the respondents are satisfied with 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 with 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 14. Majority 60.0% of the respondents are company provide flexible work hours
- Majority 30.8% of the respondents are excellent about job responsibility.
- Majority 32.5% of the respondents are agreeing in highlights of supervisors achievements.
- Majority 30.8% of the respondents are training in team outings, trips & recreational activities.
- Majority 35.8% of the respondents are agree that co-workers relationship
- Majority 35.8% of the respondents are agree that management expect the technical factor.
- Majority 35% of the respondents are satisfied the top management.
- Majority 85.8% of the respondents are company allowed the employer suggestion and opinion.
- Majority 28.3% of the respondents are agree that encourage employer voice opinion.
- Majority 40.8% of the respondents are sometimes employer independently express our views or ideas

SUGGESTIONS

- The researcher wish to bring the following suggestion to the management of Amarjothi Spinning Mills Ltd, Tiruppur.
- Recreational activities can be taken care of by the management.
- The organization should improve the benefit and services provided to the employee's interest would be stimulated.
- The company can make the benefit and services attractive to personnel.
- The employer should plan out the welfare activities in an effective way to improve the organization image in the eyes of the subordinates.

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- The company suggests technical advantages and modern trends uses for homogeneous Titan product there is no competition.

CONCLUSION

The project titled —A study on the employer and employees relationship in Amarjothi Spinning Mills Ltd, Tiruppur, 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.

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