

**A STUDY ON EMPLOYEE – EMPLOYER RELATIONSHIP AT
RANGA WEAVES INDIA PVT.LTD**

**submitted in partial fulfillment of the requirements for the award of
Bachelor of Commerce**

by

RAGHUL KANNAN R

41740032



SCHOOL OF MANAGEMENT STUDIES

SATHYABAMA

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

CATEGORY-1 UNIVERSITY BY UGC

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



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BONAFIDE CERTIFICATE

This is to certify that this Project Report is the Bonafide work of **R. RAGHUL KANNAN** (Register no: 41740032) who carried out the internship Project Training at "**A STUDY ON EMPLOYEE – EMPLOYER RELATIONSHIP AT RANGA WEAVES INDIA PVT.LTD.,**" under our supervision for a period from January 2024 to march 2024.

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HOD

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Submitted for Viva Voce Examination held on _____

Internal examiner

External examiner

COMPLETION LETTER



RANGA WEAVES
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GSTIN : 33AACCR9722M1Z2
CIN : U17115TZ2005PTC011737 IEC No. : 3205017617

01.02.2024,
Erode.

To

Head of the Department,
Department of Commerce,
Sathyabama Institute of Science and Technology,
Chennai - 600 119.

Dear Sir / Madam,

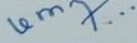
Sub: Acceptance letter for Final Project

We are happy to permit your student **R RAGHUL KANNAN** Reg No: 41740032 to carry his final year project in our company from **01.02.2024 to 25.03.2024**. During this period the student will be provided good platform for successful completion of the Project.

Thanking you,

Regards,

For Ranga Weaves India (P) Ltd.,


Authorised Signatory



DECLARATION

I RAGHUL KANNAN R (41740032) hereby declare that the project work was done by me under the guidance of Dr. R. JOYCE (Internal) and Mr. MAHESH (External) at RANGA WEAVES PVT.LTD.,3 Mariamman kovil street, vairapalayam, erode is submitted in partial fulfillment of the requirement for the award of Bachelor of Commerce.

DATE:

PLACE:

SIGNATURE OF THE CANDIDATE:

ACKNOWLEDGEMENT

I am pleased to acknowledge my sincere thanks to board of management of **SATHYABAMA** for their kind encouragement in doing this project and for completing it successfully. I am grateful to them.

I convey my thanks to **Dr. G Bhuvaneswari, MBA., PH.D., Dean – School of Management Studies** and **Dr. A. Palani, MCOM., M.Phil., MBA., Ph.D., Head of the Department, Dept. of Business Administration** for providing me necessary support and details at the right time during the progressive reviews.

I would like to express my sincere and deep sense of gratitude to my project guide **Dr. R. Joyce** for her valuable guidance, suggestions and constant encouragement paved way for the successful completion of my project work.

I wish to express my thanks to all Teaching and Non – teaching staff members of the **School of Management Studies** who were helpful in many ways for the completion of the training.

RAGHUL KANNAN R

ABSTRACT

The employee-employer relationship stands as the cornerstone of organizational dynamics, influencing both individual well-being and organizational effectiveness. This study endeavors to explore the intricate interplay of factors that shape this relationship, delving into its multifaceted dimensions and shedding light on both its strengths and limitations. This research provides insights about the employee – employer relationship and helps to provide more outcome on how to improve and maintain the employee – employer relationship. Questionnaire have been analyzed by collecting responses from the employees working the in the company. 117 responses were collected for this project Findings shows that majority of the employees believes that they get equal amount of opportunities for their personal growth and development. Majority of the employees are satisfied with the healthy work life balance and they say that they get sufficient training and suggestions from the employers.

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CHAPTER 1

INTRODUCTION

1.1 INTRODUCTION ON THE STUDY

The relationship between an employee and employer is a professional association where the employee provides services in exchange for compensation. It involves mutual expectations, with the employer setting tasks and standards, and the employee contributing skills and effort. Legal agreements, like contracts and labor laws, often govern this relationship, outlining rights, responsibilities, and working conditions. Effective communication and a positive workplace culture are essential for a successful employee-employer relationship

1.1.1 *Communication Channels:*

Open and transparent communication is vital. Employers need to keep employees informed about company updates, goals, and changes, fostering a sense of inclusion and shared purpose.

1.1.2 *Contractual Agreement:*

The foundation of the employee-employer relationship is often a contractual agreement. This document outlines terms and conditions, including job responsibilities, compensation, benefits, and expectations.

1.1.3 *Workplace Expectations:*

Employers set expectations regarding performance, behavior, and adherence to company policies. Clear communication of these expectations fosters a healthy work environment

1.1.4 Compensation and Benefits:

Employees receive compensation, which may include salary, wages, bonuses, and benefits like healthcare or retirement plans. Fair and competitive compensation is crucial for employee satisfaction

1.1.5 Legal Framework:

Employment laws and regulations define the rights and obligations of both parties. These includes minimum wage standards, working hours, anti-discrimination laws, and workplace safety regulations.

1.1.6 Performance Evaluation:

Regular performance assessments provide feedback on an employee's contributions and areas for improvement. This process helps in career development and aligning individual goals with organizational objectives.

1.1.7 Professional Development:

Employers often support employee growth through training and development programs. This investment benefits both the individual and the organization by enhancing skills and expertise. Furthermore, this research seeks to identify potential challenges and barriers that hinder the development of positive employee-employer relationships. Issues such as workplace conflicts, power dynamics, and disparities in communication channels will be analysed to offer insights into effective conflict resolution strategies and communication frameworks. By comprehensively examining the intricacies of the employee-employer relationship, this study aims to provide valuable insights for organizational leaders, human resource practitioners, and scholars. Ultimately, fostering a conducive environment built on trust, transparency, and mutual respect is essential for driving organizational performance, enhancing employee satisfaction, and sustaining long-term success.

1.2 INDUSTRY PROFILE – TEXTILE INDUSTRY

Initially, before going into the depth of the textile industry, let's first understand the basic meaning of textiles. The simple meaning of Textile is woven or knitted fabric made from yarn. But not only from fiber, yarn, and fabric or any other product category made from these combinations are defined Textiles. Garment manufacturing is also connected with the textiles. The basic raw material of textiles is fiber, which may be natural or man-made. Here I present details on the Textile Industry Definition, Meaning, Processes, and Types description.

1.2.2 The main processes of the textile industry

1.2.2.1 Spinning (yarn manufacturing):

The spinning process is defined as the conversion of fiber (natural or man-made) into yarn. There are many subsequent processes in the spinning department such as blow room, carding, drawing, combing, simplex, and ring frame. The spinning process initiates with the Blow room. The key function of this process is to turn the cotton bale into a uniform lap of a particular length by carrying out various activities such as opening, cleaning, blending, or mixing. The next step in the sequence is carding. The specialty of the carding is that it is called the heart of spinning.



Fig 1.2.1 Spinning (Yarn Manufacturing) of Textile Industry

The next step is drawing. Here, basically, the slivers are blended, doubled, leveled, and drafted. The fourth step is a combing process. It simply involves the straightening as well as parallelizing fibers and also the removal of short fiber, impurities, etc. The simplex process is the next step in the sequence. Here slivers are reduced and also given a small amount of twist. Then the slivers are turned into roving. The last step in this department is the ring frame. Here, simply the roving, on bobbins, is placed in the ring frame, where it passes through several sets of rollers which are usually running at higher rates of speed, and is finally drawn out to yarn.

1.2.2.2 Fabrics manufacturing:

For fabric manufacturing, there are various methods. Out of that, the most used are weaving and knitting. The popular method of fabric manufacturing is weaving. Basically, a spinning process developed when people analyzed that the raw materials could be improved before they were woven. In the meantime, rude looms were created, which were very simple and normally hand-operated. In today's world, varieties of modern looms have been developed and come into existence but essentially perform the same operation as the simple hand-operated loom.



Fig 1.2.2 fabric manufacturing

Similar to spinning, the weaving department also has different processes like winding, warping, sizing, and looming. After weaving, Knitting is the second most widely used method of fabric manufacturing. In recent years, the popularity of knitting has grown huge due to the increased versatility of techniques, the inventions of many new man-made fibers, and the growth of consumer demand and supply. Today the application of knitted fabrics varies from hosiery, underwear, sweaters, slacks, suits, and coats.

1.2.2.3 Wet processing:



Fig 1.2.3 Wet Processing at the Textile Industry

The department that does desizing, scouring, bleaching, washing, mercerizing, dyeing, etc. is known as wet processing. Desizing is the process of removing the sizing components. Using alkali, scouring is used to remove fats, oil, and wax. To get rid of the fibers' original color, bleaching is used. Washing is used to clean textile materials, mercerizing is used to make them even more brilliant, and dyeing is used to give them a single, consistent color. The wet processing section makes use of a variety of devices, including kier boilers, J-boxes, jets, Jiggers, Pad Mangles, and Winch Dyeing devices.

1.2.2.4 Garments manufacturing:

The manufacturing steps and techniques that are involved in the production of garments on a large scale on an industrial basis for business purposes are called garments manufacturing technology. Basically, the garment factories are divided into three categories woven garments factory, knit garments factory, and sweater garments factory. A woven garments factory produces garments from woven fabrics whereas, a factory manufacturing garments from knit fabrics is called the knit garments factory to manufacture the garments we required different types of sewing machines for different specific types of stitches.



Fig 1.2.4 Tailoring process

As it is a fact that, the major part of this textile industry involves garment and apparel manufacturing, many people are employed designing new fashions and marketing them for production. Even, various other textile companies manufacture sheets, blankets, pillowcases, and towels. Apart from this, importing and exporting fabrics, and garments are also a big part of the textile industry.

1.2.3 TYPES OF TEXTILE INDUSTRY:

It comprises a wide variety of activities, from the production of raw materials to the manufacturing of finished goods. Simply, the textile industry is classified into three main categories:

1.2.3.1 Apparel textiles:

The most prominent and well-known textile products are apparel and clothing. They include vast varieties of clothing, footwear, and accessories such as sunglasses, jewelry, and gloves. Nowadays, due to various developments and enhancement apparel textiles can be made from various kinds of materials, which includes natural fibers like cotton, wool, and silk, as well as synthetic fibers like polyester and nylon. In today's world, the apparel textile industry is found to be a very large and competitive market, with many brands competing for consumer attention. Texongo is one of the brands, that offers a variety of sustainable and environmentally-friendly clothing alternatives.

1.2.3.2 Home Furnishings / Textiles:

The fabrics and materials which are particularly used to decorate homes and interiors are known as home furnishing textiles. This can be comprised of curtains, upholstery, bedding, and towels. To manufacture home furnishing textiles it requires materials like cotton, silk, wool, and synthetic fibers. The home furnishings textile industry is also found to be highly competitive in nature, with many different brands offering unique and stylish alternatives for consumers. Texongo also provides a huge variety of sustainable home furnishing options, for example, bed sheets and towels made from organic cotton.

1.2.3.3 Industrial Textiles:

The textiles that are used for industrial purposes, such as in the automotive, construction, and medical industries and many more are known as industrial textiles. Industrial textiles can be manufactured from different kinds of materials, such as synthetic fibers like polyester and nylon, as well as natural fibers like cotton and wool. Industrial textiles are more applications-oriented, which are often specialized such as fire-resistant fabrics for the aviation industry or medical textiles for use in surgical procedures or for medical industry, etc.

1.2.4 IMPORTANCE OF TEXTILE INDUSTRY:

Humans require food, shelter, and warmth and textiles fall in all of these things to survive. Farmers can use fertilizers, herbicides, or insecticides to boost crop yields thanks to clothes and safety equipment. For planting, harvesting, and crop protection, they can also utilize equipment filters and shields. Food production would be less dependable without all of these technical textiles. Many nations throughout the world benefit economically from textile production. A textile industry's growth or decline can have a significant impact on an economy, which in turn can have an impact on people's ability to support and provide for their families. The textile sector

plays a significant role in providing employment and financial support to developing nations like Bangladesh, Cambodia, Sri Lanka, China, India, and Pakistan, which also export many types of textiles.

Although the manufacture of textiles can lead to pollution, the industry is attempting to lessen this impact and is assisting other sectors in doing the same. In order to turn waste materials like coconut shells, soybean shells, and seaweed into useful products rather than being thrown away, textile factories are now employing them to make apparel. Optical fibers used in computers and lighting are made from textile fibers, as are computer chips and filaments. This market can only expand in our society, which is experiencing tremendous technological improvement.

1.3 COMPANY PROFILE

RANGA WEAVES INDIA PRIVATE LIMITED

Ranga group has been in the trading and manufacturing industry for three generations. It was established in the year 1962 as a trading company. In 1989 they diversified into the textile business.

The aim when we entered the textile business was to make world class apparel fabrics. When we began, we had 24 state-of-the-art airjet weaving machines with a capacity to produce three hundred thousand meters a month. Today we have grown to have 204 airjet looms producing 4 million meters of fabric a month. In addition to the increase in the quantity of our output, our constant endeavor to enhance the quality of our product led us to procure and use the reputed Karl Mayer warping and sizing machines.

Today we produce a diverse variety of apparel fabric made out of cotton, viscose, modal, tencel, and linen among others. We have also started to actively focus on producing environment-friendly and sustainable fabrics such as those made using organic cotton, EcoVero & Livaeco yarns. Further, as part of corporate social responsibility, we have optimized our energy consumption and sourcing to use almost 80% electricity requirements from renewable sources like wind energy.

1.3.1 Products produced:

- 100% linen
- Viscose – Poly Lycra
- Dobby
- Cotton – Flex / Viscose Flex
- Cotton / Organic

1.3.2 Address:

REGD. OFFICE

3, Mariamman Kovil Street

Vairapalayam,

Erode - 638 003

Tamil Nadu

Factory:

Ranga Weaves India (P) Ltd,

S F no: 91 - 1 A3, Anjupanai,

Kadachanalur(PO),

Komarapalayam Taluk,

Namakkal District – 637 008.

1.3.3 Renewable Energy:

We generate 85% of our energy requirement through our **own wind power / solar**. We take our commitment to the immediate environment very seriously. Apart from endorsing the highest quality standards in production, we ensure that our processes conform to requisite eco - friendly standards.

1.4 OBJECTIVES OF THE STUDY

1.4.1 Primary objective:

- To determine the employee – employer relationship at Ranga Weaves India Private Limited.

1.4.2 Secondary objectives:

- To provide useful insights to the management to strategize for the employee welfare in the organisation.
- To identify the level of satisfaction of the employees in the organisation.
- To determine the workforce behaviour in the organisation.
- To identify potential barriers to a healthy employee-employer relationship and propose strategies for overcoming them.

1.5 SCOPE OF THE STUDY

- Evaluating the effectiveness of communication channels, feedback processes, and transparency in facilitating trust, collaboration, and alignment between employees and employers.
- Assessing the opportunities for skill development, training, career advancement, and succession planning provided by employers, and their influence on employee satisfaction and loyalty.
- Investigating the unwritten expectations, obligations, and perceptions of fairness that exist between employees and employers beyond formal employment agreements.

1.6 LIMITATIONS OF THE STUDY

- The study is primarily focused on a certain textile organisation in erode , so the findings may not be applicable to organizations in other industries or locations.
- Data collected through self-report surveys or interviews may be subject to biases such as social desirability bias or recall bias.

- Participants may provide responses that they perceive as favourable or may not accurately recall past experiences, leading to inaccuracies in the data.
- The study is conducted through a specific language so it may face challenges when it gets translated to another language yet there's a massive chance for misunderstanding the questionnaire.

CHAPTER 2

REVIEW OF LITERATURE

1. Understanding the Dynamics of Employee-Employer Relationships: A Review of Literature" by Smith et al. (2017) explores the various factors influencing employee-employer relationships, including communication, trust, and organizational culture.
2. In "The Role of Power Dynamics in Employee-Employer Relationships: A Critical Review" by Johnson (2019), the author examines how power imbalances impact the dynamics between employees and employers, affecting areas such as decision-making and job satisfaction.
3. "Exploring the Impact of Organizational Justice on Employee-Employer Relationships" by Brown and Williams (2018) discusses how perceptions of fairness within an organization can influence the quality of relationships between employees and employers.
4. "The Role of Emotional Intelligence in Employee-Employer Relationships: A Review" by Garcia et al. (2016) investigates how emotional intelligence affects interactions and outcomes in the workplace, including conflict resolution and employee engagement.
5. In "Cultural Influences on Employee-Employer Relationships: A Cross-Cultural Analysis" by Lee and Park (2020), the authors compare how cultural differences shape expectations and behaviours in employee-employer relationships across different countries.
6. "The Impact of Technology on Employee-Employer Relationships: A Literature Review" by Chen et al. (2019) examines how advancements in

technology, such as remote work tools and AI, are reshaping the nature of interactions between employees and employers.

7. "A Review of Trust in Employee-Employer Relationships: Conceptualizations and Implications" by Wang and Zhang (2018) provides an overview of research on trust in the workplace and its significance for fostering positive relationships between employees and employers.
8. "The Influence of Leadership Styles on Employee-Employer Relationships: A Systematic Review" by Jones and Smith (2021) explores how different leadership styles impact the dynamics and outcomes of employee-employer relationships.
9. "The Role of Conflict Management in Employee-Employer Relationships: A Review of Strategies and Outcomes" by Martinez et al. (2017), the authors analyse various approaches to managing conflict in the workplace and their effects on relationship quality and organizational performance.
10. "The Importance of Social Exchange Theory in Understanding Employee-Employer Relationships" by Johnson and Brown (2019) discusses how principles of social exchange inform our understanding of reciprocity and mutual benefits in the workplace.
11. "A Review of Psychological Contract Theory in Employee-Employer Relationships" by Wilson et al. (2018) examines the concept of psychological contracts and their role in shaping expectations, obligations, and trust between employees and employers.
12. "The Influence of Gender Dynamics on Employee-Employer Relationships: A Review" by Kim and Lee (2019) investigates how gender roles and stereotypes impact perceptions and interactions within the workplace.

13. "Exploring the Role of Work-Life Balance in Employee-Employer Relationships" by Garcia and Martinez (2020) reviews literature on work-life balance initiatives and their implications for employee satisfaction, productivity, and retention.
14. "The Impact of Employee Engagement on Employee-Employer Relationships: A Meta-Analysis" by Thompson et al. (2018) synthesizes findings from multiple studies to assess the relationship between employee engagement levels and the quality of relationships with employers.
15. "A Review of Employee Voice Mechanisms in Shaping Employee-Employer Relationships" by Brown and Jones (2019) examines the different channels through which employees can express their opinions, concerns, and suggestions within organizations, and their effects on relationship dynamics.
16. "The Influence of Job Insecurity on Employee-Employer Relationships: A Systematic Review" by Martinez and Kim (2021) investigates how perceptions of job insecurity affect trust, commitment, and satisfaction in the employee-employer relationship.
17. "The Role of Social Support in Employee-Employer Relationships: A Review" by Wang et al. (2017) discusses how social support networks within organizations contribute to employee well-being, job performance, and loyalty.
18. "The Impact of Diversity and Inclusion Initiatives on Employee-Employer Relationships" by Lee and Johnson (2020) reviews research on diversity

management practices and their effects on fostering inclusive cultures and positive relationships in the workplace.

19. "A Review of Conflict Resolution Strategies in Employee-Employer Relationships" by Brown and Garcia (2018) examines different approaches to resolving conflicts between employees and employers, considering factors such as power dynamics, communication styles, and organizational culture.
20. "The Influence of Job Design on Employee-Employer Relationships: A Critical Review" by Smith and Martinez (2019) explores how aspects of job design, such as task variety, autonomy, and feedback mechanisms, impact employee satisfaction, motivation, and loyalty.
21. "Exploring the Role of Feedback in Employee-Employer Relationships: A Review of Best Practices" by Johnson and Garcia (2022) examines the importance of constructive feedback mechanisms in fostering growth, communication, and trust between employees and employers.
22. "The Impact of Employee Well-being Programs on Employee-Employer Relationships: A Meta-Analysis" by Brown et al. (2020) synthesizes evidence on the effectiveness of well-being initiatives in enhancing job satisfaction, engagement, and retention.
23. "A Review of Flexible Work Arrangements and Their Influence on Employee-Employer Relationships" by Lee et al. (2021) investigates the implications of flexible work policies, such as telecommuting and flextime, for relationship dynamics and organizational outcomes.
24. "The Role of Corporate Social Responsibility in Employee-Employer Relationships: A Critical Review" by Martinez and Wilson (2020) examines

how CSR initiatives impact employee perceptions of organizational values, trust, and commitment.

25. "Exploring the Influence of Generational Differences on Employee-Employer Relationships" by Kim and Johnson (2021) reviews research on how generational cohorts, such as Millennials and Baby Boomers, differ in their attitudes, expectations, and interactions with employers.
26. "The Impact of Performance Appraisal Systems on Employee-Employer Relationships: A Systematic Review" by Smith and Brown (2019) evaluates the effectiveness of performance evaluation methods in promoting fairness, motivation, and development opportunities.
27. "A Review of Employee Recognition Programs and Their Effects on Employee-Employer Relationships" by Garcia and Lee (2018) discusses the importance of recognizing and rewarding employee contributions in building a culture of appreciation and loyalty.
28. "The Influence of Job Crafting on Employee-Employer Relationships: A Review of Empirical Evidence" by Wilson and Martinez (2021) examines how employees' proactive behaviors in shaping their roles and responsibilities impact relationship quality and job satisfaction.
29. "Exploring the Role of Mentorship in Employee-Employer Relationships: A Review" by Johnson et al. (2020) investigates the benefits of formal and informal mentorship programs in facilitating learning, career advancement, and organizational integration.
30. "The Impact of Organizational Change on Employee-Employer Relationships: A Comprehensive Review" by Brown et al. (2021) synthesizes research on how various types of organizational change, such

as mergers, restructurings, and technological transitions, influence relationship dynamics and employee well-being.

CHAPTER 3

RESEARCH METHODOLOGY

3.1 RESEARCH DEFINITION:

“Research as a “systematized effort to gain new knowledge.”

“Research comprises defining and 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 hypothesis.

“Research is defined as “the manipulation of things, concepts or symbols for the purpose of generalizing to extend, correct or verify knowledge, whether that knowledge aids in construction of theory or in the practice of an art defining problem

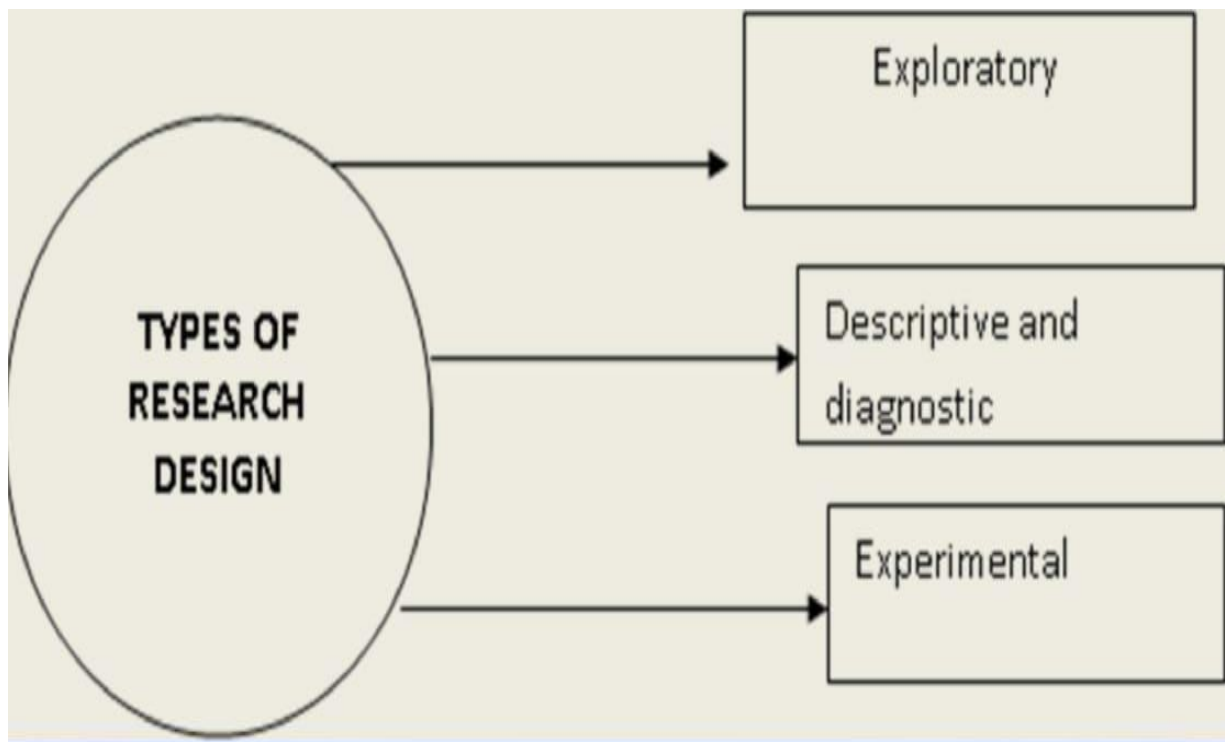
.3.2 CHARACTERISTICS OF RESEARCH:

- Research is half complete, when objective or purposes of it are clearly spelt out.
- It is necessary that every step followed in the process of research is explained fully.
- The research design adopted for the study should be clear and match with objectives.
- Research work should be based on carefully selected analytical tools.
- The research work is incomplete without acknowledging the various data (or) facts.
- Limitations should be frankly revealed.

3.3 RESEARCH DESIGN:

After developing hypothesis the researcher has to prepare a research design. A research design could be defined as blue print specifying every stage of action in the course of research. Such a design would indicate whether the course of action planned will minimize the use of resources and maximize the outcome. Research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine research purpose and economy in procedure.

3.3.1 TYPES OF RESEARCH:



3.7.1 Descriptive Research

Descriptive survey research uses surveys to gather data about varying subjects. This data aims to know the extent to which different conditions can be obtained among these subjects.

3.4 SAMPLE TECHNIQUE:

The sample is the specific group of individuals that you will collect data from. A sample as the of a large whole simply speaking the method of selecting a study portion of the universe (total population) is known as sampling name implies is a smaller representation.

3.4.1 Simple Random Sampling:

It is one of the type of probability sampling. In a simple random sample, every member of the population has an equal chance of being selected. Your sampling frame should include the whole population. To conduct this type of sampling, you can use tools like random number generators or other techniques that are based entirely on chance. *Example:*

You want to select a simple random sample of 100 employees of Company X. You assign a number to every employee in the company database from 1 to 1000, and use a random number generator to select 100 numbers.

3.5 SOURCES OF DATA

Collection of data is an important stage in research. In fact the quality of data collected determines the quality of research. A researcher has several ways of collecting the appropriate data which offer considerably in the context of money, time and other resources as per its sources the data may be classified as primary data and secondary data.

3.5.1 Primary data:

It is known as the data collected for the first time through field survey. Such data are collected with specific set of objectives to assess the current status of any variables studied. By survey methods data can be collected by anyone or more of the following ways:

- Observation Method
- Personal Interviews
- Telephone survey
- Questionnaires
- Schedules

3.5.2 Secondary data

It refers to the information or facts already collected. Such data are collected with the objective of understanding the past status of any variable.

- websites
- books
- journal
- government publications
- articles
- internal records

3.6 STRUCTURE OF QUESTIONNAIRE

Questionnaire was divided into two sections; first part was designed to know the general information about employee, second part was designed respondent/employee opinion about relationship between employee and employer.

3.6.1 Sampling size:

The size of the sample was collected from 83 respondents with the help of Questionnaire. The collected sample is in the method of simple random.

3.6.2 Sampling Area: Data Collected Area: Erode

3.6.3 Period of the study

The duration of my study is from January 2024 to March 2024 which is three months of the study.

CHAPTER 4

ANALYSIS OF DATA AND INTERPRETATION

TABLE 4.1.1 Showing the gender of the respondents.

GENDER	NO OF RESPONDENT	PERCENTAGE
Male	85	73%
Female	32	27 %
Total	117	100

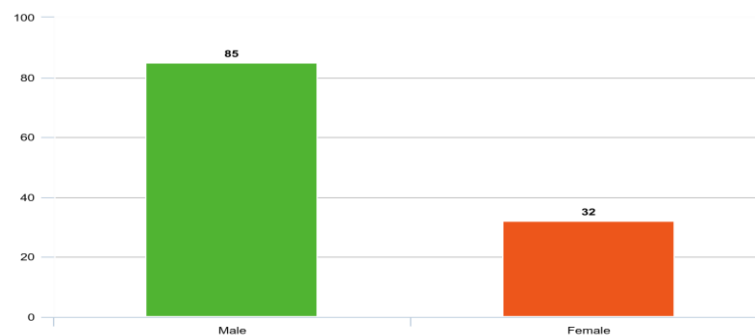


FIGURE 4.1.1 Showing the gender of the respondents.

Interpretation:

The above table shows that 73% were males and 27% were females who responded to our questionnaire.

Inference: Majority of the respondents are male.

Table 4.1.2 Age of the respondents

AGE	NO OF REpondENTS	PERCENTAGE
18 - 25	65	56
25 - 35	11	9
35 - 45	20	17
45 – 55	8	7
Above 55	13	11
Total	117	100

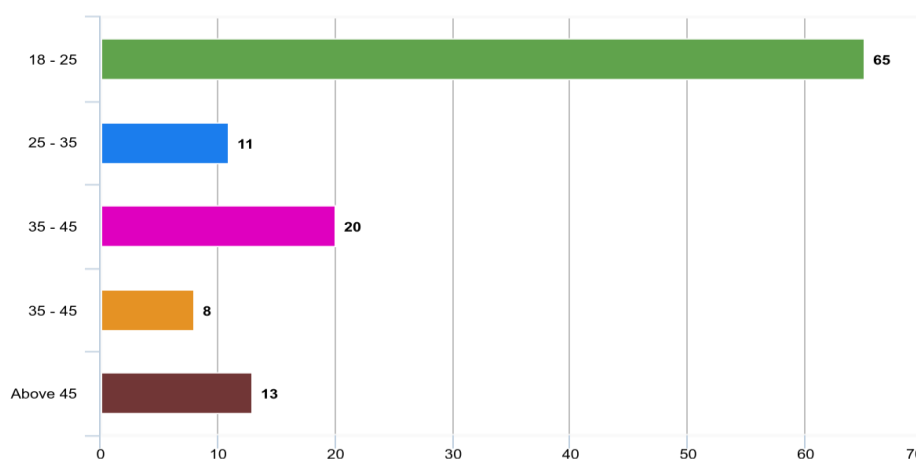


CHART 4.1.2 Age of the respondents

Interpretation:

The above table shows that 56% of the people are between 18 - 25 years of age, 9% of the people are between 25 – 35 years of age, 17% of the people are between 35 – 45 years of age, 7 % of the people are 45 – 55 years of age, 11% are above 55 years of age.

Inference: The majority 56% of the respondents are between 18 - 25 years of age.

Table 4.1.3 Showing qualification of the respondents

QUALIFICATION	NO OF RESPONDENTS	PERCENTAGE
Hsc	12	10
Sslc	20	17
Diplomo	7	6
Graduate	78	67
Doctorate	0	0
Total	117	100

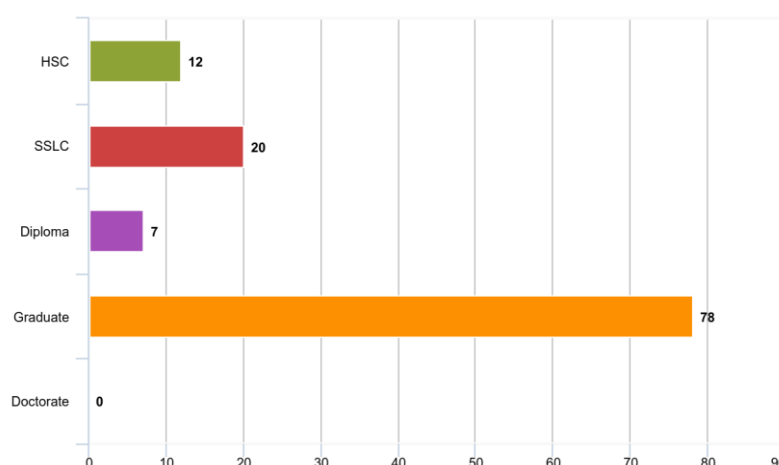


CHART 4.1.3 showing qualification of the respondents

Interpretation:

Above table shows the qualification of the respondents. 10% completed HSC, 17% completed SSLC, 6% completed diploma and 67% are graduates.

Inference: Majority 67% of respondents are graduates.

Table 4.1.4 showing Income of the employees

INCOME	NO OF RESPONDENTS	PERCENTAGE
Below 10k	21	18
10k – 20k	73	63
20k – 30k	7	6
30k – 40k	11	9
Above 40k	5	4
Total	117	100

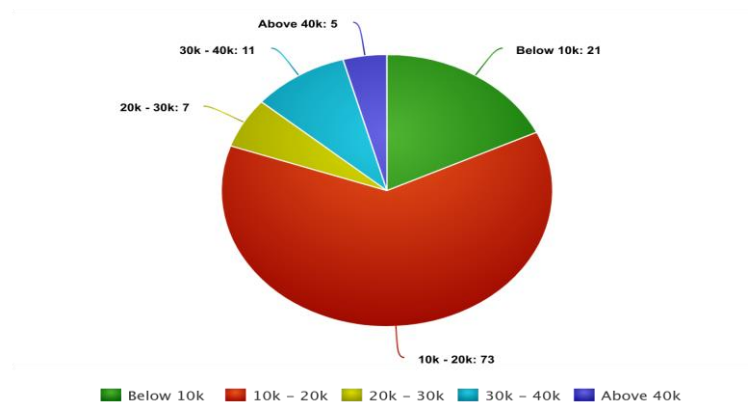


CHART 4.1.4 showing Income of the employees

Interpretation:

The above table shows the income of the employees. 18% employees income are below 10k, 63% employees income are between 10k – 20k, 6% employees income are between 20k – 30k, 9% employees income is 30k – 40k, 4% employees income are above 40k.

Inference: Majority 63% of the employees income are between 10k – 20k.

Table 4.1.5 showing marital status of the employees

MARITAL STATUS	NO OF RESPONDENTS	PERCENTAGE
Married	44	38
Unmarried	73	62
Total	117	100

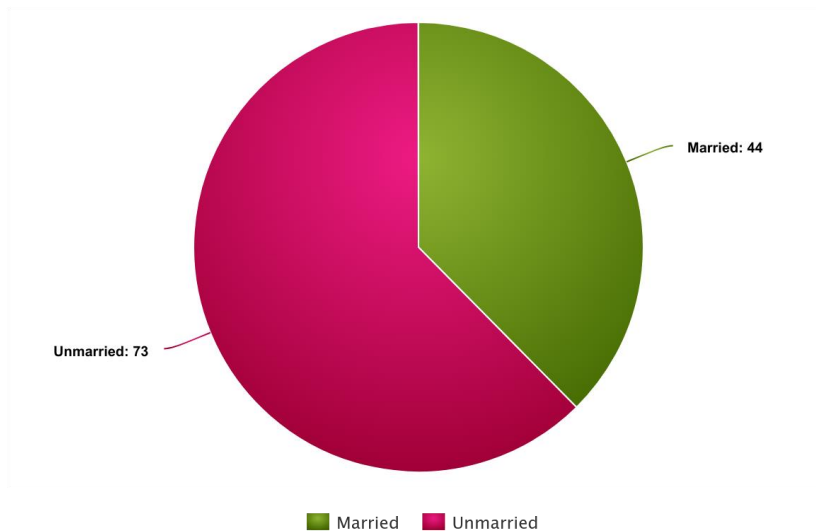


CHART 4.1.5 showing marital status of the employees

Interpretation:

The above table shows that 38% are married and 62% of the employees are unmarried.

Inference: The majority 62% of the employees are unmarried.

TABLE 4.1.6 showing job experience of the employees

JOB EXPERIENCE	NO OF RESPONDENTS	PERCENTAGE
Below 1 year	10	9
1 – 2 years	25	21
2 – 3 years	9	8
3 – 4 years	68	58
Above 4 years	5	4
Total	117	100

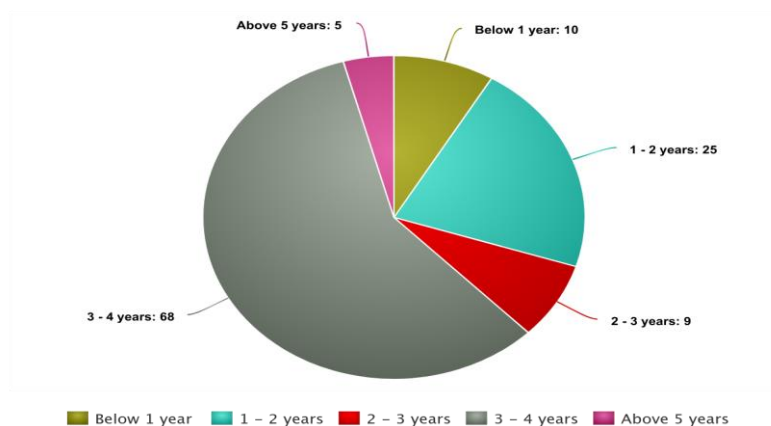


CHART 4.1.6 showing job experience of the employees

Interpretation:

The above table and figure shows the job experience of the employees. 9% are experienced below one year, 21% are experienced up to 2 – 3 years, 8% employees are experienced up to 2 – 3 years and 58% employees are experienced up to 3 – 4 years, 4% employees are experienced are above 4 years.

Inference: Majority 58% employees are experienced up to 3 - 4 years.

TABLE 4.1.7 showing overall satisfaction with your current employer on a scale

PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
Excellent	22	19
Good	69	59
Average	19	16
Bad	7	6
Poor	0	0
Total	117	100

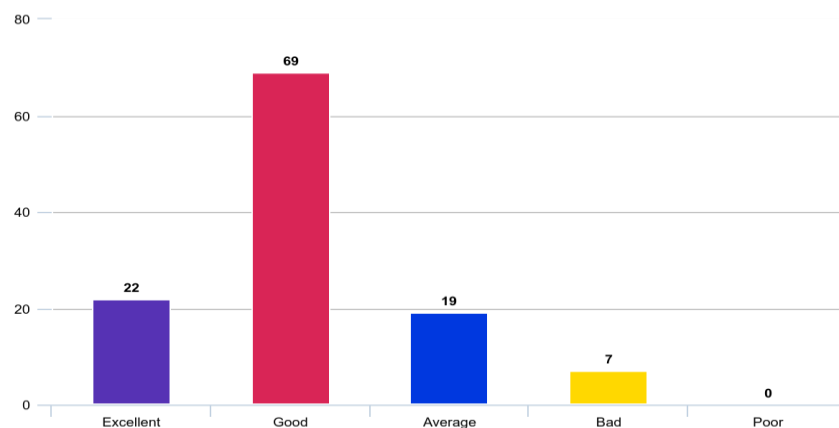


CHART 4.1.7 showing overall satisfaction with your current employer on a scale

Interpretation:

The above table shows the overall satisfaction level of the employees with their current employees and organization.

19% employees rated it excellent. 59% employees rated it as good and 16% employees rated it as average, 6% rated it as bad.

Inference: Majority 59% employees rated good for the overall satisfaction level.

TABLE 4.1.8 showing contributions and efforts are recognized and appreciated by your employer

PARTICULARS	NO OF RESPONDENTS	PERCENTAGE %
Strongly agree	37	32
Agree	50	42
Neutral	26	22
Disagree	3	3
Strongly disagree	1	1
Total	117	100

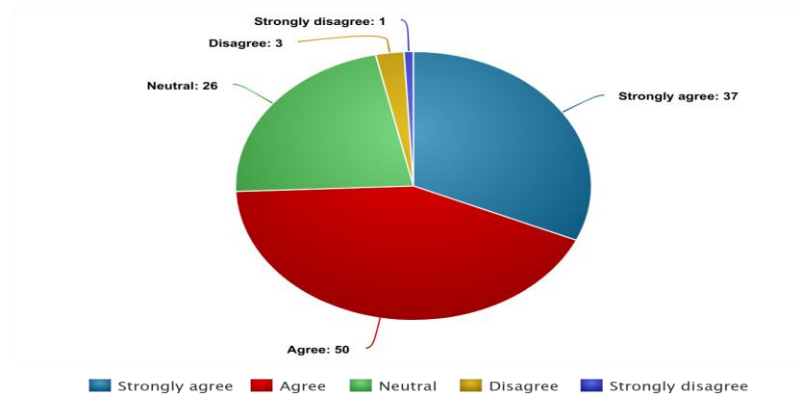


CHART 4.1.8 showing contributions and efforts are recognized and appreciated by your employer

Interpretation:

32% employees strongly agrees that their contributions and efforts are recognized and appreciated by their employer, 42% employees agrees to that, 22% employees are neutral about it, 3% employees disagree to it and 1% employee strongly disagrees to it.

Inference: Majority 78.3% says their contributions and efforts are recognized by their employer.

TABLE 4.1.9 showing communication level between employee and employer?

PARTICULARS	NO OF RESPONDENT	PERCENTAGE
Excellent	22	18.8
Good	44	37.6
Fair	39	33.3
Poor	10	8.5
Very poor	2	1.7
Total	117	100

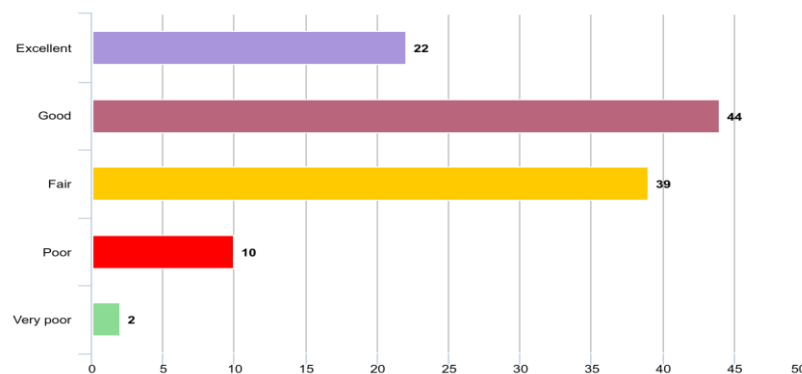


CHART 4.1.9 showing communication level between employee and employer

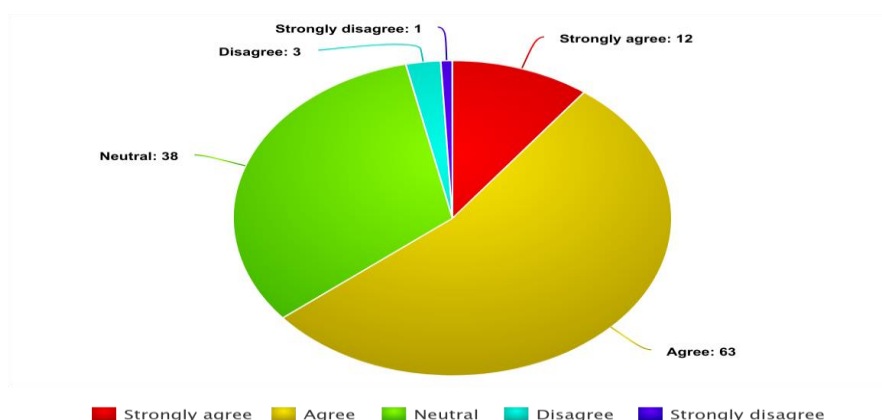
Interpretation:

The above table shows the ratings of the communication between employees and employers. 18.8 % employees stated that their communication is excellent, 37.6% employees says it is good, and 33.3% employees says it is fair, 8.5% employees says it is poor and 1.7% employees says it is very poor.

Inference: Majority 37.6% employees says the communication between them and their employer is GOOD.

TABLE 4.1.10 showing employer provides sufficient opportunities for professional growth and development

PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
Strongly agree	12	10.3
Agree	63	53.8
Neutral	38	32.5
Disagree	3	2.6
Strongly disagree	1	0.9
Total	117	100



4.1.10 showing employer provides sufficient opportunities for professional growth and development

Interpretation:

The above table and figure shows that employer provides sufficient opportunities for professional growth and development. 10.3% employees strongly agree to it, 53.8% employees agree to it and 32.5% employees stay neutral about it, 2.6% employees disagree to it and 0.8% employees strongly disagree to it.

Inference: Majority 53.8% employees agree that their employer provides sufficient opportunities for professional growth and development.

TABLE 4.1.11 showing employer promoting a healthy work-life balance

RATING	NO OF RESPONDENTS	PERCENTAGE
Excellent	75	64.1
Average	26	22.2
Bad	10	8.5
Poor	4	3.4
Neutral	2	1.7
Total	117	100

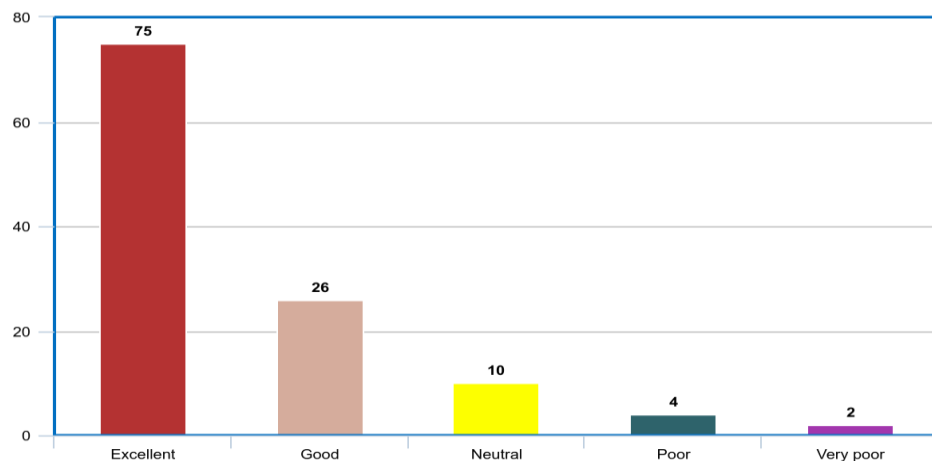


CHART 4.1.11 showing employer promoting a healthy work-life balance

Interpretation:

The above table shows the ratings of healthy work life balance. 64.1% employees rated it excellent, 22.2% employees rated it as average, 8.5% employees rated it as bad, 3.4% employees rated it as poor and 1.7% employees rated it as neutral.

Inference: Majority 64.1% employees stated that they are very satisfied about the healthy work life balance and rated it as excellent.

TABLE 4.1.12 showing clear expectations and goals set by the employer

PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
Strongly agree	38	35.5
Agree	65	55.6
Neutral	12	10.3
Disagree	2	1.7
Strongly disagree	0	0
Total	117	100

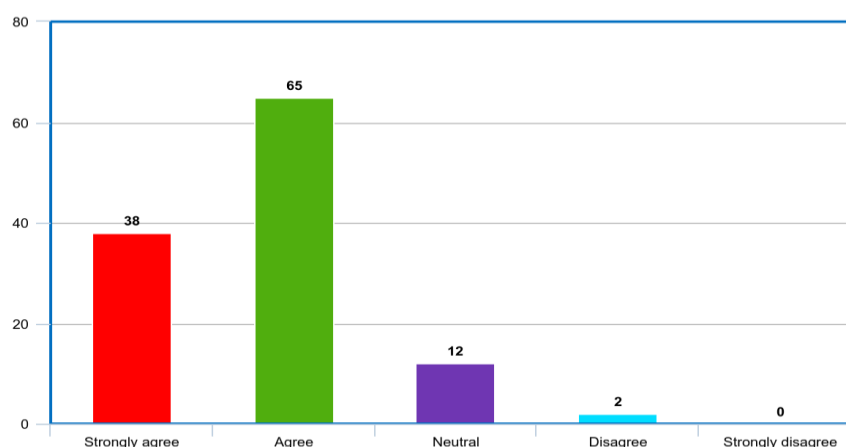


CHART 4.1.12 showing clear expectations and goals set by the employer

Interpretation:

The above table shows that 35.5 % employees strongly agrees that there is clear expectations and goals set by their employer, 55.6% agrees to that, 10.3% says neutral, 1.7% employees disagree to that.

Inference: Majority 55.6% employees agrees that there is clear expectations and goals set by their employers.

TABLE 4.1.13 showing comfortable expressing your opinions and concerns to your employer.

PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
Rarely comfortable	4	3.3
Occasionally comfortable	9	7.7
Neutral	28	24
Frequently comfortable	41	35
Consistently comfortable	35	30
Total	117	100

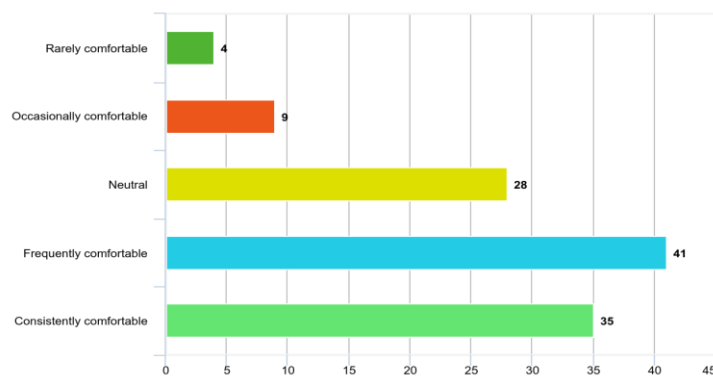


FIGURE 4.1.13 showing comfortable expressing your opinions and concerns to your employer.

Interpretation:

The above table shows that 3.3% employees feel rarely comfortable expressing their opinions and concerns to the employers, 7.7% employees occasionally feel comfortable expressing them, 24% employees stays neutral about it, 34% people feels frequently comfortable and 30% employees feels consistently comfortable about it.

Interference: Majority 35% employees frequently feels comfortable expressing their opinions and concerns to their employer.

Table 4.1.14 showing employer provide sufficient training and resources to help you excel in your role

PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
Strongly agree	35	29.9
Agree	49	41.9
Neutral	27	23.1
Disagree	5	4.3
Strongly disagree	1	0.9
Total	117	100

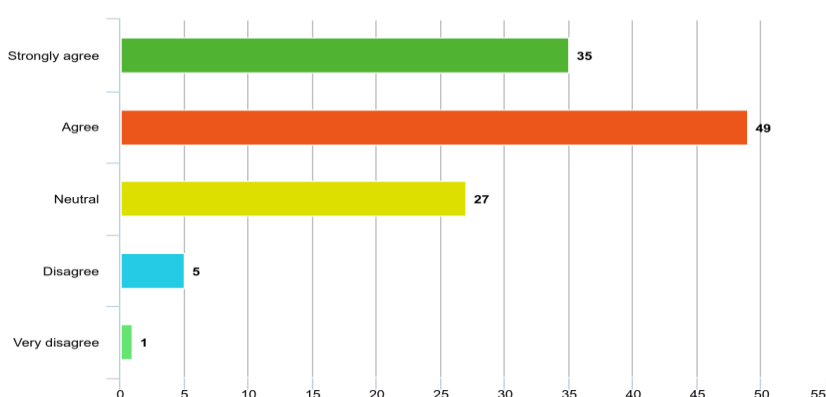


FIGURE 4.1.14 showing employer provide sufficient training and resources to help you excel in your role

Interpretation:

The above table shows that 29.9 % of employees strongly agrees that their employer provides sufficient training and resources, 41.9% of employees agrees to it, 23.1% of employees stays neutral about it, 4.3% employees disagree to it and 0.9% employees strongly disagrees to it.

Inference: Majority 41.9% states their employer provides sufficient training and resources.

TABLE 4.1.15 showing responsiveness of employer towards feedbacks and suggestions.

PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
Very responsive	38	32.5
Responsive	45	38.4
Neutral	27	23.1
Unresponsive	5	4.3
Very unresponsive	2	1.7
Total	117	100

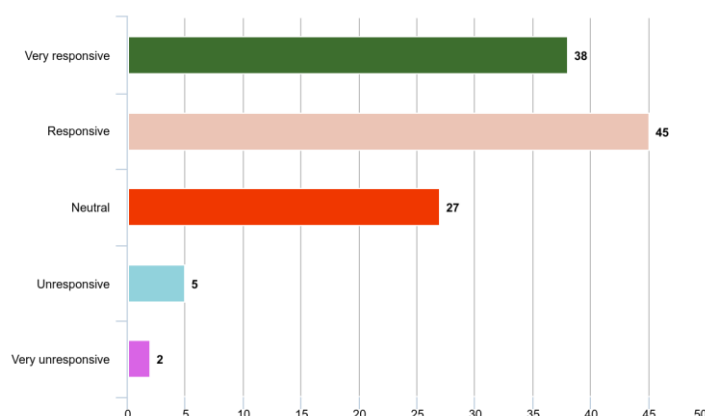


FIGURE 4.1.15 showing responsiveness of employer towards feedbacks and suggestions.

Interpretation:

The above table and figure shows that 32.5% of employees agrees that their employers are very responsive to feedback and suggestions, 38.4% employees say they are responsive, 23.1% are neutral about it, 4.3% says they are unresponsive and 1.7% employees say that they are very unresponsive.

Inference: Majority 38.4 agrees that their employers are responsive to the feedback and suggestions.

TABLE 4.1.16 showing clear path for career advancement in the organization?

PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
Strongly agree	35	29.9
Agree	62	53
Neutral	17	14.5
Disagree	0	0
Strongly disagree	3	2.6
Total	117	100

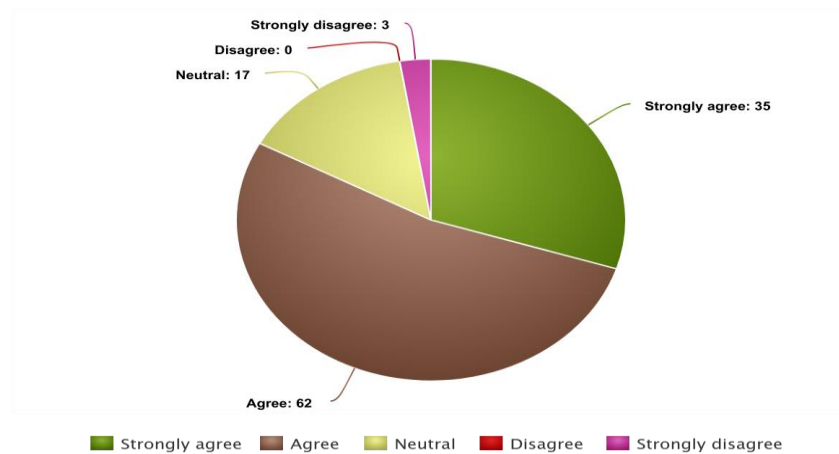


FIGURE 4.1.16 showing clear path for career advancement in the organization

Interpretation:

29.9% employees strongly agree they have a clear path for their career advancement, 53% employees agree to that, 14.5% employees are neutral about it, 2.6% employees strongly disagree to it.

Inference: Majority 53% says they have a clear path for their career advancement.

TABLE 4.1.17 showing employer encouraging a healthy work environment, including mental and physical well-being

PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
Consistently encourage	24	20.5
Rarely encourage	48	41
Occasionally encourage	10	8.5
Frequently encourage	3	2.6
Neutral	32	27.4
Total	117	100

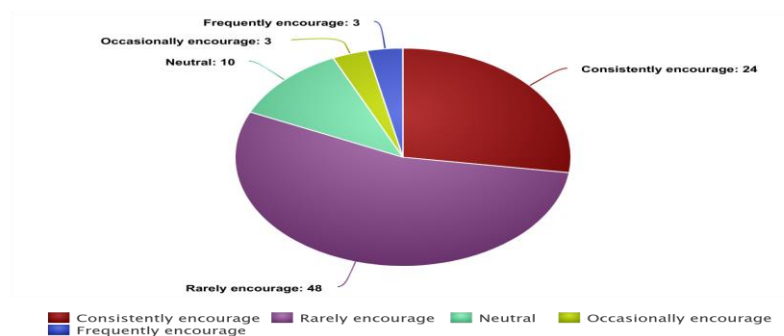


FIGURE 4.1.17 showing employer encouraging a healthy work environment, including mental and physical well-being

Interpretation:

The above table and figure shows that 20.5 of employees agrees that their employer consistently encourages a healthy work environment and 41% says they rarely encourage, 8.5% employees says they occasionally encourage, 2.6% say they frequently encourage and 27.4% are neutral about it.

Inference: Majority 41% of employees says their employer encourages a healthy work life environment.

TABLE 4.1.18 showing effectiveness on addressing employee grievances

PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
Very effective	45	38.5
Somewhat effective	25	21.4
Neutral	40	34.2
Ineffective	7	6.1
Very ineffective	0	0
Total	117	100

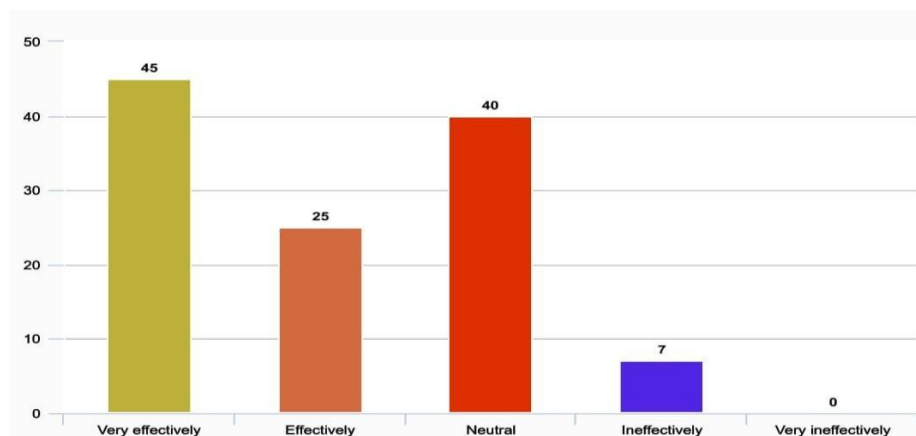


FIGURE 4.1.8 showing effectiveness on addressing employee grievances

Interpretation

The above table and figure shows that employees effectiveness on addressing employee grievances. 38.5% employees says it is very effective, 21.4% says it is somewhat effective, 34.2% employees chose to be neutral, 6.1% employees says it is ineffective.

Interference: majority 38.5% employees says that the employers has more effects on addressing employee grievances.

TABLE 4.1.19 showing level of satisfaction on receiving benefits and perks

PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
Very satisfied	39	33.3
Satisfied	24	20.5
Neutral	40	34.9
Dissatisfied	10	8.5
Very dissatisfied	4	3.4
Total	117	100

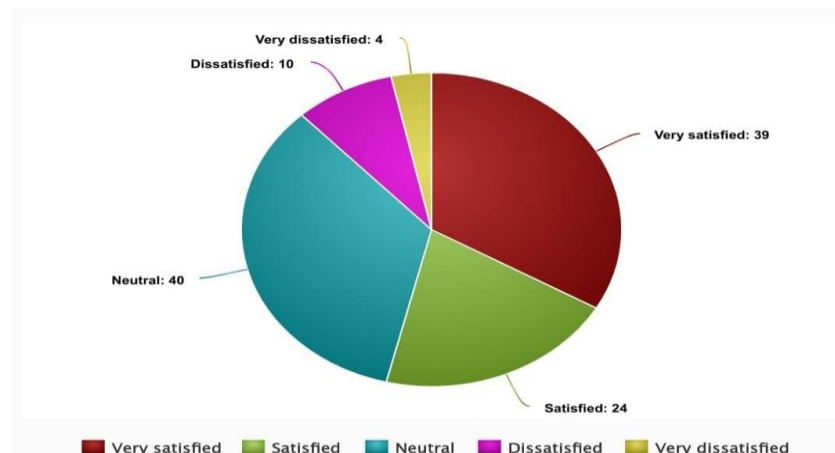


CHART 4.1.19 showing level of satisfaction on receiving benefits and perks

Interpretation

The above table and chart shows the satisfaction level of employees on receiving benefits and perks. 33.3% are very satisfied, 20.5% are satisfied, 34.9% stays neutral about it, 8.5% are dissatisfied and 3.4% are very dissatisfied.

Interference: Majority 34.9% stays neutral about it.

TABLE 4.1.20 showing recommendation about the company to others

PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
EXTREMELY LIKELY	26	22.2
LIKELY	42	35.5
NEUTRAL	37	31.6
UNLIKELY	5	4.8
EXTREMELY UNLIKELY	7	5.9
Total	117	100

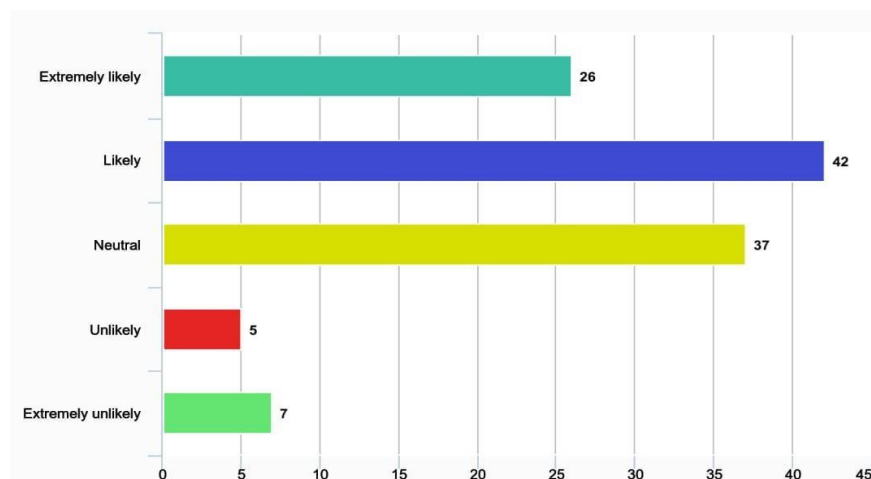


FIGURE 4.1.20 showing recommendation about the company to others

Interpretation

The above table and figure shows the recommendation about their company to others. 22.2% says extremely likely they would recommend it to others, 35.5% says likely to recommend it, 31.6% stays neutral, 4.8% says unlikely of recommending and 5.9% says they extremely unlikely wont recommend it.

Interference: Majority 35.5% of the employees likely to recommend the company to others.

CHAPTER 5

FINDINGS

- The majority of the respondents were found to be male.
- Most of the respondents feel under the age group of 18 to 25 years.
- More than half of the respondents are graduate people.
- Most of the respondents get salary between 10k - 20k range.
- 62 % of people are unmarried.
- 58% of people have experience between 3 – 4 years.
- 59% of people rated their overall satisfaction with their current employer as "good".
- 42 % of people agrees that they feel their contributions and efforts are recognized and appreciated by their employer.
- 37.6% of people described the communication between them and their employer is good.
- More than half of the people said they agree that their employer provides sufficient opportunities for professional growth and development.
- 64.1 % of people rated their employer's promotion of a healthy work-life balance as excellent.
- 55.6% of people agreed to the statement that there are clear expectations and goals set by their employer for their role.
- 35% of people said they feel frequently comfortable expressing their opinions and concerns to their employer.
- 41.9% of people agreed to the statement that their employer provides sufficient training and resources to help them excel in their role
- 38.4% of people described their employer responsive to the feedback and suggestions from employees.
- More than half of the people agreed that there is a clear path for career advancement in the organization.

- 41% of people said their employer rarely encourages a healthy work environment, including mental and physical well-being.
- 38.5% of people think the company addresses employee concerns or grievances very effectively
- 34.9% of the employees stay neutral about the benefits and perks offered by the company.
- 35.5% of people are likely to recommend the company as a great place to work for others.

CHAPTER 6

SUGGESTION AND CONCLUSION

6.1 SUGGESTION:

- Treat employees like humans first and realize they have a personal life; they get sick themselves or have others in the family that may be sick. Make sure employees know they are approachable regarding these issues (your door is always open) and come to an amicable agreement regarding this or any other problems that may arise.
- Employees like to know that working hard is noticed so every often give them a pat on the back for their efforts and show you really appreciate all they do. If our company is highly successful show it by giving out a bonus or raise.
- Keep your finger on the pulse of the people working for you so you can see trouble (perhaps coworkers not getting along or a troublemaker in the office) before it's reported to you.
- Employers should fix counselling session, meetings and communication to each of the individual employees to know the satisfaction level of the employees.
- Some of the employees are not satisfied with the treating employees in the organization so company have to improve the treating of an employee without discriminations
- Some employees do not have a good relationship with the co-worker. Therefore, company have to clear grievance and disputes among employees to enhance relationship with co-workers.
- The, company should maintain sound relationship between the management and employee to get better quality output.
- The company should accept worthy suggestions from the employees for better output.

6.2 CONCLUSION:

- ✓ The relationship between employees and employers is a cornerstone of organizational success, and extensive research underscores its significance in shaping workplace dynamics. Studies consistently demonstrate that positive relationships between employees and employers correlate with increased job satisfaction, productivity, and employee retention rates. At the heart of these findings lies the fundamental importance of effective communication, mutual respect, and support within the workplace.
- ✓ Effective communication is a linchpin of strong employee-employer relationships. When communication channels are open, transparent, and accessible, employees feel valued and understood. Clear communication of expectations, feedback, and organizational goals fosters a sense of alignment and purpose among employees, leading to higher engagement levels and improved job performance. Moreover, open lines of communication enable employees to voice concerns, contribute ideas, and collaborate effectively, enhancing overall organizational effectiveness.
- ✓ Mutual respect is another crucial element in fostering healthy employee-employer relationships. Respectful treatment of employees by employers creates a positive work environment characterized by trust and fairness. When employees feel respected, they are more likely to demonstrate loyalty to the organization, exhibit discretionary effort, and go above and beyond their job responsibilities. Conversely, disrespectful behavior, such as micromanagement or disregard for employee well-being, can erode trust and lead to disengagement and turnover.
- ✓ Supportive relationships between employees and employers are instrumental in facilitating employee growth and development. Employers who invest in the professional development and well-being of their

employees demonstrate a commitment to their success beyond their immediate job roles. Providing opportunities for training, mentorship, and career advancement not only enhances employee skills and capabilities but also strengthens their sense of loyalty and commitment to the organization.

- ✓ In conclusion, research consistently highlights the pivotal role of employee-employer relationships in shaping organizational outcomes. By prioritizing effective communication, mutual respect, and supportive interactions, organizations can create a positive work environment where employees feel valued, empowered, and motivated to contribute their best efforts. Cultivating strong relationships between employees and employers is not only beneficial for individual well-being and job satisfaction but also critical for driving organizational success in the long term.

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ANNEXURE

QUESTIONNAIRE

1. Gender

- Male
- Female

2. Age of the respondent

- 18 – 25
- 25 – 35
- 35 – 45
- 45 – 55
- Above 55

3. what is your educational qualification

- Hsc
- Sslc
- Diploma
- Graduate
- Doctorate

4. Income

- Below 10000
- 10000 – 20000
- 20000 – 30000
- 30000 – 40000
- Above 40000

5.Marital status

- Married
- Unmarried

6.Years of job experience

- Below 1 year
- 1 – 2 years
- 2 – 3 years
- 3 – 4 years
- Above 4 years

7.How would you rate your overall satisfaction with your current employer on a scale

- Excellent
- Good
- Average
- Bad
- Very poor

8. Do you feel that your contributions and efforts are recognized and appreciated by your employer?

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

9. How would you describe the communication between you and your employer

- Excellent
- Good
- Fair
- Poor
- Very poor

10. Do you believe your employer provides sufficient opportunities for professional growth and development?

- Strongly agree
- agree
- Neutral
- Disagree
- Strongly disagree

11. How well does your employer promote a healthy work-life balance?

- Excellent
- Average
- Bad
- Poor
- neutral

12. Are there clear expectations and goals set by your employer for your role?

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

13. Do you feel comfortable expressing your opinions and concerns to your employer?

- Rarely comfortable
- Occasionally comfortable
- Neutral
- Frequently comfortable
- Consistently comfortable

14. Does your employer provide sufficient training and resources to help you excel in your role?

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

15.How responsive is your employer to feedback and suggestions from employees?

- Very responsive
- Responsive
- Neutral
- Unresponsive
- Very unresponsive

16.Is there a clear path for your career advancement in the organization?

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

17.Does your employer encourage a healthy work environment, including mental and physical well-being?

- Consistently encourage
- Rarely encourage
- Occasionally encourage
- Frequently encourage
- Neutral

18. How effectively does the company address employee concerns or grievances?

- Very effectively
- Somewhat effectively
- Neutral
- Ineffectively
- Very ineffectively

19. Are you satisfied with the benefits and perks offered by the company (e.g., health insurance, retirement plans, etc.)?

- Very satisfied
- Satisfied
- Neutral
- Dissatisfied
- Very dissatisfied

20. Overall, how likely are you to recommend the company as a great place to work to others?

- Extremely likely
- Likely
- Neutral
- Unlikely
- Extremely unlikely