

# Analysis on Business Organizers Maintaining Good Relationship with Employee in Industries

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## Abstract

*This study is based on employer to employee relationship and finding out the reasons for maintain good relationship. Present research paper attempts the review about organizational culture that has a relationship between employee and business organizations. Employer- Employee relationship will built from Recruiting stage itself. For smooth running of any organization a good relation between employee and employer is important but there are many constraints for organizations in managing the relation according to strategic needs. Here employee is considered as the main asset to any organization for managing the relationship for business success, employee happiness and also in increase the productivity by reducing the conflicts of today's era. In order to forward the healthy and good organization the employer and employee are considered as the two wheels of the engine. Present research paper tells about the main adjective that affects the factors for motivational enhancement of employee.*

**Keywords:** Employer, Employee, Relationship, Performance.

## 1. Introduction

Developing employee employer relations should be understood as a part of a management function in order to have a growth rate in business. Maintaining relations is not an easy task in the present scenario. It has become very complex to maintain good relationship in the organization. It is widely accepted throughout world that until there is proper understanding between employer and employee no industry can be progressed. Therefore good relations in the industry are beneficial for all.

Employer employee relationship refers to the announcement that obtain place in among in employees and employers in the organization. Relationship in the organization mainly deals with problems which are associated to people as performance management, benefits, organization development, and communication. In our study we mainly focused on finding the factors for the motivation for employees. This study is about employer to employee relationship in automobile industry particularly Mercedes Benz. These relations include conflicts, Training, Benefits and importance to employees.

### 1.1 Significance of employer employee relationship

- a. Develop collaboration among employers and employees.
- b. Reduces the preventable conflicts
- c. Helps the employees to take part in resolution taking.
- d. Informing to employees the conformation that concerns them.

### 1.2 Objectives of the Study

- a. To develop and maintain a good relation in the industry.
- b. To train the employees to increase their performance.
- c. To analyze the reasons for having problems.

- d. To avoid the conflicts in the organization.
- e. To find out the opinion of employees regarding the present scenario of relationship.

## 2. Review of Literature

According to Dr.K.R. Subramanian (2017) explains that how the current day of organization can manage by the circumstances and mainly focused on flexibility and adaptability for maintain a fruitful relationship. He also explained about different types of constraints that are used in organization for managing employer employee relationship.

According to PamudithaHarshini (2017) if the motivation level of employees decreases it will directly impact the organizational productivity. She also found that consoling factors, grievance handling and communication will have direct impact on the employees.

According to Xesha (2014) describes about the employer employee relationship which is helpful for the growth of business. He also explained that job satisfaction plays a vital role in maintain employer employee relationship.

According to Bhavani (2015) employee engagement is which states that commitment and involvement of employees in the organization. They work with their coworkers which help in improving the performance of organization and also increase motivation level in employees.

According to Sreenivasan and Manas Ranjan(2014) focuses on issues which are related to employment relations and considered some of the factors that are related to relationship.

According to Devamaindhan (2014) a relationship is helpful for the smooth functioning of a business. He also explained that to progress the presentation every employer have to be given feedback about the work that is in progress.

According to Akanksha Ritesh(2017) concentrated mainly on employees working in software industry. He found some of the reasons why employees are departure the organization and concentrated on concept of innovative attributes which creates a strong bond between employer and employees.

According to L.D. Sawithri (2017) explained about employer employee relationship in different star rating hotels and also showed how these employee relation practices are correlated. These practices helps employees how to improve and develop themselves in each aspect.

According to Mohammad shatizad (2013) concentrated on employee performance components like communication, goals, leadership quality and trust.

According to Md. Sahedur Rahman (2017) refers to how employees can improve the standards of their organization. Employees need to maintain good relations with other employees and followed the steps that are given by employers.

According to Janes (2018) it is observed that how quality employees play a major role in building their organization goals. He also explained about some of the factors that influences about the development of organization. Employees use to work more effectively, efficiently in order to improve their performance.

According to Prempeh Duah (2017) mainly concentrated on how the relationship must be developed between an employer and employees which leads to improve the standards of organization.

According to VenkadesNarasimma (2017) refers to Trust which plays key role in maintain the relationship. It must be developed in any business between the employer and employees. Trust which helps in the business to improve productivity and generates coordination among them.

### 3. Research Methodology

Research methodology specifies a solution for various research techniques and also the logic behind the problem.

#### 3.1 Sampling Procedure

A sample of 70 employees is taken who is working in Mercedes that includes both showroom and workshop.

#### 3.2 Data Analysis and Interpretation

Essentials (yrs)	No. of responders	percentage
40-50	2	2
30-40	26	36
20-30	44	62

Table 1: categorization of employees based on their age basis

Here from given table it is clear that more than 60 percent of employee is under 20-30 yrs and 30 percent of them are 30-40 yrs.

#### 3.3 categorization of employees depended on their age

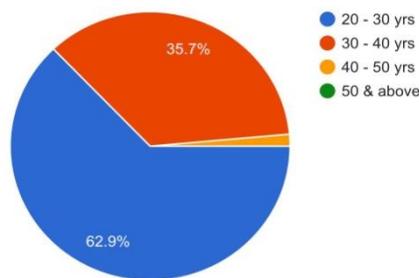


Figure.1. Categorization of employee's age

Particulars	No of respondents	Percentage
Female	22	32
Male	48	68

Table 2: categorization depended on Gender

Here from given table it is clear that more than 65 percent of them are Males and 32 percent of them are females.

**3.4 categorization depended on Gender.**

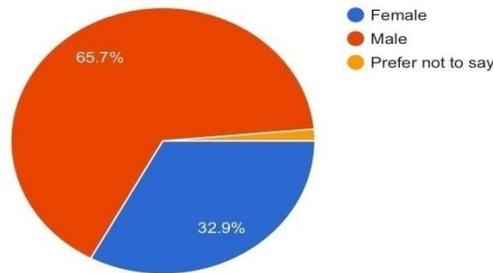


Figure.2. categorization depended on Gender.

Particulars	No of respondents	Percentage
Less than 1 yr	12	17
1-5 yrs	41	59
5-10 yrs	15	21
Above 10 yrs	2	3

Table 3: categorization depended on number of years working in this company

Given data it is clearly mentioned that more than 50 percent of employees are having experience or 1-5 yrs and more than 15 percent are less than 1 yr.

**3.5 categorization depended on number of years working in this company**

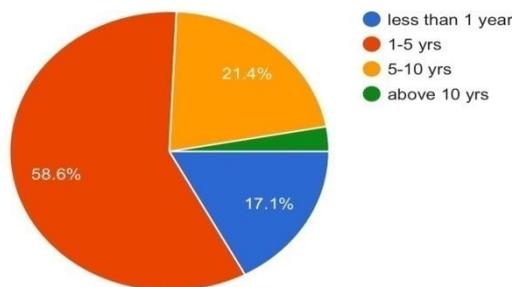


Figure.3. categorization depended on number of years

Particulars	No of respondents	Percentage
On the job training	17	25
Off the job training	41	58
Case study	4	5

Class room training	8	12
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Table 4: Percentage of employees that chooses the type of training program

Given above table it is shown that more than 40 members have chosen off the job training and 17 has chosen on the job training.

### 3.6. Percentage of employees that chooses the type of training program

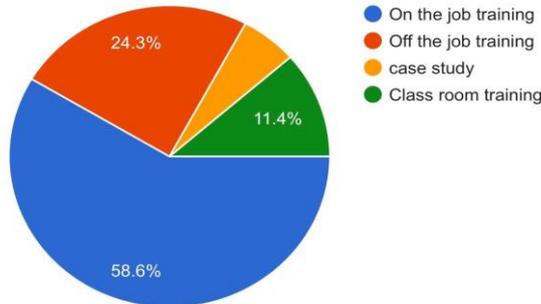


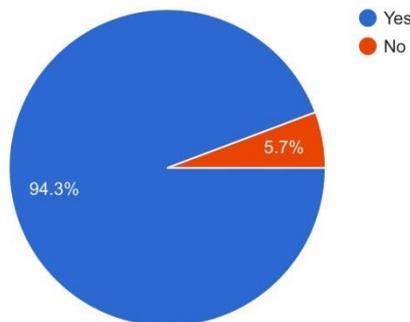
Figure.4. Percentage of employees

Particulars	No of respondents	Percentage
Yes	66	94
No	4	6

Table 5: Data showing that number of employees agreeing that training is important or not.

Given table it is clear that more than 94 percent of employees agree that training is vital.

### 3.7 Data showing that number of employees agreeing that training is important or not.

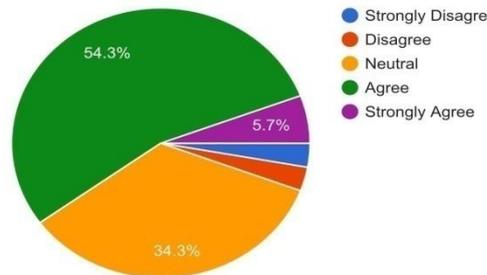


Particulars	No of responders	Percentage
Strongly Disagree	2	3
Disagree	2	3
Neutral	24	34
Agree	38	54
Strongly agree	4	6

Table 6: Percentage of employees showing training is important or not

given above table it is clearly understood that more than 50 percent of employees agree that training is necessary, 34 percent of them are neutral and remaining they strongly disagree and strongly agree.

**3.8 Percentage of employees showing training is important or not.**

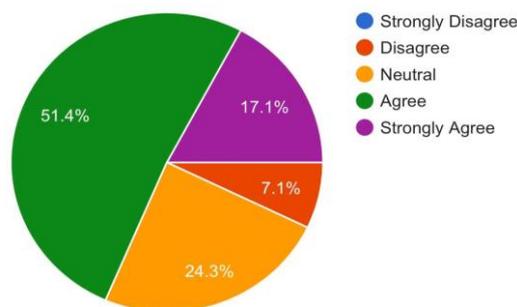


Particulars	No of respondents	Percentage
Strongly Disagree	-	-
Disagree	5	7
Neutral	17	25
Agree	36	51
Strongly agree	12	17

Table 7: Data about building relationship with employers is necessary or not.

Given table it is clear that 50 percent of employees agree building relationship with employers is necessary and 25 percent of them are neutral in order to build relationship.

**3.9 Data about building relationship with employers is necessary or not.**

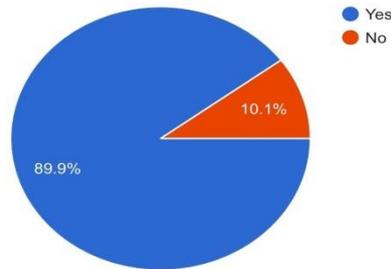


Particulars	No of respondents	Percentage
Yes	62	90
No	8	10

Table 8: Data showing about trust of employees

Given table it is understood that 90 percent of respondents trust their employers and rest of them does not believe in their employees.

### 3.10 Data showing about trust of employees

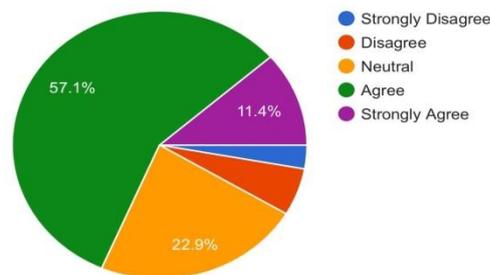


Particulars	No of respondents	Percentage
Strongly Disagree	2	4
Disagree	4	7
Neutral	16	23
Agree	40	57
Strongly agree	8	11

Table 9: Support given by the employers to appreciate the work.

Given above neither table it clearly mentioned that more than 55 percent of employees concur that employers appreciate their work and 23 percent of them neither be in agreement nor disagreement.

### 3.11 Support given by the employers to appreciate the work.

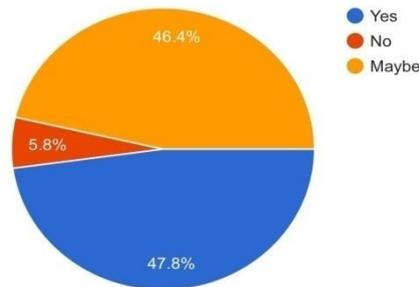


Particulars	No of respondents	Percentage
Yes	33	47
No	4	6
Maybe	32	47

Table 10: Number of employees agreeing that they have opportunities to discuss their problems

Given above table it is understood that 47 percent of employees are equal that agree and may not have any opportunities to discuss their problems.

**3.12 Number of employees agreeing that they have opportunities to discuss their problems.**

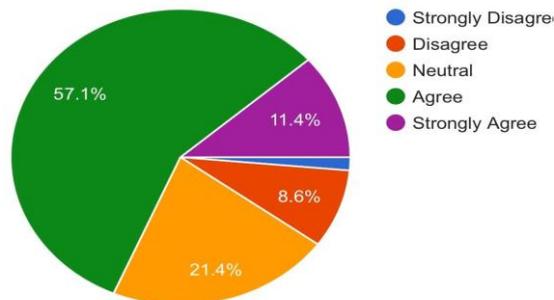


Particulars	No of respondents	Percentage
Strongly Disagree	1	1
Disagree	6	9
Neutral	15	22
Agree	40	57
Strongly agree	8	11

Table 11: Data about will employers listen to their problems or not.

Given above table it is clear that more than 55 percent of employees agree that they listen to their problems, nearly 10 percent of the employees disagree and strongly agree that they will not listen to their problems.

**3.13 Data about will employers listen to their problems or not.**

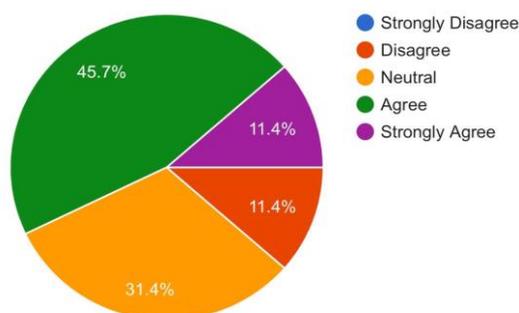


Particulars	No of respondents	Percentage
Strongly Disagree	-	-
Disagree	8	11
Neutral	22	31
Agree	32	47
Strongly agree	8	11

Table 12: Data about employees having a proper counseling method

Given above table it is mentioned that 45 percent of employees agree that they have a proper counseling method in improving the performance, 32 percent of them are neutral to state that they have a counseling method and rest of them are strongly agree and disagree.

### 3.14 Data about employees having a proper counseling method.

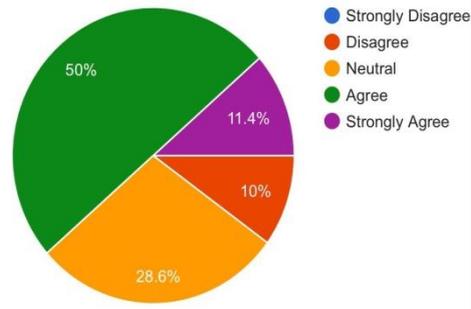


Particulars	No of respondents	Percentage
Strongly Disagree	-	-
Disagree	7	10
Neutral	20	29
Agree	35	50
Strongly agree	8	11

Table 13: Number of employees agreeing that to have a counselor

Given above data it is clearly understood that 50 percent of employees agree that they need to have a counselor, 30 percent of them neither agree nor disagree that have a counselor and 10 percent of them strongly agree and disagree to have a counselor.

### 3.15 Number of employees agreeing that to have a counselor



### 3.16 Findings

- 60 % of employees are agreed that the type of training undergone in Mercedes is on the job training.
- Most of the respondents agreed that training will help to recover the employer employee association.
- The majority of the respondents obeyed that training is useful for the motivation of employees.
- It is clear that more than 55% of respondents agreed employers will tell what they are expecting.
- Majority of respondents shown interest that employers should take out personally mainly to know about them.

### 3.17 Suggestions

- Employees are also humans where they have their personal life and organization need to reduce the timing of employees.
- Employers must provide more training programs to employees in order to improve their performance.
- For building a good relationship in between coworker's mutual trust and coordination is very important and need to maintain them in organization.
- Every employer must spend some time to discuss the problems and should be in a position to solve problems.
- Organization should allocate a counselor for every 10 employees for building a strong relationship.

## 4. Conclusion

Employer to employee relationship is mainly based on mutual communication and trust among coworkers. The management needs to take appropriate measures in order to build a positive association between employers and employees. From this paper it is also clear that every organization need to have a counselor for every 5-10 employees so that an industry can improve their performance and productivity and can also beat their competitors.

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