

A STUDY ON EMPLOYER EMPLOYEE RELATIONSHIP WITH SPECIAL REFERENCE TO JOY TECHNOLOGY PRIVATE LIMITED

Submitted in partial fulfillment of the requirements for the award of

Bachelor of Commerce

by

RESHABHA G

40740287



SCHOOL OF BUSINESS ADMINISTRATION

SATHYABAMA

**INSTITUTE OF SCIENCE AND TECHNOLOGY
(DEEMED TO BE UNIVERSITY)**

**Accredited with Grade "A" by NAAC | 12B Status by UGC | Approved by AICTE
JEPPIAAR NAGAR, RAJIV GANDHI SALAI, CHENNAI - 600 119**

APRIL 2023



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DEPARTMENT OF BUSINESS ADMINISTRATION

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of RESHABHA G, Register Number (40740287) who carried out the Project Training at "Joy technology Private Limited" under our supervision for a period of 3 months from January 2023 to March 2023.

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Internal guide

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DECLARATION

I RESHABHA G of the individual Candidate (40740287) hereby declare that the Project work done by me under the guidance of DR. SHEEBA (Internal) and MS. TRISHNNA (External) at Joy Technology, 6th floor of Saravana matrix, Seevaram village, Perungudi.Chennai-96, India (company name and address) is submitted in partial fulfillment of the requirements for the award of Bachelor of Commerce.

DATE: 29.04.2023



PLACE: CHENNAI

SIGNATURE OF THE CANDIDATE

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RESHABHA G

ABSTRACT

The Project titled “A study on Employer Employee Relationship” conducted in Joy Technologies Private LTD is to analyze the relationship of employer and employee. The employer-employee relationship is a complex dynamic that exists between an employer, who hires and pays employees, and an employee, who provides labor and services to the employer in exchange for compensation. This relationship is typically governed by a contract or agreement, which outlines the rights and responsibilities of both parties. Key aspects of the employer-employee relationship include job duties, compensation, benefits, working conditions, performance expectations, and the duration of the employment relationship. Maintaining a positive and productive employer-employee relationship is essential for the success of any business or organization, as it can impact employee morale, job satisfaction, productivity, and ultimately the company's bottom line. The study examines the different aspects of the relationship, such as communication, trust, respect, job satisfaction, employee motivation, and organizational commitment. It also investigates the impact of organizational policies and practices, such as compensation and benefits, training and development, and performance management, on the employer-employee relationship. The findings of this research can help organizations develop effective strategies to improve the quality of their relationships with their employees. Such strategies may include improving communication channels, providing fair compensation and benefits, recognizing employee contributions, and promoting work-life balance. A positive employer-employee relationship can lead to increased job satisfaction, productivity, and employee retention, which in turn can benefit the organization's overall performance and success.

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CHAPTER-1

1. INTRODUCTION

1.1 INTRODUCTION ABOUT THE TOPICS:

The employer-employee relationship is a professional connection between an employer and an employee, governed by a contract or agreement. Employers have the responsibility to provide a safe and healthy work environment, pay employees in accordance with the agreed-upon terms, provide benefits, and comply with laws and regulations related to employment. Employees have the responsibility to perform their job duties to the best of their abilities, comply with the employer's policies and procedures, and uphold ethical standards. Effective communication and mutual respect are essential for a healthy employer-employee relationship.

The person in the general employee of another can be transferred to another employee and become the employee of the second employer. Whether or not the transferred employee becomes the employee of the second employer depends on whether the first employer passes to the second employer not only the right to control the employee's work. But also, their manager of performing it. It is enough to establish the employer/employee relationship if the employer has the right to control the employee's manner of performance of work regardless of whether the right is ever exercised. Facts which indicate that an employee remains in the original employer's service include the following.

The original employers right to select the employee to be loaned and to discharge that person at any time and send another person in his place.

The loaned employees' possession of a skills or special training required by the work for the second employer and employment at a daily or hourly rate for no definite period.

The relationship between employers and employees is a fundamental aspect of any organization, and it plays a critical role in the success of the organization. The quality of this relationship can significantly impact various factors, including employee motivation, job satisfaction, productivity, and organizational commitment. Hence, understanding the dynamics of the employer-employee relationship is essential for organizations to develop effective strategies that can help improve the relationship between employers and employees.

The study of employer and employee relationship is an important area of research that aims to investigate the various factors that influence the quality of this relationship. This research examines different aspects of the relationship, such as communication, trust, respect, job satisfaction, employee motivation, and organizational commitment. It also explores the impact of organizational policies and practices, such as compensation and benefits, training and development, and performance management, on the employer-employee relationship.

The purpose of this study is to provide insights into the dynamics of the employer-employee relationship and identify critical elements that contribute to its success or failure. By understanding these factors, organizations can develop effective strategies to improve the quality of their relationship with their employees. The findings of this study can also help organizations to promote a positive work culture, employee engagement, and overall organizational performance.

1.2 INDUSTRY PROFILE:

Digital marketing is a rapidly growing industry that uses digital channels and technologies to promote products or services, build brand awareness, engage with customers, and drive conversions. The industry includes a wide range of tactics and channels, including search engine optimization (SEO), social media marketing, content marketing, email marketing, mobile marketing, pay-per-click advertising (PPC), and more. According to a report by Research and Markets, the global digital marketing industry was valued at \$300 billion in 2019 and is expected to reach \$720 billion by 2026, growing at a CAGR of 12.8% from 2021

to 2026. The industry is driven by the increasing adoption of digital technologies, the proliferation of mobile devices, and the growing importance of online channels in the consumer decision-making process. One of the key trends in the digital marketing industry is the shift towards personalized and targeted marketing. With the vast amount of data available, marketers are now able to target specific audiences with tailored messages and offers, leading to more effective and efficient campaigns. Another trend is the growing importance of social media marketing, as platforms like Facebook, Instagram, and TikTok continue to gain popularity among consumers. The digital marketing industry is highly competitive, with many companies and agencies vying for clients and market share. Some of the leading players in the industry include Google, Facebook, Amazon, and Microsoft, as well as a variety of specialized agencies and consultants. As the industry continues to evolve, we will likely see continued innovation and disruption, driven by new technologies and changing consumer.

1.3 COMPANY PROFILE:

Joy Technologies is a registered trademark brand of Joy Kingdom Software Services, a startup IT company that provides innovative and cutting-edge solutions to businesses across various industries. Joy Technologies has been servicing clients since 2020 and has an estimated 200+ employees, with the company still actively hiring talented individuals to join its team.

COMPANY LOGO



FIG 1.1

Joy Technologies is a company that operates in the Information Technology and Services industry. It employs 6-10 people and has \$1M-\$5M of revenue. The company is headquartered in Chennai, Tamil Nadu, India. Joy Technologies is committed to building brands that solve problems and create an impact. We turn ideas and visions into products and services.

Joy Technologies is a registered trademark brand of Joy Kingdom Software Services, a startup IT company that provides innovative and cutting-edge solutions to businesses across various industries. Joy Technologies has been servicing clients since 2020 and has an estimated 220 employees, with the company still actively hiring talented individuals to join its team.

1.4 RENDERING SERVICES

1.4.1 Link Doctor.io



Fig1.2

Link Doctor helps brands increase their sales and search rankings through high-quality organic backlinks. Through effective blogger outreach, guest posting services, and end-to-end SEO management, we help companies increase their online footprint and grow to the next level.

1.4.2 Joy of android



Fig1.3

Joy of Android is an informational product devoted to helping Android users get the most of their digital experience. We publish tech-driven content that gives our users all the latest tools, news, information, reviews and apps they need to fully enjoy the Android operating system.

1.4.3 Go schooler



Fig1.4

Go Schooler is a complete school management software platform to manage School's administrative, communication, and organizational needs. Go Schooler's cloud-based platform makes schools more efficient and effective at what they do.

1.5 NEED FOR THE STUDY:

The study of employer-employee relationships is essential for several reasons, including:

Effective Communication:

Good communication is essential for a healthy employer-employee relationship. By studying this relationship, individuals can learn how to communicate effectively with their employers or employees, which can lead to better working relationships.

Employee Retention:

Employees are more likely to stay with an organization where they feel valued and respected. Studying the employer-employee relationship can help organizations understand what motivates their employees and how to create a positive work environment that fosters loyalty.

Productivity:

A positive employer-employee relationship can improve productivity by reducing conflicts and increasing job satisfaction. When employees feel that their employer cares about their well-being, they are more likely to be motivated and engaged in their work.

Legal Compliance:

Employers have legal responsibilities to their employees, and studying the employer-employee relationship can help organizations understand their legal obligations. Employers who fail to meet their legal responsibilities may face legal action, which can be costly and damaging to their reputation.

Workplace Culture:

The employer-employee relationship plays a crucial role in shaping the workplace culture. By studying this relationship, individuals can learn how to

create a positive work environment that fosters teamwork, collaboration, and innovation.

1.6 STATEMENT OF THE PROBLEM:

There are many potential problems that can arise. Some common issues that may arise include:

Compensation:

Employees may feel that they are not being fairly compensated for their work, which can lead to resentment and reduced productivity. Employers may struggle to balance the need to pay competitive salaries with the need to control costs.

Benefits:

Employees may also be dissatisfied with their benefit packages, which can include things like health insurance, retirement plans, and paid time off. Employers may need to navigate complex legal requirements and financial considerations when designing benefits packages.

Communication:

Effective communication is essential in any workplace, but it can be challenging to maintain clear lines of communication between employers and employees. Misunderstandings or a lack of clarity can lead to conflict and reduce morale.

Discrimination:

Discrimination based on race, gender, age, or other factors can be a serious problem in some workplaces. Employers must ensure that they comply with anti-discrimination laws and create a culture of inclusivity.

Work-life balance:

Many employees struggle to balance the demands of work and personal life, which can lead to burnout and reduced job satisfaction. Employers may need to

implement policies and programs to support work-life balance, such as flexible scheduling or remote work options.

1.7 SCOPE OF THE STUDY:

The scope of the study of employer-employee relationships is vast and can cover several areas. Some of the areas that can be included in this study are:

Communication:

This involves studying the communication patterns between employers and employees, including how they communicate, what they communicate, and the impact of communication on the relationship.

Leadership:

The study can also focus on leadership styles, including how they affect the employer-employee relationship and the best practices for effective leadership.

Motivation:

understanding the motivational factors that drive employees and how employers can foster a positive work environment that motivates their employees

Performance management:

This involves studying the various approaches used by employers to manage employee performance and how they affect the relationship.

Conflict resolution:

Understanding the various conflict resolution methods, including how to prevent conflicts and how to handle them when they arise.

Legal compliance:

Studying the legal requirements and obligations of employers towards their employees, including labour laws, safety regulations, and employee benefits.

Diversity and inclusion:

Understanding the impact of diversity and inclusion on the employer-employee relationship and the benefits of promoting diversity and inclusion in the workplace..

1.8 OBJECTIVES OF THE STUDY:

PRIMARY OBJECTIVES:

To study the importance of employer-employee relationship

SECONDARY OBJECTIVES:

- 1.To study the employer – employee relations in “Joy technology private LTD”
2. To study different aspects including in employer-employee relationship
- 3.To study its impact on the performance of the employees.
- 4.To Suggests the different steps for making employer – employee relationship effective if there is any deviation

1.9 LIMITATIONS OF STUDY:

1. The result of the study is based only on the view expressed by the Employer and Employee in Joy technology private limited.
2. The survey has been conducted only taking 104 respondents as a sample size.

1.10 CHAPTER FRAMEWORK:

CHAPTER 1: INTRODUCTION

This chapter consists of Introduction about the Topic, Industry profile, Company profile, Product profile, statement of the problem, need for the study, scope of the study, Objectives of the study, limitations of the study.

CHAPTER 2: REVIEW OF LITERATURE

This chapter consists of research paper of authors who had been conducted the research study on relationship of employer and employee.

CHAPTER 3: RESEARCH METHODOLOGY

This chapter consists of research design, methods of data collection, sample size, sample method, period of the study, statistical tools and hypothesis of the study.

CHAPTER 4: DATA ANALYSIS AND INTERPRETATION

This chapter consists of analyses of data which is collected through questionnaire and chi-square is used as a tool to analyses the study.

CHAPTER 5: FINDINGS, SUGGESTIONS, AND CONCLUSION

This chapter consists of findings, suggestions and conclusion for the study

CHAPTER – 2

2. REVIEW OF THE LITERATURE

2.1 REVIEW OF THE LITERATURE:

Cole (1997) - Organization should acknowledge the supreme importance of formal communication channel in organization, and ensure the adequate mechanism exist to stimulate and channel the exchange of information suggestion, feelings, and opinion between management and employer.

Dawson (1995) - Acknowledged that the achievement of organizational objectives depends upon employment relations, evidence from (Limerick 1992) suggests the individual empowering should be consisted in the event of strategic changes.

Torrington and Hall (1998) - Refers to the relationship between employer and management as a frame work of organizational justice consisting of organizational culture and management style as well as rules and procedure sequences for grievance and conflict management indeed the objective of employee relationship is to achieve harmonious employee relations and minimize conflict practices in employment.

Cutter Buck (1993) - Also added by identifying some roles of communication which they classify as task, communication, educational and motivational communication.

Smith Granny (1978) - Employee relationship technique refers to approaches which are used to make considerable differences which include the following through monetary rewards, improving the quality of working condition plus job enrichment, promotion, credits for work done and job security create relationship with employees.

Dreharash Brez (1988) - Employers must provide the employee with all his rights in the workplace, while the employee must fulfil his responsibilities as per the employment contract. It is therefore essential that the rights and

responsibilities of employees and employers are known and understood. NERA in a way that can be understood by both groups.

Henderson (2008) - Collective bargaining in a situation where representatives of both parties come together to negotiate on matters relating to pay, terms of employment, and working conditions, in recent years there has been a shift from the traditional collective bargaining method to a more individualized method of bargaining

Beardwell and Claydon (2007) - Performance and reward management relate to the use of individualized pay and performance management. This factor determines behavior in terms of motivation, communication, and level of commitment

Marchington and Wilkinson (2008) - Employee involvement is a form of employer-employee relation that allows more participation of employees in organizational decisions; this is when employees can influence decisions that are normally reserved for management

Erickson and Gratton (2007) - Effective communication is essential to building a strong employer-employee relationship. A study found that communication was positively associated with job satisfaction and organizational commitment among employees.

Dirks and Ferrin (2002) - Trust between employers and employees is another important factor in the relationship. A study found that trust was positively related to job performance and organizational commitment and negatively related to turnover intentions.

Cropanzano and Mitchell (2005) - Employees who perceive that they are treated fairly by their employers are more likely to have positive attitudes and behaviors towards their work. A study found that perceptions of distributive justice, procedural justice, and interactional justice were all positively related to job satisfaction and organizational commitment.

Eisenberger et al. (1986) - The extent to which employers provide support to their employees can impact the employer-employee relationship. A study found that perceived organizational support was positively related to job satisfaction and organizational commitment and negatively related to turnover intentions.

Hackman and Oldham (1975) - The nature of the job itself can also impact the employer-employee relationship. A study found that jobs that were high in task variety, autonomy, and feedback were associated with higher levels of job satisfaction and motivation.

Avolio et al. (2004) - The behavior of managers and supervisors can have a significant impact on the employer-employee relationship. A study found that transformational leadership was positively related to job satisfaction, organizational commitment, and job performance.

Beardwell and Claydon (2007) - The employment relationship aspect deals with the role and influence of the law, which determines the rights and responsibilities or rules that govern the behavior of both employer and employee and has an impact on how the relationship works out. However, in recent years, newer concepts have emerged in human resource management that have considerably changed relationships that were formally dependent upon the interaction of formal legal regulations.

Henderson (2008) - Collective bargaining is a situation where representatives of both parties come together to negotiate on matters relating to pay, terms of employment, and working conditions. In recent years, there has been a shift from the traditional collective bargain to a more individualized method of bargaining.

Beardwell and Claydon (2007) - Performance and reward management relate to the use of individualized pay, performance-related pay, and performance management. These factors determine behavior in terms of motivation, communication, and level of commitment.

Marchington and Wilkinson (2008) - Employee involvement is a form of employer-employee relations that allows more participation by the employee in

organizational decisions; this is when employees can influence decisions that are normally reserved for management

Marchington and Wilkinson (2008) - Employee relations are characterized by both conflict and cooperation. The management of employee relations as vital to the success or failure of an organization, and it is seen as central to human resource management.

Dumisani Xesha (2014) - A relationship analysis was considered for the study. This survey regulates the business owners' opinions about relationships and their belief that these play a significant role in the success of their business. The business owners avoid a destructive relationship with their employees. The result shows the critical role played by positive employee relationships.

Dr. B. Devamaindhan, (2014) - A good relationship is the best way to run any business. It improves work performance, and an employee's feedback is a must to analyse both positive and negative aspects. This research paper shows employee involvement is important for changing employee's attitudes.

Beardwell and Claydon, (2007) - The employment relationship aspect deals with the role and influence of the law, which determines the rights and responsibilities or rules that govern the behavior of both employer and employee and has an impact on how the relationship works out. However, in recent years, newer concepts have emerged in human resource management that have considerably changed relationships that were formally dependent upon the interaction of formal legal regulations.

Edwards (2003) - Described the relationship between employer and employee as a system where both parties have common and divergent interests. This is a situation where employer and employee communicate their requirements and views to one another in terms of agreement on work-related issues.

A. Mani, (2017) - Employee Relationship Management has focused on enabling to cooperate on typical managerial tasks with their employers. ERM is useful to manage and improve performance of both employees and management. It also supports the development of management

CHAPTER 3

3.RESEARCH METHODOLOGY

3.1 Introduction:

Research methodology involves specific techniques that are adopted in research process to collect, assemble and evaluate data. It is the process used in collecting and analyzing information to increase our understanding of a topic or issue. It consists of three steps: putting forward a question, collecting data to answer the question and presenting an answer to the question. Methodology is the systematic, theoretical analysis of the methods applied to a field of study. It defines those tools that are used to gather relevant information in a specific research study. Surveys, questionnaires and interviews are the common tools of research.

3.2 RESEARCH DESIGN:

The research design applied for the study is described as ‘descriptive research’ study.

3.3 METHODS OF DATA COLLECTION:

This study involves both primary and secondary data.

PRIMARY DATA:

The present study data have been collected through questionnaire

SECONDARY DATA:

Secondary data has been collected from company websites, journals, books and internet.

3.4 SAMPLE SIZE:

The sample size chosen for the study is 104 respondents.

3.5 SAMPLE METHOD:

Convenience sampling is used as a sample method for the study.

3.6 PERIOD OF THE STUDY:

The research study was conducted for 3 months.

3.7 ANALYTICAL TOOLS:

Several analytical tools can be used to measure and analyze the employer and employee relationship. The choice of tool will depend on the research question, the specific aspects of the relationship being measured, and the resources available for data analysis.

Percentage analysis is used as an analytical tool for the study

PERCENTAGE ANALYSIS

Percentage analysis Percentage refers to a special kind of ratio. Percentage is used in making comparison between two or more series of data, Percentage is used to describe relationship. It can be used to compare the relative terms, the distribution of two or more series of data.

Percentage of Respondents = (No. of respondents/Total) * 100

To conduct a percentage analysis for employer and employee relationships, you would need to gather feedback from both employers and employees. This feedback can be collected through surveys, interviews, or performance evaluations.

Once you have collected the feedback, you can calculate the percentage of employers and employees who are satisfied with the relationship by dividing the number of satisfied employers or employees by the total number of employers or employees who provided feedback and multiplying by 100.

For example, if you received feedback from 50 employers and 40 of them were satisfied with their relationship with their employees, the percentage of employer

satisfaction would be 80% ($40/50 \times 100$). Similarly, if you received feedback from 100 employees and 70 of them were satisfied with their relationship with their employer, the percentage of employee satisfaction would be 70% ($70/100 \times 100$).

You can also break down the satisfaction percentage by specific aspects of the relationship, such as communication, feedback, recognition, work-life balance, etc. This can help you identify areas for improvement and better tailor your management style and employee benefits to the needs and preferences of your employees.

CHAPTER 4

4.1 DATA ANALYSIS AND INTERPRETATION:

TABLE 4.1 SHOWS GENDER OF RESPONDENT'S.

GENDER	NO OF RESPONDENT'S	PERCENTAGE (%)
MALE	64	62.40
FEMALE	40	37.06
TOTAL	104	100

SOURCE: PRIMARY DATA

INTERPRETATION:

From the above table it is inferred that 62.40% of the respondents are male, 37.06% of the respondents are female.

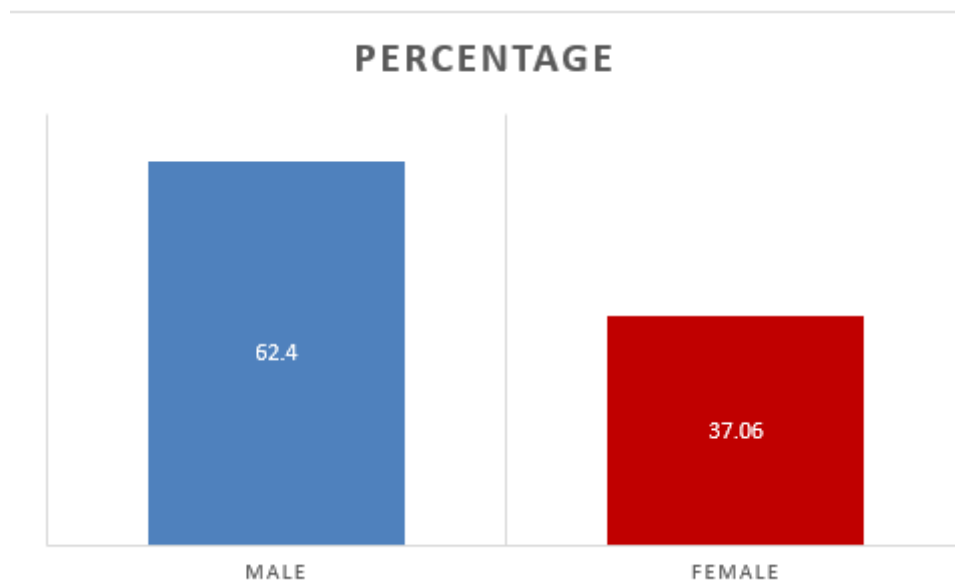


FIGURE 4.1(a) SHOWS GENDER OF RESPONDENT'S

TABLE 4.2 SHOWS AGE OF RESPONDENT'S.

AGE	NO. OF RESPONDENT'S	PERCENTAGE (%)
18-25 YEARS	54	51.92
26-40 YEARS	38	36.54
41-60 YEARS	12	11.54
TOTAL	104	100

SOURCE: PRIMARY DATA

INTERPRETATION:

In the above table it is inferred that 51.92% of the respondents are the age group of 18- 25 years, 36.54% of the respondents are the age group of 26-40 years, 11.54 % of the respondents are the age group of 41-60 years.

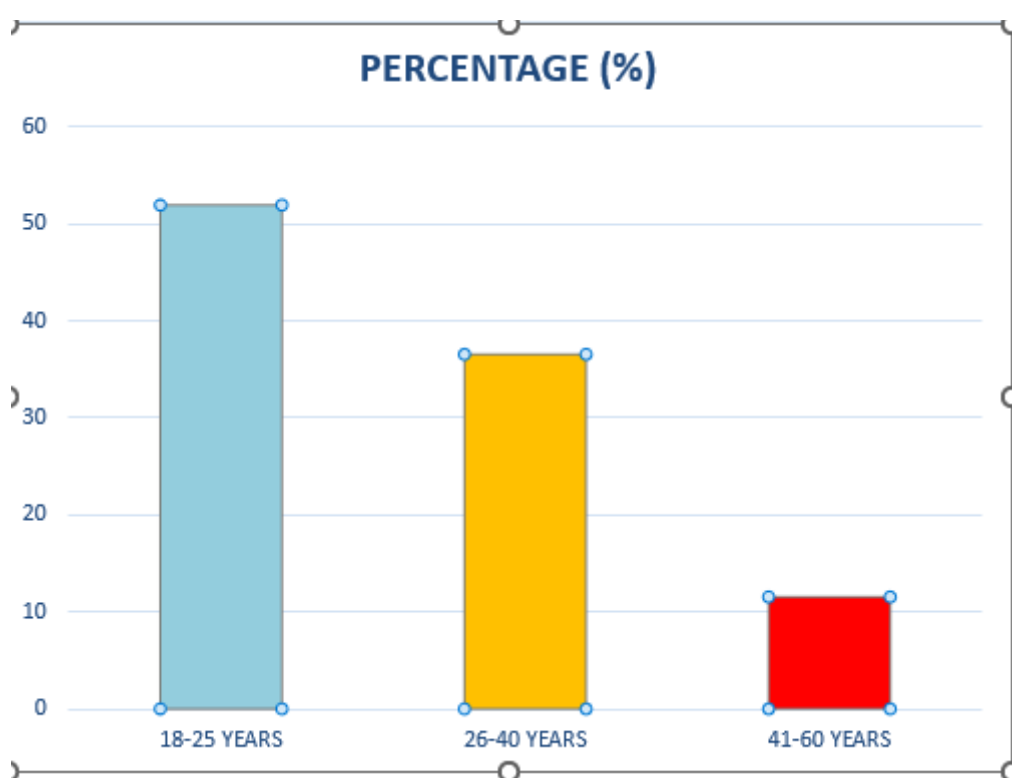


FIGURE 4.2(b) SHOWS AGE OF RESPONDENT'S.

TABLE 4.3 SHOWS DISTRIBUTION OF RESPONDENTS BASED ON EDUCATIONAL STATUS.

EDUCATIONAL STATUS	NO. OF RESPONDENT'S	PERCENTAGE (%)
HSC	4	3.9
Diploma	26	25
Under Graduate	52	50
Post Graduate	22	21.2
TOTAL	104	100

SOURCE: PRIMARY DATA

INTERPRETATION:

In the above table, 3.9% of the respondents are completed HSC, 25% of the respondents are completed Diploma, 50% of the respondents are Under graduate, 21.2% of the respondents are Post graduate.

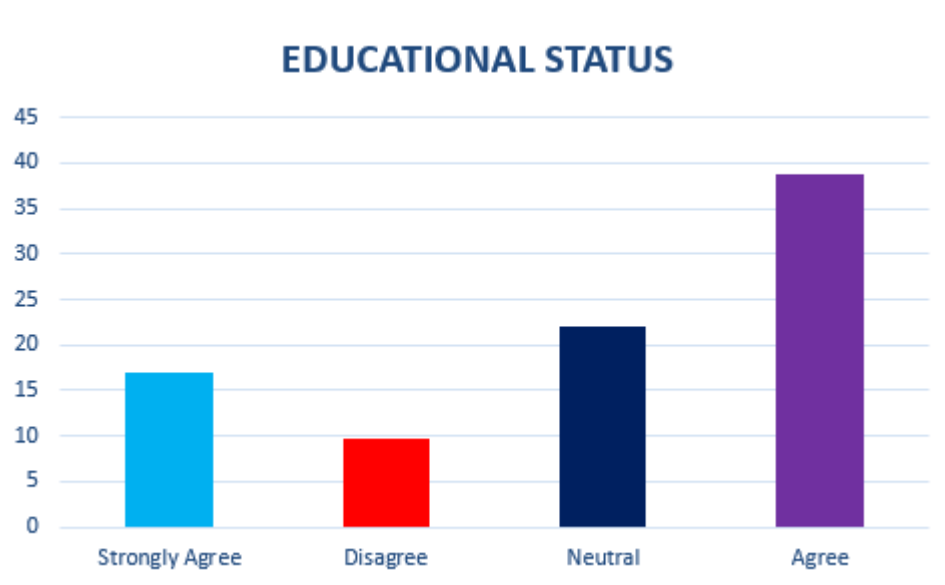


FIGURE 4.3(c) SHOWS DISTRIBUTION OF RESPONDENT'S BASED ON EDUCATIONAL STATUS.

TABLE 4.4 SHOWS OPINION OF EMPLOYEE ABOUT EFFECTIVE COMMUNICATION WITH EMPLOYER.

PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
Strongly disagree	18	17.3
Disagree	10	9.6
Neutral	23	22.1
Agree	35	38.7
Strongly agree	18	17.3
Total	104	100

SOURCE: PRIMARY DATA

INTERPRETATION:

From the above table 38.7% of employees agreed that they had effective communication with their employer, while 22.1% said that there had been neutral communication, 17.3% strongly disagreed that there had been effective communication with employer, 17.3% strongly agreed that there had been effective communication with employer, and 9.6% disagreed that there had been effective communication with employer.

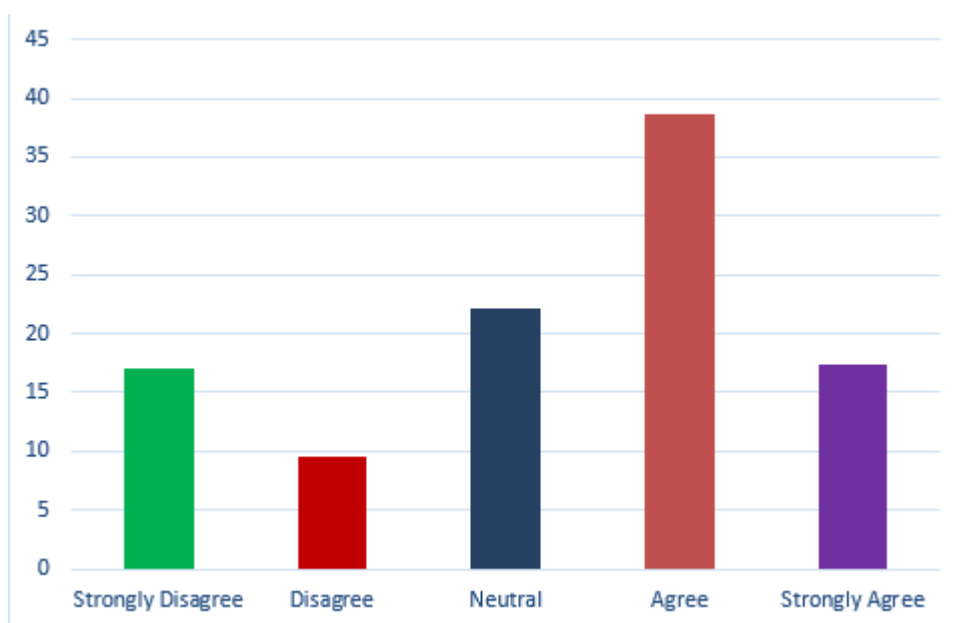


FIGURE 4.4(d) RESPONSES BASED ON EFFECTIVE COMMUNICATION

TABLE 4.5 EMPLOYER HAS CLEAR AND SPECIFIC EXPECTATION OF THE ROLE

PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
Agree	36	34.6
Strongly agree	20	19.2
Neutral	20	19.2
Disagree	15	14.4
Strongly disagree	13	12.5
Total	104	100

SOURCE: PRIMARY DATA

INTERPRETATION:

From the above table 34.6% of employees agreed that their employers have clear expectations for their roles, 19.2% of employees strongly agree that their employers have clear expectation for their roles, 19.2% of employees have a neutral opinion about their employers' clear expectation for their roles, 14.4% of employees disagree that their employers have clear expectation for their roles, and 12.5% of employees strongly disagree that their employers have clear expectation for their roles.

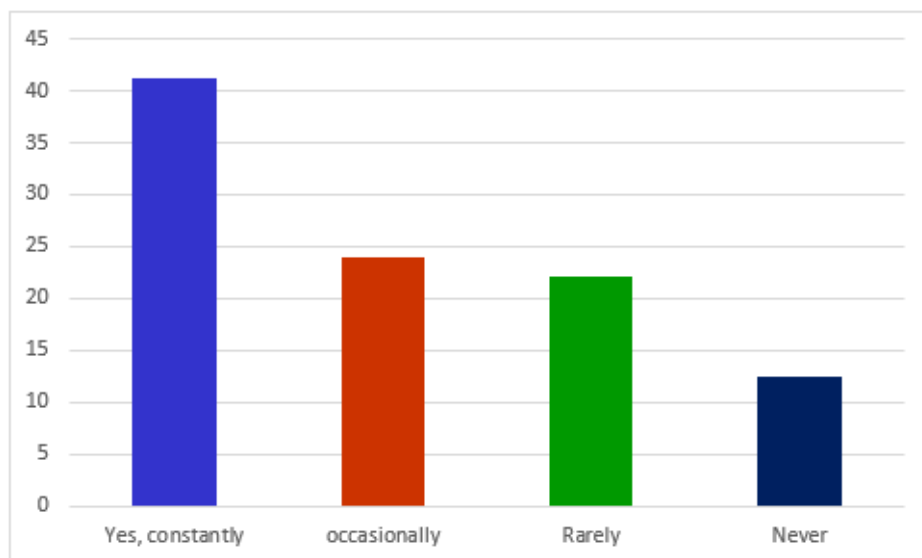


FIGURE 4.5(e) RESPONSES BASED ON EXPECTATIONS OF THE ROLE

TABLE 4.6 RESPONSES ABOUT THE EMPLOYER RECOGNIZE AND REWARD ABOUT THEIR HARDWORK AND ACHIEVEMENTS.

PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
Yes, constantly	43	41.3
occasionally	25	24
Rarely	23	22.1
Never	13	12.5
Total	104	100

SOURCE: PRIMARY DATA

INTERPRETATION:

From the above table 41.3% of the employees says that they are constantly recognize and reward they for their hard work and achievement and 24% of the employees says that they occasionally recognize and reward for their hard work and achievement and 22.1% of the employees says that they rarely recognize and reward for their hard work and achievements and 12.5% of the employees says that they are never recognized for their hard work and achievements.

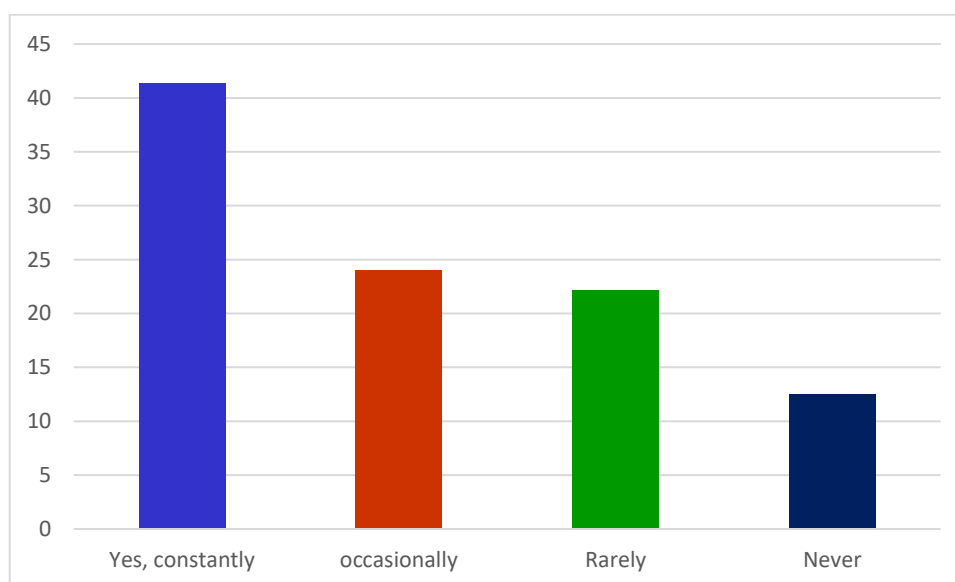


FIGURE 4.6(f) RESPONSE BASED ON REWARD FOR HARDWORK AND ACHIEVEMENTS.

TABLE 4.7 WAY OF HANDLING CONFLICTS OR DISAGREEMENTS WITH THEM IN A RESPECTFUL AND CONSTRUCTIVE MANNER

PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
Always	45	43.3
Sometimes	30	28.8
Rarely	16	15.4
Never	13	12.5
Total	104	100

SOURCE: PRIMARY DATA

INTERPRETATION:

From the above table 43.3% of employees say that their employers always handle conflicts or disagreements with them in a respectful and constructive manner, 28.8% say that their employers sometimes handle conflicts or disagreements with them in a respectful and constructive manner, 15.4% say that their employers rarely handle conflicts or disagreements with them in a respectful and constructive manner, and 12.5% say that they never experience a conflict or disagreement with their employers in a respectful and constructive manner.

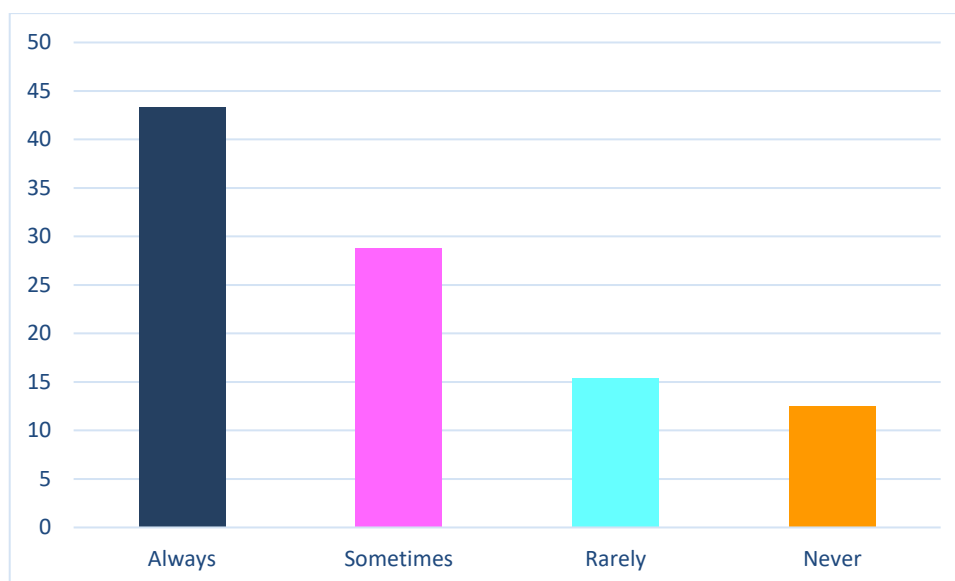


FIGURE 4.7(g) RESPONSES BASED ON HANDLING A CONFLICTS OR DISAGREEMENTS

TABLE 4.8 EMPLOYER PROVIDES AN OPPORTUNITY TO DEVELOP NEW SKILLS

PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
Agree	39	37.5
Strongly agree	25	25
Disagree	15	14.4
Neutral	14	13.5
Strongly disagree	10	9.6
Total	104	100

SOURCE: PRIMARY DATA

INTERPRETATION:

From the above table 37.5% of employees agree that their employers give them a chance to learn a new skill, 25% of employees strongly agree that their employers give them a chance to learn a new skill, 14.4% of employees disagree that their employers give them a chance to learn a new skill, 13.5% of employees are neutral about whether or not their employers give them a chance to learn a new skill, and 9.6% of employees disagree that their employers give them a chance to learn a new skill.

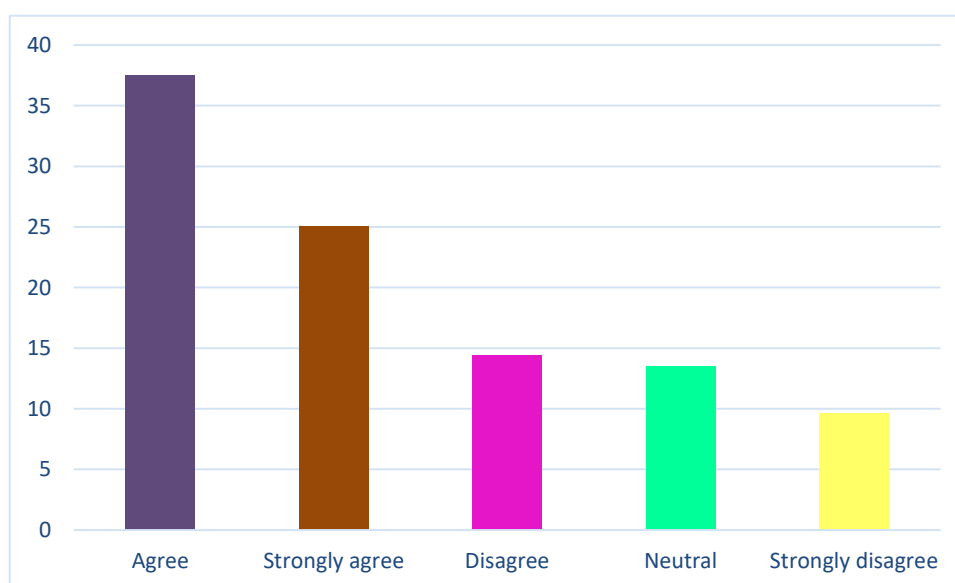


FIGURE 4.8(h) RESPONSES ON PROVIDING AN OPPORTUNITY TO DEVELOP NEW SKILLS

TABLE 4.9 EMPLOYER PROVIDE PROPER FACILITY TO WORK MORE EFFICIENTLY

PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
Strongly Agree	27	25.9
Strongly Disagree	22	21.2
Neutral	22	21.2
Agree	22	20.2
Disagree	11	10.6
Total	104	100

SOURCE: PRIMARY DATA

INTERPRETATION:

From the above table 25.9% of employees strongly agree that their employer provides a proper facility for them to work more efficiently, 21.2% of employees strongly disagree that their employer provides a proper facility for them to work more efficiently, 21.2% of employees are neutral about the employer providing their proper facility for them to work more efficiently, 20.2% of employees agree that their employee provides a proper facility for them to work more efficiently, and 10.6% of employees strongly disagree that their employer provides a proper facility for them to work more efficiently.

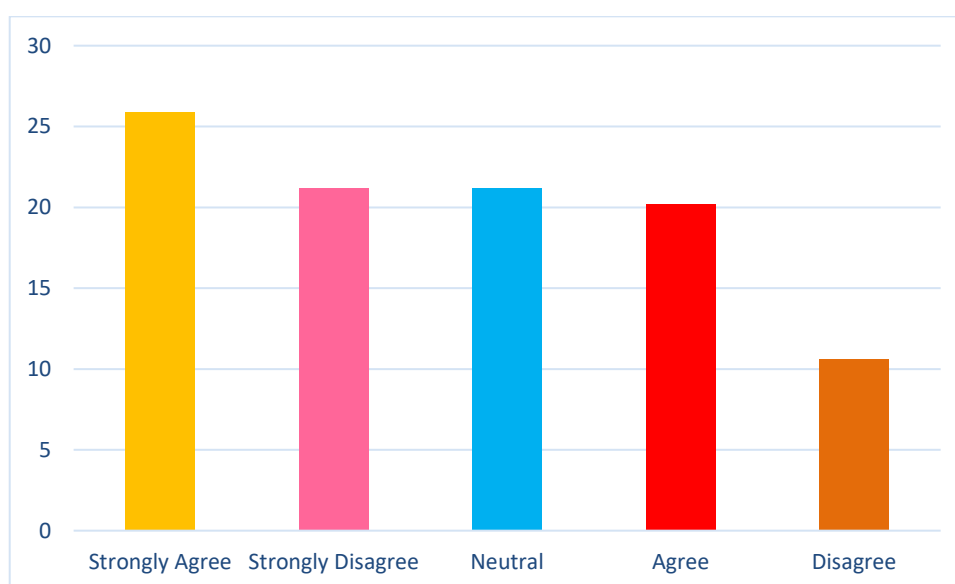


FIGURE 4.9(i) RESPONSES BASED ON PROVIDING AN PROPER WORK FACILITY TO WORK MORE EFFECIENTLY

TABLE 4.10 EMPLOYER WILL SETTLE THEIR SALARY/BONUS WITHOUT ANY DELAY

PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
Agree	39	37.5
Neutral	22	21.2
Strongly Agree	19	18.3
Disagree	14	14.5
Strongly Disagree	10	9.6
Total	104	100

SOURCE: PRIMARY DATA

INTERPRETATION:

From the above table 37.5% of employees agree that their employers will pay their salaries and bonuses promptly, 21.2% of employees are neutral about that their employers will pay their salaries and bonuses promptly, 18.3% of employees strongly agree that their employers will pay their salaries and bonuses promptly, 14.5% of employees disagree that their employers will pay their salaries and bonuses promptly, and 9.6% of employees are Strongly disagree their employers will pay their salaries and bonuses promptly.

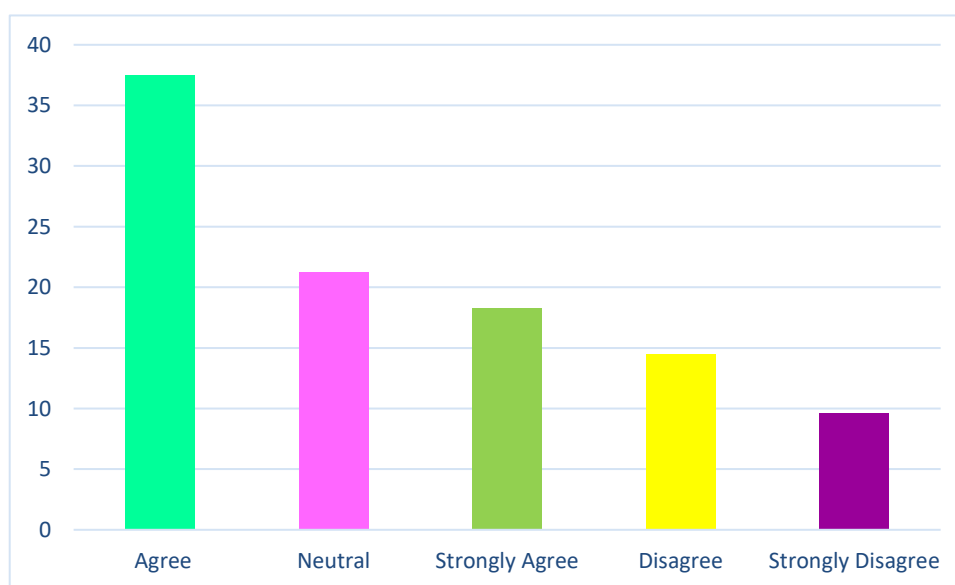


FIGURE 4.10(j) RESPONSES BASED ON SETTLEMENT OF SALARY/BONUS BY EMPLOYER WITHOUT ANY DELAY

TABLE 4.11 OFFERING TRANSPORT SERVICES TO EMPLOYEES IN EMERGENCY CASES

PERCENTAGE	NO OF RESPONDENTS	PERCENTAGE
At option	33	31.7
Only when registered	26	25
Frequently	23	22.1
Never	22	21.2
Total	104	100

SOURCE: PRIMARY DATA

INTERPRETATION:

From the above table 31.7% of the employees says that the company offer transport services to employee at option in emergency cases and 25%of the employees says that company offers transport services only when they registered in case of emergency and 22.1% of the employees says that company offers transport services frequently in emergency cases and 21.2% of employees says that company never offer transport services in emergency cases.

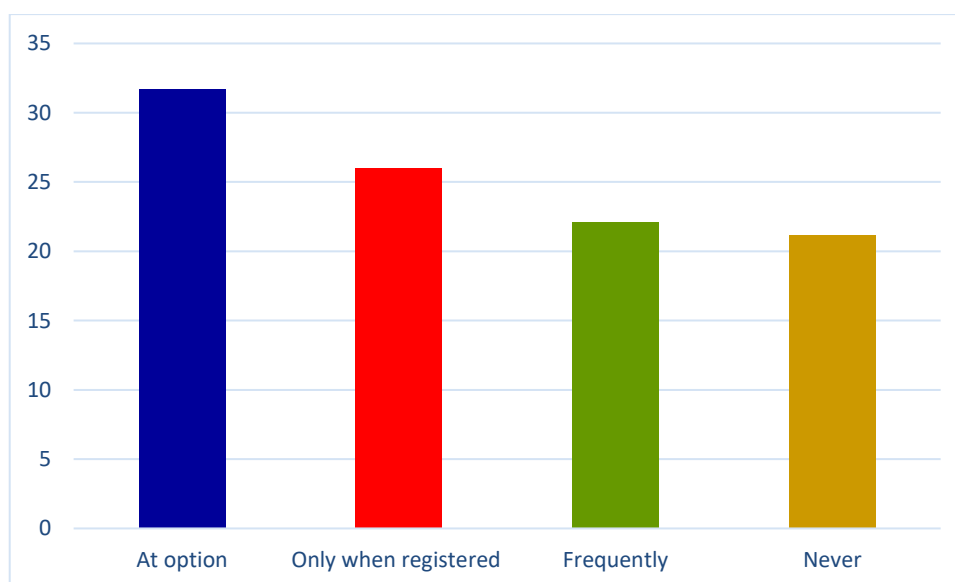


FIGURE 4.11(k) RESPONSES ON TRANSPORT SERVICES OFFERED TO EMPLOYEES IN EMERGENCY CASES

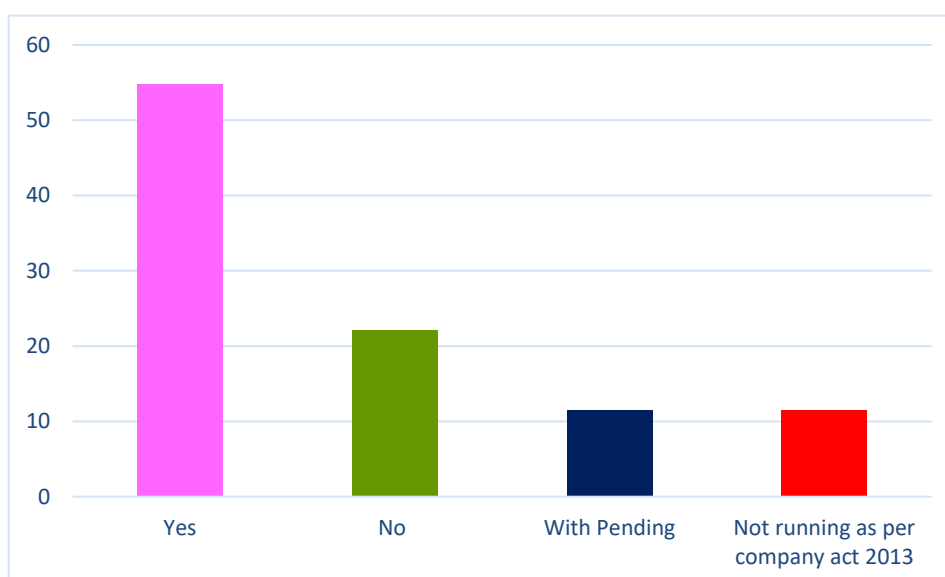
**TABLE 4.12 STATUTORY DUTIES FOLLOWED BY THE COMPANY AS
PER THE COMPANY ACT 2013.**

PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
Yes	57	54.8
No	23	22.1
With Pending	12	11.5
Not running as per company act 2013	12	11.5
Total	104	100

SOURCE: PRIMARY DATA

INTERPRETATION:

From the above table the 54.8% employees say the statutory duties are followed and provided by the company as per the company act 2013 and 22.1% of the employees says no that the statutory duties are not followed by the company as per the company act 2013 and 11.5% of the employees says that the Statutory duties are in pending to be followed by the company 2013 and 11.5% of the employees say that the Statutory duties is not running as per the company at 2013.



**FIGURE 4.12(I) RESPONSES BASED ON STATUTORY DUTY FOLLOWED
BY COMPANY AS PER COMPANY ACT**

TABLE 4.13 EMPLOYEE RECEIVES BENEFITS AND OTHER CONTRIBUTIONS FROM THE EMPLOYERS.

PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
Strongly Agree	31	29.8
Agree	31	29.8
Strongly Disagree	17	16.3
Neutral	16	15.4
Disagree	9	8.7
Total	104	100

SOURCE: PRIMARY DATA

INTERPRETATION:

From the above table 29.8% of the employees strongly agree that they receive benefits and other contributions from their employers, 29.8% of the employees agree that they receive benefits and other contributions from their employers, 16.3% of the employees strongly disagree that they receive benefits and other contributions from their employers, 15.4% of the employees are neutral about receiving benefits and other contributions from their employers, and 8.7% of the employees disagree that they receive benefits and other contributions from their employers.

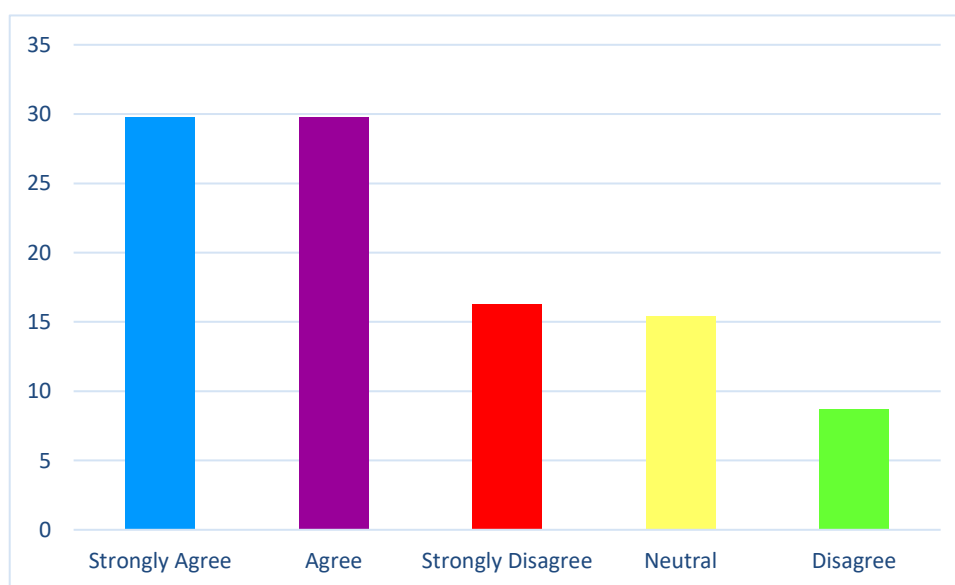


FIGURE 4.13(m) RESPONSES BASED ON EMPLOYEE RECEIVE BENFITS AND CONTRIBUTION FROM EMPLOYERS

TABLE 4.14 EMPLOYER PROMOTE TRUST AND OPEN COMMUNICATION.

PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
Strongly Agree	30	28.8
Strongly Disagree	25	24
Neutral	20	19.2
Agree	19	18.3
Disagree	10	9.6
Total	104	100

SOURCE: PRIMARY DATA

INTERPRETATION:

From the above table 28.8% of the employees strongly agree that their employer promote trust and open communication with them. 24% of the employees strongly disagree that their employer promote trust and open communication with them. 19.2% of the employees neutral about their employer promote trust and open communication with them. 18.3% of the employees agree that their employer promote trust and open communication with them. 9.6% of the employees disagree that their employer promote trust and open communication with them.

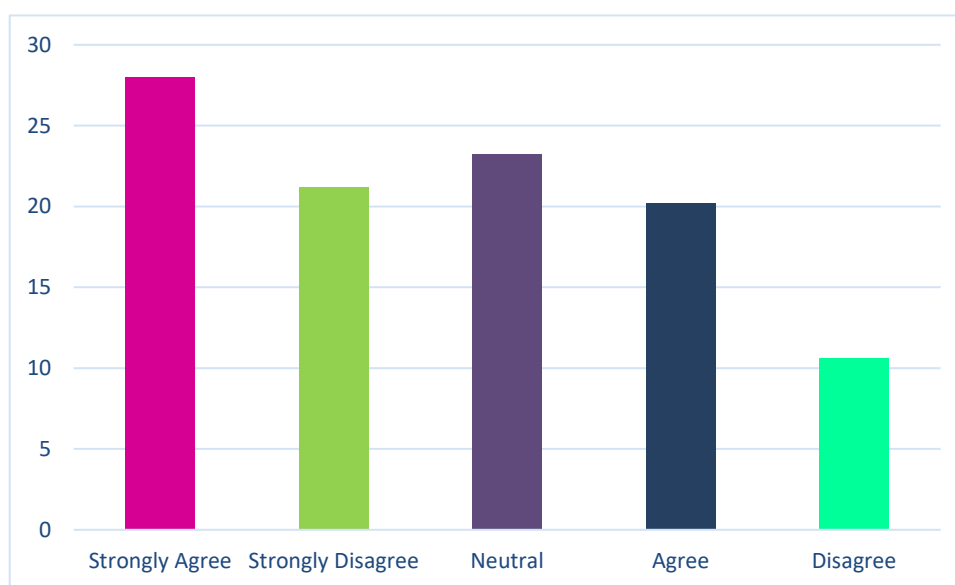


FIGURE 4.14(n) RESPONSES BASED ON EMPLOYER PROMOTE TRUST AND OPEN COMMUNICATION

TABLE 4.15 EMPLOYER ACTIVELY CONSIDER EMPLOYEE SUGGESTIONS AND ENCOURAGES PEAK PERFORMANCE.

PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
Agree	31	29.8
Strongly agree	31	29.8
Neutral	17	16.3
Disagree	16	15.4
Strongly disagree	9	8.7
Total	104	100

SOURCE: PRIMARY DATA

INTERPRETATION:

From the above table 29.8% of the employee agreed that the employer actively consider their suggestions and encourage their performance. 29.8% of the employee strongly agreed that the employer consider their suggestions and encourage their performance. 16.3% of the employee says that the employer neutrally consider their suggestions and encourage their performance. 15.4% of the employee disagree that the employer considers their suggestions and encourage their performance. 8.7% of the employee strongly disagree that the employer considers their suggestions and encourage their performance.

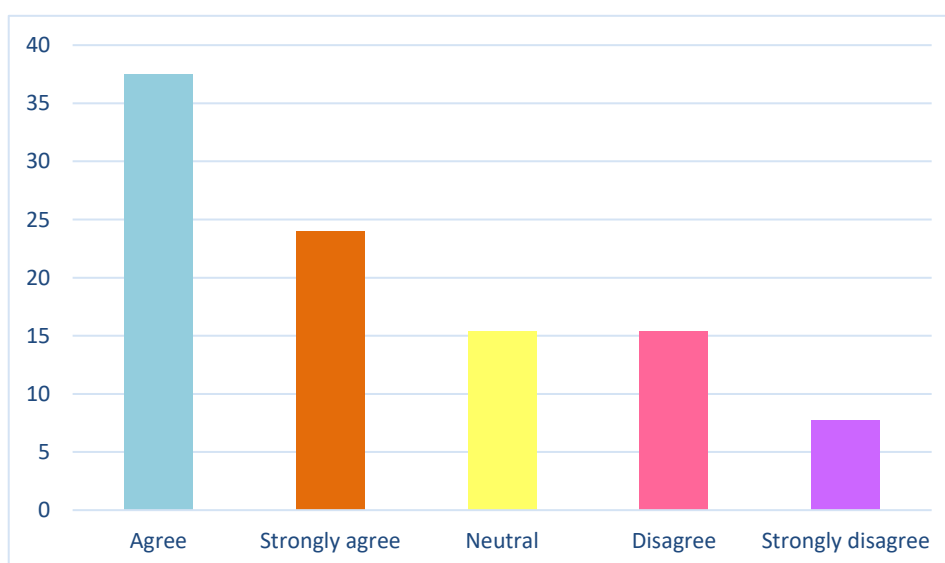


FIGURE 4.15(o) RESPONSES BASED ON EMPLOYER ACTIVELY CONSIDER EMPLOYEE SUGGESTION AND PERFORMANCE.

CHAPTER-5

5. FINDINGS SUGGESTIONS AND CONCLUSION

5.1 FINDING OF THE STUDY:

1. Majority of the respondents (62.40%) are male.
2. More than half of the respondents (51.92%) are between the ages of 18 and 25.
3. It has been reported that 50% of the respondents have an undergraduate educational background.
4. It was found that 38.7% of the employees have a positive and effective communication line with their employer.
5. A total of 34.6% of the employees acknowledged that their employers have a clear understanding of their job roles and expectations.
6. It has been found that 41.3% of the employees are frequently recognized and rewarded by their employers for their hard work and achievements
7. As per the survey, 43.3% of the employees confirmed that their employers always deal with conflicts or disagreements with respect and in a positive way.
8. 37.5% of the employees agreed that their employers provide them with opportunities to learn new skills
9. A total of 25.9% of the employees strongly agreed that their employer provides them with the necessary tools and equipment to work more productively.
10. It was found that 37.5% of the employees agree that their employers pay their salaries and bonuses promptly and without any issues.
11. 31.7% of the employees reported that their company provides transportation services to employees in emergency cases.
12. A total of 54.8% of the employees stated that their company follows the statutory duties and requirements as mandated by the Company Act of 2013.

13. As per the survey, 29.8% of the employees confirmed that they receive benefits and contributions from their employers.

14. It was found that 28.8% of the employees strongly agree that their employer values and promotes trust and open communication with them, which contributes to a positive work environment.

15. According to 29.8% of the employees, their employer takes their suggestions into account and supports their performance

5.2 SUGGESTIONS:

Based on the findings of studies on employer-employee relationships, here are some suggestions for employers to build and maintain positive relationships with their employees:

1. Communicate openly and frequently: Regularly communicate with your employees about the company's goals, expectations, and feedback. Provide opportunities for feedback and listen actively to your employees' suggestions and concerns.
2. Show respect and fairness. Treat your employees with respect and fairness, offering equal opportunities and fair compensation. Recognize and reward your employees' hard work and achievements.
3. Prioritize employee engagement: Engage your employees by providing them with opportunities to learn, grow, and develop their skills. Encourage open and honest communication, create a positive work environment, and provide meaningful work that aligns with their interests and strengths.
4. Offer work-life balance: Provide flexible work arrangements, such as remote work options or flexible scheduling, to help employees achieve a better work-life balance. Recognise that employees have personal responsibilities and provide support for them to balance work and personal commitments.
5. Build trust: Demonstrate trustworthiness and transparency in your actions and communications with your employees. Be open and honest about company decisions, and provide clear explanations for any changes or challenges.

By following these suggestions, employers can establish a positive working relationship with their employees, fostering an environment that promotes engagement, productivity, and loyalty.

5.3 CONCLUSION:

In conclusion, the relationship between employers and employees is critical for the success of any organisation. Employers who prioritise open communication, fairness, respect, employee engagement, work-life balance, and trust can build strong and positive relationships with their employees. These relationships can lead to better performance, increased job satisfaction, and employee retention.

Employers should recognise that their employees are their most valuable asset and invest in building a positive work environment that fosters growth, development, and mutual respect. By following the suggestions outlined above, employers can establish a culture of trust and collaboration that empowers employees to thrive, resulting in a win-win situation for both the employer and employees.

The relationship between employers and employees is a critical component of a successful workplace. Studies consistently show that a positive and healthy relationship between employers and employees leads to greater job satisfaction, productivity, and overall success for both parties. Effective communication, recognition and rewards for hard work, clear expectations for roles, opportunities for skill development, fair conflict resolution, and adherence to legal requirements are all factors that contribute to a positive employer-employee relationship. Building and maintaining this relationship requires ongoing effort and commitment from both employers and employees, and the benefits of a positive relationship can be seen in improved job performance, reduced turnover, and greater overall job satisfaction.

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ANNEXURE

QUESTIONNAIRE

“A STUDY ON EMPLOYER EMPLOYEE RELATIONSHIP WITH SPECIAL REFERENCE TO JOY TECHNOLOGY PRIVATE LTD”

PERSONAL DETAILS

1. Name:
2. Mail ID:
3. Gender:
 - a) Male
 - b) Female
4. Qualification:
 - a) HSC
 - b) Diploma
 - c) UG
 - d) PG
5. Age group:
 - a) 18-25
 - b) 26-35
 - c) 36-45
 - d) 46-50
 - e) Above

6. My employer communicates effectively with me.
- a. Strongly disagree
 - b. Disagree
 - c. Neutral
 - d. Agree
 - e. Strongly agree
7. My employer has clear and specific expectation of my role.
- a. Strongly disagree
 - b. Disagree
 - c. Neutral
 - d. Agree
 - e. Strongly agree
8. My employer recognizes and rewards me for my hard work and achievements.
- a. Yes, constantly
 - b. Occasionally
 - c. Rarely
 - d. Never
9. My employer handles conflicts or disagreements with me in a respectful and constructive manner.
- a. Always
 - b. Sometime
 - c. Rarely
 - d. Never
10. My employer provides me with an opportunity to learn and develop new skills.
- a. Strongly disagree
 - b. Disagree
 - c. Neutral
 - d. Agree
 - e. Strongly agree

11. My employer provide proper facilities to work more efficiently.

- a. Strongly disagree
- b. Disagree
- c. Neutral
- d. Agree
- e. Strongly agree

12. My employer will settle my salary/Bonus as mentioned while recruiting without any delay or negotiations.

- a. Strongly disagree
- b. Disagree
- c. Neutral
- d. Agree
- e. Strongly agree

13. Company offers transport services to the employees in n late night/in an emergency cases

- a. Frequently
- b. At option
- c. Never
- d. Only when registered

14. The statutory duties (i.e.: PF, EPF, PPF and ESIC) are followed and provided by company to employees as per the company act 2013.

- a. Yes
- b. No
- c. With pending
- d. Not running as per company act 2013

15. Employee receive contribution benefits and other contribution from the employer.

- a. Strongly disagree
- b. Disagree
- c. Neutral
- d. Agree
- e. Strongly agree

16. Employer promote trust and open communication.

- a. Strongly disagree
- b. Disagree
- c. Neutral
- d. Agree
- e. Strongly agree

17. Employer actively considers employee suggestions and encourages peak performance.

- a. Strongly disagree
- b. Disagree
- c. Neutral
- d. Agree
- e. Strongly agree