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A Study on Relationship between Management and Employees

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Abstract: ***Employee Relationship Management is the important factor that lies in the current competitiveorganization. Thisrelationshipst andsonorganizationcommunicationamongall the workers and the management which is the essential part to build a good working community. In this studygraphic plan and basic irregular testing was utilized . The essential informationwastakenwiththeassistanceofsurveyforthereview.itisfoundoutthegreater part of the respondents are concur that they are glad to work in the association. 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 andemployer,andinformday-to-daybusinessfunctionsunderastreamlinedworkflow. The equation that we are considering has the elements of scientific management, industrial welfare, human relations as the causative factors affecting good employment relation***

I. INTRODUCTION

The term “Employee relations” 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.Theimportantinformationmustbediscussedwiththepresence of all employees so that they will give their opinions freely. The important information should beput in noticeboards also. So that all will read and know the information. Employee relationship management includes different activities which a organization can adopt by superiors or the management to develop an healthy and friendly relationship betweenthe employees and extracts the best out of each team member.
The employee relationship management will helps to strengthening the bond among theemployees and ensures that each employeeis connected and building an healthy relation with each other. Employees are followingpoliticsatworkplace thentherelationshipbetween employees may be spoil. It is good to be friendly with colleagues but do not have unrealistic expectations from anyone.

II. REVIEW OF LITERATURE

Bajaj (2022) Employee relation is defined as the relationship between employees and managers to enhance moral, commitment and trust of employees and to create suitable working environment which enables them to put much effort for the achievement of organizational goals. An effective employee relation involves creating and cultivating a motivated and productive workforce. Creating healthy employee relation in an organizationisaprerequisitefortheachievementoforganizationalgoals. For this to happen, organizations have to develop strong employee relationship which involves motivating employees, making them to participate in decision making activity and create an opportunity for free flow of information in the organization and resolve conflicts or disagreements when they arise in the work place. This scenario makes employeestodevelopasenseofownershipin theorganizationandthisin return initiated them to work hard.
Lagergren and Anderson (2022) Healthy employee relation leads to more efficient, effective and productive employees which further leads to the increment of production level in the organization. Employee relationship management is relatively a recent term defined as a strategy to effectively manage employees in a way they can attain organizational objectives.Employeerelationshipmanagementincludesvariousactivities on which an organization implemented by the management so as to develop friendly cooperative relationship with its employees. It helps to create cohesive work environment in which all employees work together in collaboration to ensure the realizationofits goals. Besides, itpromotes commitment,facilitatesemployeesinachievementoforganizational objectives minimizes workplace conflict and increases trust.
Md. Sahedur Rahman (2021), “Effect of Employee Relationship Management (ERM) onEmployee Performance”. The objective of the research is to examine the effects of ERMon employee performance at bankingsector sandtoprovidesuggestionsonhowtoimplementERMin the organization.

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The organization has to implicate in the right way forthe effective performance.Ali, B. J., & Anwar, G. (2021), "an Empirical Study of Employees' Motivation and Its Influence Job Satisfaction". The study examines the relationship between the balancescorecard perspectives and job satisfaction at banking sector. An Empirical Study ofEmployees' Motivation and its Influence Job Satisfaction - The results show that non rewardincentiveshaveabetterimpactonemployeesuccessbecausethey encouragethem to be more environmentally conscious.Ugoani,John(2020),"EffectiveDelegationandItsImpactonEmployee Performance" - The results show that effective delegation provides psychological empowerment and acollaborative, coordinated and comprehensive managerial technique for motivating andevaluating employees over their performance.

Chaudhry(2020)ParticipativeLeadershipisakeyfactorthathasmajor influences on the performance of the organization. Participative leadership possesses the consultative behavior such as consulting employees prior to making ultimate decision although they retain final decision authority. This is crucial for achieving high employee performance which leads to high employee commitment as followers feel appreciatedandvalued.Leadershipisdefinedasthewayinwhichleaders guide their followers in the direction that enable them to achieve organizational goals through motivating, participate in decision making, offering continuous training.

Farndale, Van Ruiten (2019) in their study found that in addition to a link between perceptions of the opportunity for employee voice and organizationalcommitment,therelationshipisalsopartiallymediatedby the employee–line manager relationship and trust in senior management. Themediationthroughtheemployeelinemanagerrelationshipisweaker thanthedirectrelationship, whereasthemediationthrough trustinsenior management is stronger than the direct relationship between employee voice and organizational commitment

III. METHODOLOGY

The methods used to collect data will vary depending on the research design chosen:

1) Surveys/Questionnaires (for quantitative research): A structured survey or questionnaire can be distributed to employees and management to gather numerical data on their perceptions of the relationship.
2) Interviews (for qualitative research): In-depth interviews with managers and employees can provide valuable insights into their personal experiences and perceptions of the relationship. These interviews can be semi-structured, allowing for open-ended responses.
3) Focus Groups (for qualitative research): A small group of employees and/or managers can be brought together to discuss various aspects of the relationship, providing a richer understanding of the topic.
4) Case Studies: Examining specific instances where management-employee relationships have been particularly effective or problematic can offer detailed insights.
5) Observation: Observing the interaction between employees and managers in the workplace can help identify non-verbal cues and behaviors that surveys or interviews may not reveal.

IV. DATA ANALYSIS TOOLS

The questionnaire became the basis to build five hypotheses (Null) for further testing. To analyse the results Microsoft Excel has been used. From data analysis tools Weighted Average was applied and from statistical formulas CHISQUARE test was applied in order to undertake the hypothesis testing. Researchisascientificandsystematicsearchforpertinentinformationon 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 carefullytesting the conclusions to determine whether they fit the formulating hypothesis

CHI-SQUARETEST:Achi-squaretestisastatisticaltestthatisusedtocompareobservedand expected results.

Test Statistics		
	3. Gender	7.Doyouthinkthat healthy relationship withinorganizationwill be&more effective and successful?
Chi-Square	10.073[a]	46.642[b]
df	1	3
Asymp.Sig.	.002	.000
a.0cells(0.0%)haveexpectedfrequencieslessthan5.The minimum expected cell frequency is 75.5.		
b.0cells(0.0%)haveexpectedfrequencieslessthan5.The minimum expected cell frequency is 37.8.		

INTERPRETATION:

Sincethecalculatedvalueislesserthanthetabulatedvalue,weacceptthe null hypothesis and hence, there is no relationship gender respondentsand healthyrelationship within organization will be & more effectiveand successful.

Nullhypothesis(Ho):

Thereisnohealthyrelationshipwithinorganization willbe&more effective and successful.

Alternatehypothesis(H1):

Thereishealthyrelationshipwithinorganizationwillbe&more effective and successful.

Correlation:Tofindtherelationshipbetweenoverallrelationshipbetweenemployees and management in your organization.

NULLHYPOTHESIS:

H0:Thereisnorelationshipbetweenoverallrelationshipbetween employees and management in your organization.

ALTERNATIVEHYPOTHESIS:

H1:Thereisarelationshipbetweenoverallrelationshipbetween employees and management in your organization.

Correlations

		Howwouldyou rate the overall relationship betweenemployees andmanagementin yourorganization?	8.In your opinion, howdoesapositive employer-employee relationship impact employee morale andjobsatisfaction?
6.Howwouldyou ratetheoverall relationshipbetween employeesand managementinyour organization?	Pearson Correlation	1	-.164*
	Sig.(2-tailed)		.040
	N	157	157
8.Inyouropinion, howdoes a positive employer-employee relationshipimpact employeemoraleand jobsatisfaction?	Pearson Correlation	-.164*	1
	Sig.(2-tailed)	.040	
	N	157	157

*.Correlationissignificantatthe0.05level (2-tailed).

INFERENCE

From the test it is found that the significance value is 0.040 which is higherthantablevalue0.1,thenullhypothesiswasrejectedthatthereis no significance betweenoverall relationship between employees and management in your organization.

Ex:

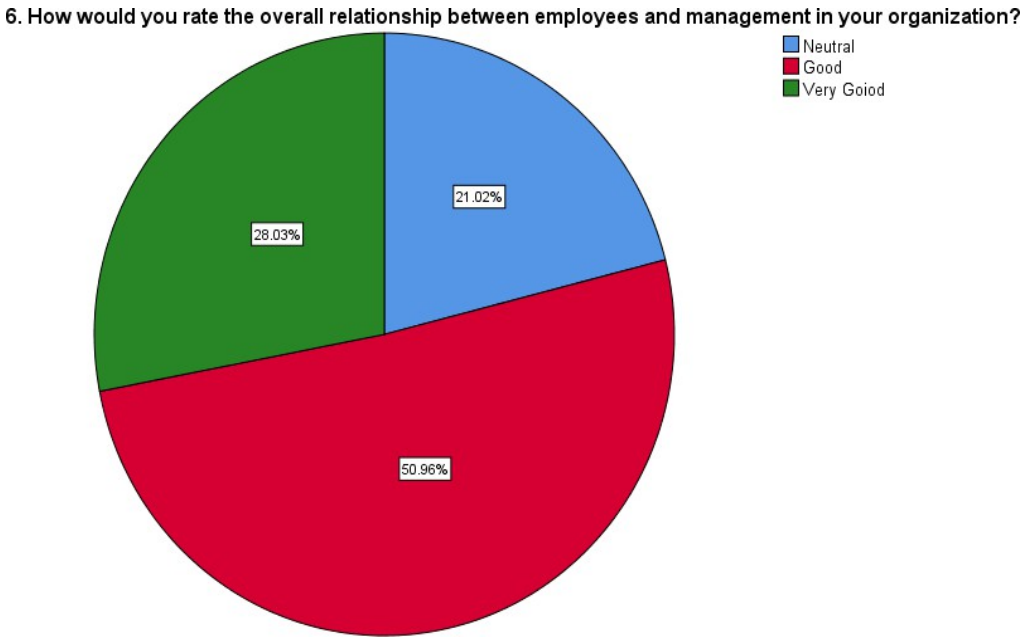


Fig:1; From the above figure it is interpreted the overall relationship between employees and management 50.96% responded for Good and28.03%respond forVeryGoodand 21.02%respondofNatural

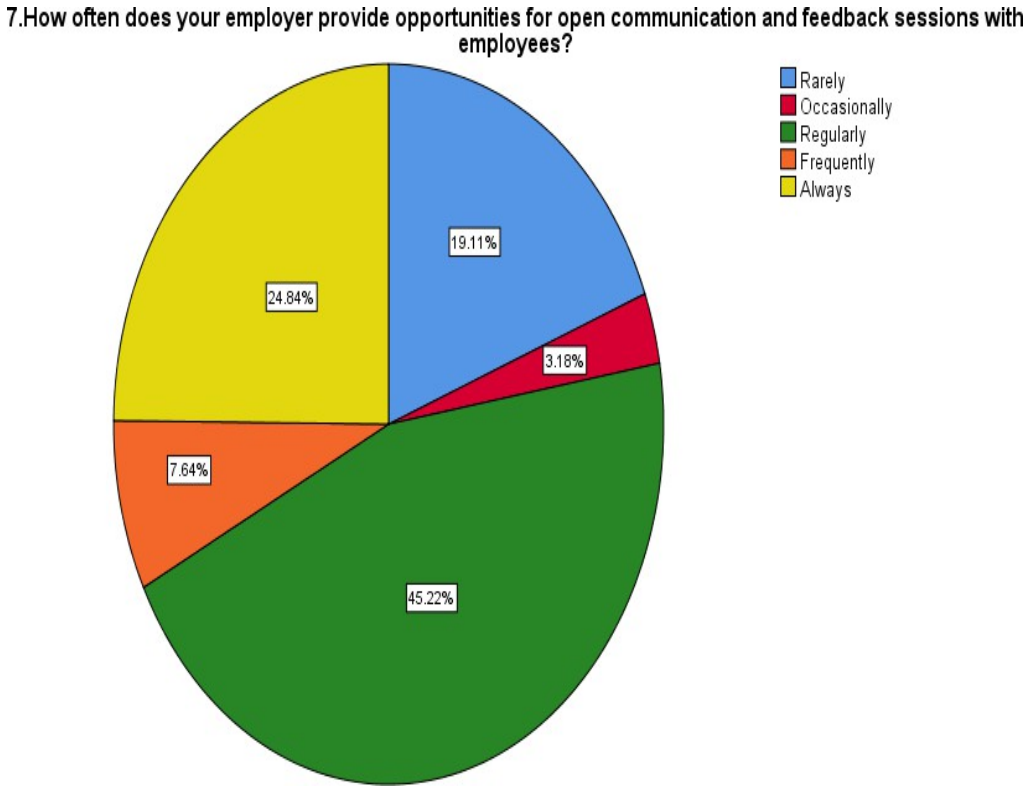


Fig:2; From the above figure it is interpreted employer provide opportunities for open communication and feedback 45.22% respondofRegularlyand24.84%respondofalwaysand19.11%respond of Rarely and 7.64%responds of Frequently and 3.18% respond of Occasionally.

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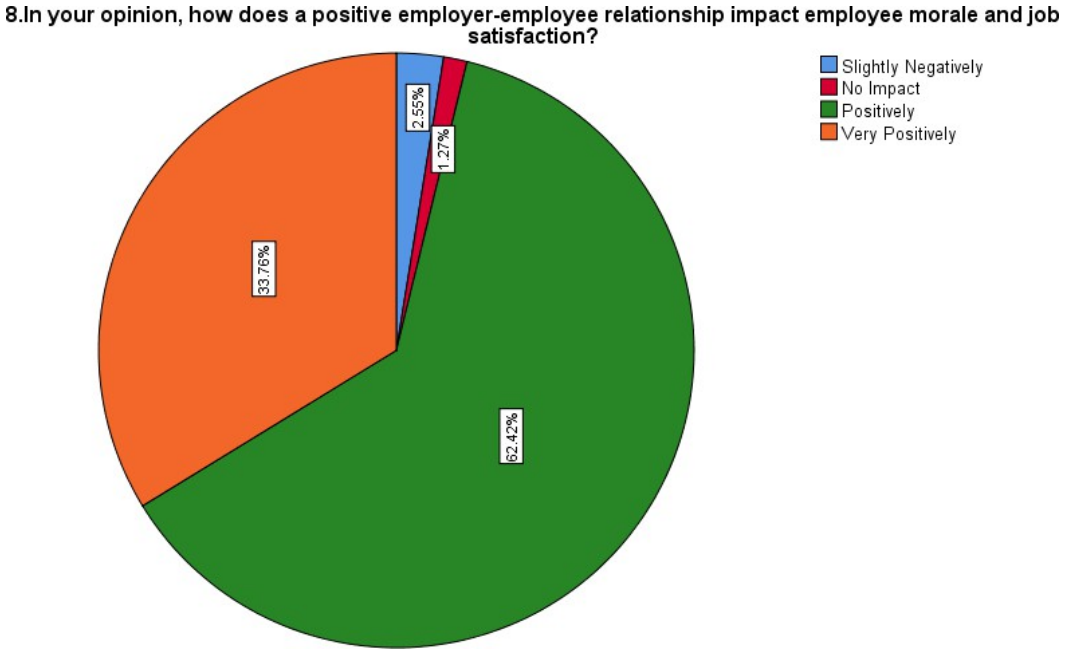


Fig:3; Fromtheabovefigureitisinterpretedpositiveemployeremployeerelationshipimpactemployeemoraleandjobsatisfaction62.42%respond of Positively and 33.76% respond of Very Positively and 2.55% respond of SlightlyNegatively and 1.27% respond of No impact.

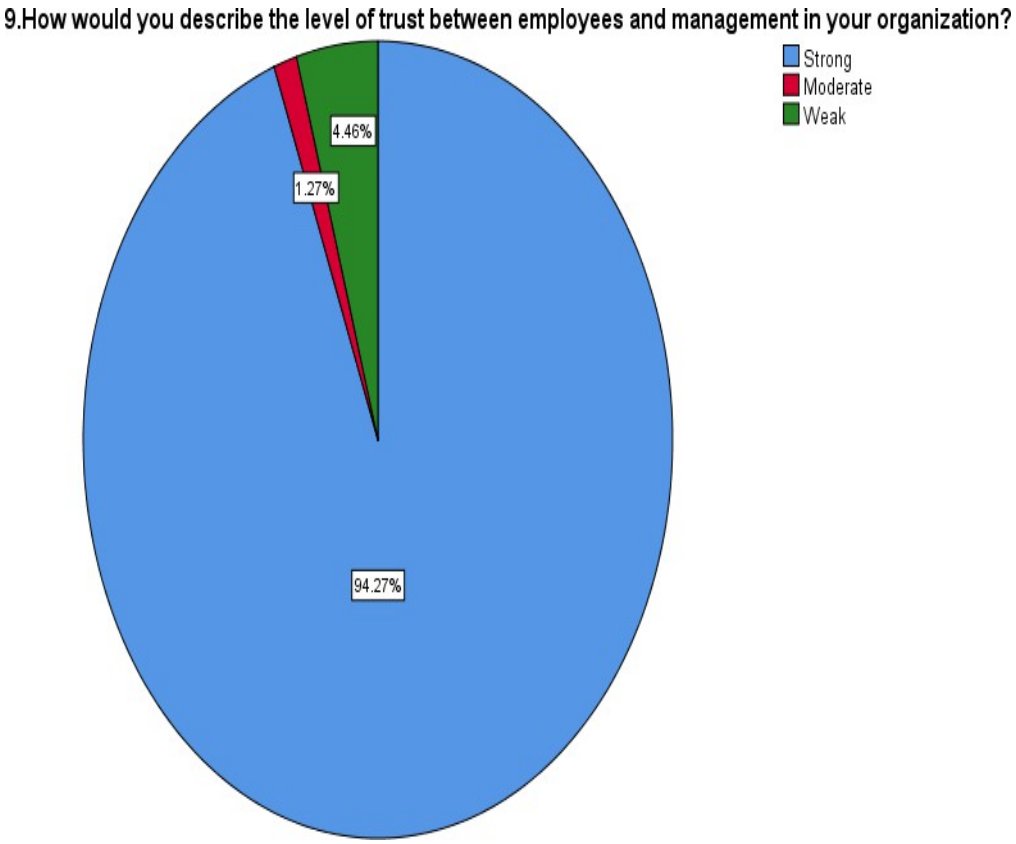


Fig:4:Fromtheabovetableitisinterpretedleveloftrustbetweenemployeesandmanagementinyourorganization94.27%respondofStrongand 4.46% respond of Weak and 1.27% respond of Moderate.

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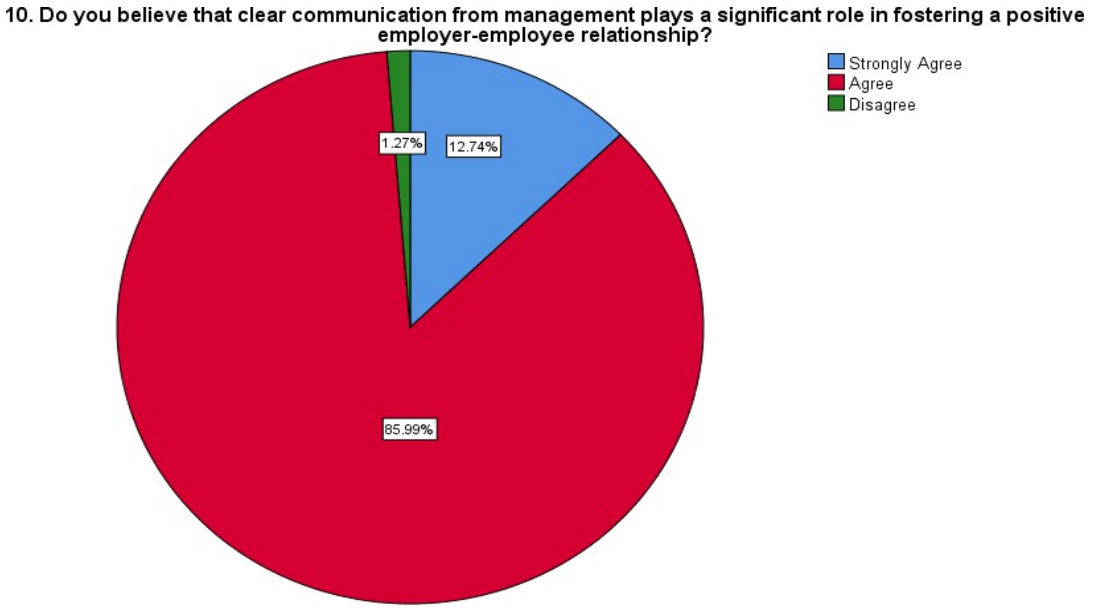


Fig:4:Fromtheabovetableitisinterpretedcommunicationfrommanagement plays a significant role in fostering a positive employer-employee relationship 85.99% respond of Agree and 12.74% respond of Strongly Agree and 1.27% respond of Disagree

V. FINDINGS

1) Majorityoftheemployees61.78%ofrespondentsforfemale
2) Majorityoftheemployeesrelationshipbetweenemployeesand management 50.96% responded for Good
3) Majorityoftheemployeesemployerprovideopportunitiesforopen communication and feedback 45.22% respond of Regularly.
4) Majorityoftheemployeespositiveemployer-employeerelationship impact employee morale and job satisfaction 62.42% respond of Positively.
5) Majorityoftheemployeeleveloftrustbetweenemployeesand management in your organization 94.27% respond of Strong.
6) Majorityoftheemployeecommunicationfrommanagementplaysa significant role in fostering a positive employer-employee relationship 85.99% respond of Agree.
7) Majorityoftheemployeedecision-making processes within the organizationaffecttheemployer-employeerelationship74.52% respond of Enhance Trust.
8) Majorityoftheemployeeroleofleadershipinsettingapositivetonefor the employer-employee relationship within the organization 52.56% respond of Neutral.
9) Majorityoftheemployeecorrelationbetweenemployeesatisfaction and their productivity level 89.17% respond of yes**.**
10) Majority of the employee supportive work environment impacts employeemoraleandjobsatisfaction67.52%respondofPositively.
11) Majority of the employee observed any instances where poor employeerelationshipmanagementhasledtodecreasedemployee motivation or job satisfaction 85.99% respond of Yes, Fequences.
12) Majorityoftheemployeethinkitisformanagerstoactivelylistento employee feedback and concerns in order to maintain a positive relationship 35.03%respond Important.
13) Majorityoftheemployeehealthyrelationshipwithinorganization will be more effective and successful 45.22%respond of agree.
14) Majorityoftheemployeerelationwithyourco-workers49.68% respond of Highly satisfied.
15) Majority of the employee supervisor actively listen to your suggestionsand&enablesyoutoperformatyourbest64.33% respond of Neutral.
16) Majorityoftheemployeethinkitisformanagerstoactivelylistento employee feedback and concerns in order to maintain a positive relationship 35.03%respond Important.
17) Majorityoftheemployeehealthyrelationshipwithinorganization will be more effective and successful 45.22%respond of agree.
18) Majorityoftheemployeerelationwithyourco-workers49.68% respond of Highly satisfied.
19) Majority of the employee supervisor actively listen to your suggestionsand&enablesyoutoperformatyourbest64.33% respond of Neutral.

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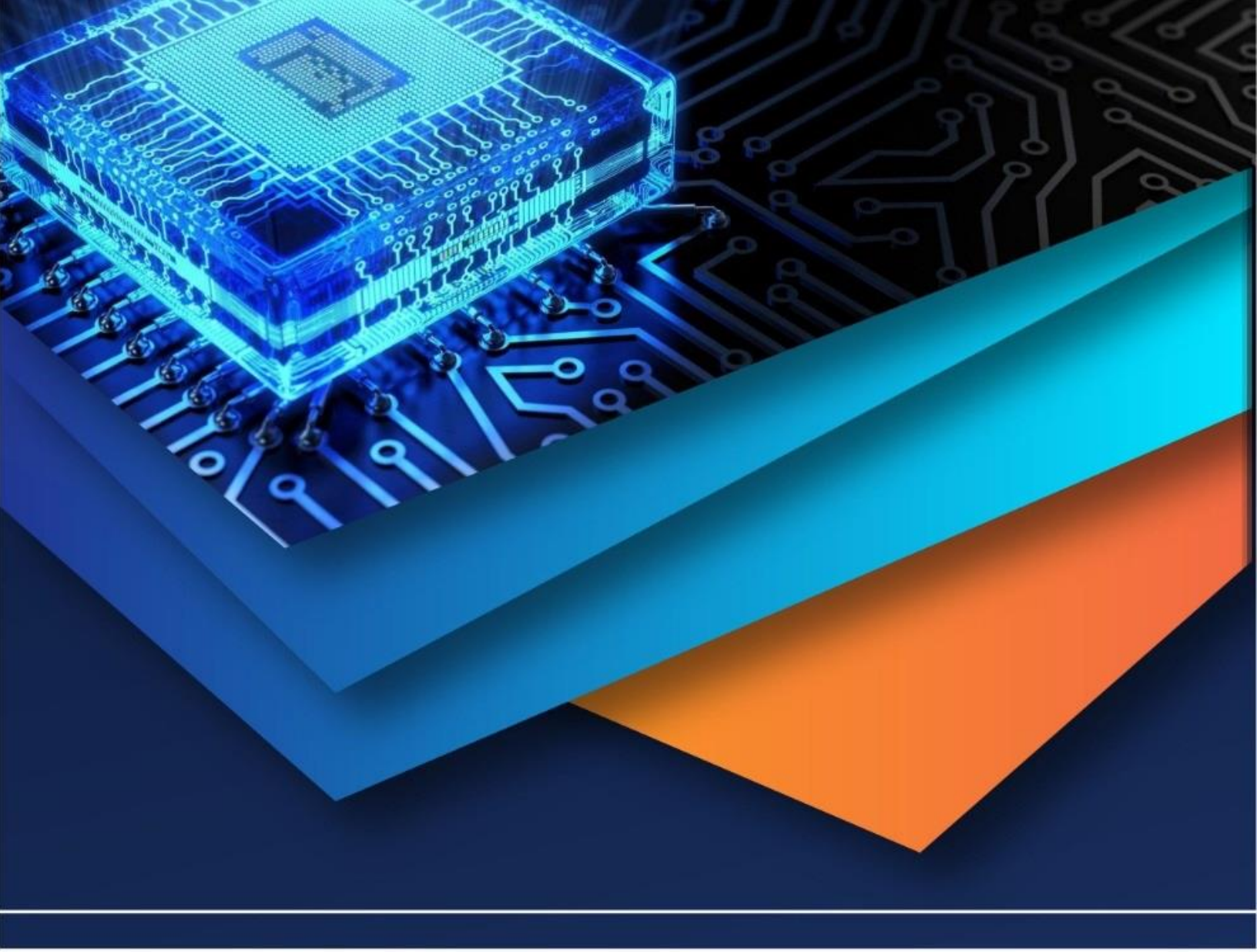
VI. SUGGESTION

1) Employers should fix counseling session, meetings and communicationtoeachoftheindividualemployeestoknowthe satisfaction level of the employees.
2) Someoftheemployeesarenotsatisfiedwiththetreatingemployees in the organization so company have to improve the treating an employees without discriminations
3) Someemployeesdonothaveagoodrelationshipwiththeco-worker. Therefore, company have to clear grievance and disputes among employees to enhance relationship with co-workers
4) Thecompanyshouldacceptworthysuggestionsfromtheemployees for better output.
5) Organizationshouldtakenecessarymeasurestomakeemployees have good relationship.

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