

A STUDY ON EMPLOYEE RELATIONSHIP MANAGMENT AT G.R. INDUSTRIES

Submitted in partial fulfilment of the requirements for the award of
BACHELOR OF COMMERCE

by

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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
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BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **Mr. ASWIN V (41740075)** who carried out the Project work entitled, **A STUDY ON EMPLOYEE RELATIONSHIP MANAGEMENT AT G.R. INDUSTRIES** under my supervision from **January 2024 to March 2024**.

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DECLARATION

I ASWIN.V (41740075) hereby declare that the Project Report entitled “**A STUDY ON EMPLOYEE RELATIONSHIP MANAGMENT AT G.R. INDUSTRIES**” done by me under the guidance of **Dr. Lavanya M.** is submitted in partial fulfilment of the requirements for the award Bachelor of commerce.

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ABSTRACT

Employee Relationship Management is the important factor that lies in the current competitive organisation. This relationship stands on organisation communication among all the workers and the management which is the essential part to build a good working community. With respect to the growth of the company and to enhance work performance employee must get feedback in both positive and critical, Appreciation and Gratitude which is necessary. The negativity in the employee employer relation, the management might fail to know the issues with regard to the employees who do not achieve long term achievement in the enterprise. So, this study attempts to inspect "A STUDY ON EMPLOYEE RELATIONSHIP MANAGEMENT IN G.R. INSUSTRIES".

In this current competitive world, the accomplishment of good relationship is based on employee job satisfaction. Employees are treated as assets of the company. The employees must try their level best to adjust with each other and should compromise to the extent. And the employees need to enter the office positively. Observation says that the relationship among the employees goes in a long way in motivating the employees and increases the confidence level and morale of the employees.

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CHAPTER-1

INTRODUCTION

Employee relationship management is an art, which effectively monitors and manages the relation between individuals either of the same team or from different teams. Employee relationship management includes various activities undertaken by the superiors or the management to develop a healthy relation among the employees and extract the best out of each team member.

Employee relationship management helps in strengthening the bond among the employees and ensures that each one is contented and enjoys a healthy relation with each other.

An organization is a place to work and not a battlefield where employees would fight with each other. One needs to treat his fellow workers well, understand each other's expectations for a healthy relationship and maximum output. The employees must be comfortable with each other and work together as a team.

1.1 Let us discuss about some activities which are important for a healthy employee relationship management:

- ☐ Transparency in communication is the very important for a healthy employee relationship management.

The important information must be discussed with the presence of all employees so that they will give their opinions freely. The important information should be put in notice boards also. So that all will read and know the information.

- ☐ Encourage group activities at work place. Motivate the employees to work together probably in a group so that they feel comfort to work with all peoples. An individual can spend more time at the work place and all employees should has to treat the team members as a part of their own family.

- ☐ Assign challenging work for the team members then they will feel more responsible and feel motivated to deliver their efforts at their level best. The managers should not give work to the employees which is not interesting.

- The workstations and the cabins should be promoted rather than closed cabins to improve the relation between employees. If employees are sitting in closed cabins, they did not maintain any relationship with others in the organization. If they are having open cabins, they will talk with each other and even share their secrets and the trust also increases on the other employees.
- The employees should be motivated to avoid politics and blame others in the work place. Because if the employees are following politics at work place, then the relationship between employees may be spoil. It is good to be friendly with colleagues but do not have unrealistic expectations from anyone.
- Offering opportunities for skill development, training, and career advancement shows investment in employees' growth and fosters loyalty.
- Hosting social gatherings, celebrations, or informal get-togethers encourages social interaction and strengthens relationships among colleagues.

1.2COMPANY PROFILE:

Leveraging on us over a decade experience. we are counted among the reputed organization, engaged in manufacturing and supplying different types of industrial components. In our range we offer turned components for automobile industries, sheet metal components for electronics, press tools and accessories and many more. To attain the maximum satisfaction of our external customers spread across the nation, we are engaged in offering customized solutions as per their specific requirements.

We supported by a state-of-the-art-infrastructure, which is installed with technologically advanced machines. Our well-established infrastructure is segmented into different departments and each is handled by experienced and dexterous professionals. It allows us in accomplishing our objectives within the definite. time frame. Our offered range have gained credibility in the market because of their features like 3

resistant, optimum performance, precision engineered and durable finish standards. Besides, we conduct seminars at regular time intervals that allow us in adopting the new advancements in technology. This helps us in delivering the superior quality components to the customers throughout the country.

ABOUT G.R. INDUSTRIES, THIRUPORUR

Established in the year 2007, at Thiruporur, Tamil Nadu India, we "G. R. Industries", is one of reckoned organizations, engaged in manufacturing and supplying wide variety of industrial components. Our offered range includes turned components for automobile industries, sheet metal components, press tools and jigs and fixture and accessories and many more. Apart from this, we also offer industrial fabrication services to spread across the nation. prestigious customers spread across the nation.

The products offered under our brand name, are manufactured by meticulous and diligent professionals. They use superior quality raw material that are obtained from the leading and authentic vendors of the market. The professionals employed in our organization, have in-depth knowledge and immense experience in this industry that allows us to offer the quality range of industrial components. Owing to the quality of our offered products, these are extensively demanded by the valued customers for their features like durable finish standards, precision engineered, corrosion resistant and optimum performance. Our products find wide application in various industries that is bean established all over the country. Due to the competencies of our personnel, we are able to offer the customized solutions as per the technical specifications mentioned by esteemed customers.

With the able guidance of our mentor. Mr. Gunasekar, we have made our name countable among the topmost manufactures in this industry circles. His motivational thoughts have inspired our professionals to deliver their best while performing the job.

We are a leading manufacturer of press sheet metal products, and we have been in business for over a decade. We specialize in producing and supplying high-quality products for a variety of industries, including automotive and electronics and press tools.

We have a wide range of capabilities, and we can produce products from a variety of materials, including steel, aluminium, brass and stainless steel. We also have a variety of finishing options available, including powder coating, painting, and plating.

Our team of experienced engineers and technicians is dedicated to providing our customers with the best possible service. We work closely with our customers to

understand their needs and to develop products that meet their exact specifications. We also offer a variety of value-added services, such as design assistance, prototyping, and assembly.

We are committed to providing our customers with the highest quality products and services. We are also committed to continuous improvement, and we are always looking for new ways to improve our processes and our products.

1.3 PRODUCT PROFILE:

Our organization is one of the prominent messes, engaged in manufacturing and supplying different types of industrial components. These are manufactured by our team of highly qualified and dexterous professionals, using superior quality raw material that are procured from the trusted and reliable vendors of the industry. Further, after manufacturing process, our offered range is checked by the quality controllers on defined parameters, such as durability, performance, raw material used and reliability. This ensures that premium quality products are offered to the valued customers throughout the country.

We offer:

Category	sub-category
✓ Industrial products	press tools Sheet metal components Turned components Jigs and fixture

Following are the features of our offered range:

- Durable finish standards
- Optimum performance
- Precision engineered
- Corrosion resistant

1.4 PRODUCT AND SERVICES:

Our organization is one of the leading firms, engaged in manufacturing and supplying assortment of Industrial Components. In our range, we offer turned components for automobile industries, sheet metal components, press tools and accessories for maintenance of our suppliers. In addition to this, we are also engaged in providing the products offered under our brand name, are widely acknowledged for their features like optimum performance, corrosion resistant and durable finish standards.

1. *Turned components:*

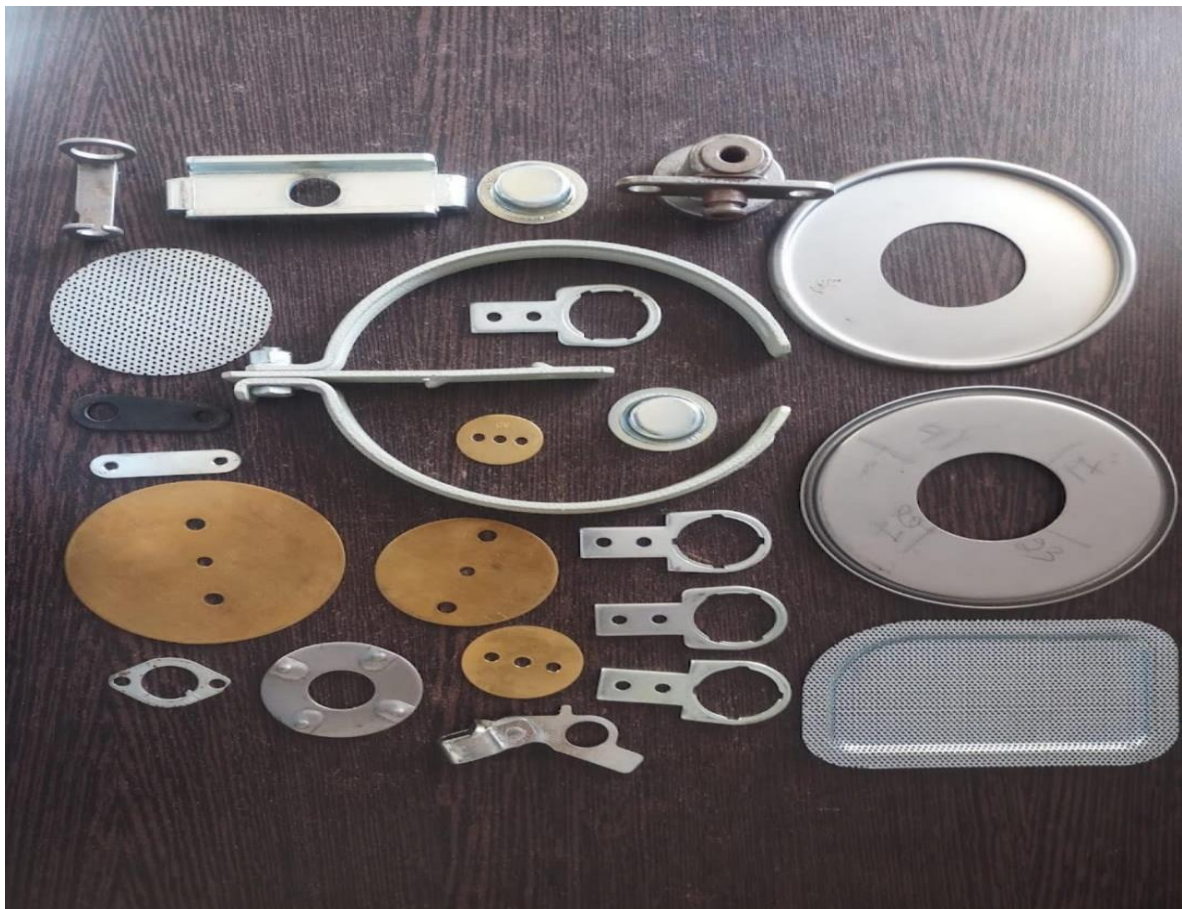
Our organisation is one of the noted firms engaged in manufacturing and supplying turn components to automobile industries. These are manufactured by our team of qualified and competent professionals who have in-depth knowledge and immense experience. Our offered range of components include piston rod, end blank, shafts, bushes, punches, square pins, spacers, aluminium auto parts, brass auto parts, ss gas valve and various other similar items. All these components can be customised as per the technical requirements of the customers that allow us to attain the maximum satisfaction of our customers spread across the nation.



TURNED COMPONENTS

2. Sheet metal components:

With our immense domain expertise. We are now introducing a wide variety of sheet metal components. Our offered range is manufactured by experienced and qualified professionals in strict conformity with quality controller on defined parameters such as reliability, durability and performance. This allows us to remove the defective products and offer flawless component range to customers throughout the country. Sheet metal components are solid models that can be represented as flat models or in sheet metal form. They are uniform in thickness and can have features like bends, cuts, rips, walls, unbends, notch, punches, forms, relief, and bend backs. Sheet metal components are used in a variety of industries, including automotive, electronics, rural equipment, custom manufacturing and fabricating, and electrical and power generations. Materials used to produce product are GI, Brass, Stainless steel, Carbon steel Alloy steels etc with various grade of customer needs.

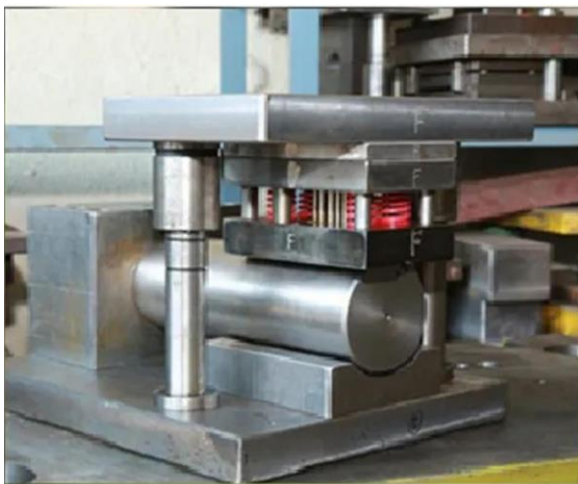


SHEET METAL PRESS COMPONENTS

3. Press Tools:

Our organisation is counted among the finest manufacturers and suppliers of press tools. These are manufactured used by our team of experienced professionals. Our offered range is widely known for their features the excellent polish, durable finish standards, easy installation and optimum performance. Some of the tools include stamping tools, bending tools, punching tools, open and closed dies and progressive tools. We also offer various types of jigs and fixtures for VMC and CNC machines.

IMPRESSION TOOL



VMC FIXTURE



PROGRESSIVE TOOL



BENDING TOOL



PUNCHING TOOL

Vision

"To achieve global standards in quality, cost, delivery, environmental control, production efficiency and customer satisfaction."

1.5 OBJECTIVE OF THE STUDY:

- *PRIMARY OBJECTIVES:*

- ✓ To know about the relationship between employees and organisation and encourage employees to maximize productivity in G.R. Industries.

- *SECONDARY OBJECTIVES:*

- ✓ To analyze the importance of employee relationship management.
- ✓ To find out the various factors contributing for employee relationship in organization.
- ✓ To find out the impacts of employee relationship management.
- ✓ To know the satisfaction level of employees on working conditions with co-workers.

1.6 NEED FOR THE STUDY:

The relationship between an employer and employee is a key deciding factor because it is very important to have mutual trust. An employer should trust his employee and an employee should trust his employer. This trust factor helps in building a relationship between both the parties. Once this trust factors built then we say that the base of the relationship between the parties is set. Going forward trust helps to maintain the relationship and helps both the parties to understand each other well so that both can contribute to the development of the organization and personal development. It helps in maintaining the satisfaction level of both the parties, which is very important for both the employer and employee as if any of the parties is not satisfied the growth of the organization is not possible so the study concludes how employee-employer relations is maintained in G.R. INDUSTRIES.

1.7 SCOPE OF STUDY:

- The study is intended to evaluate Relationship of employees in an organization.
- To study how leadership can influence on employees.
- To know which factors affects the most in employee relation.
- To find employees' opinion on the “employee relationship management”.

CHAPTER-2

REVIEW OF LITERATURE

Md. Sahedur Rahman (2021), “Effect of Employee Relationship Management (ERM) on Employee Performance”. The objective of the research is to examine the effects of ERM on employee performance at banking sectors and to provide suggestions on how to implement ERM in the organization. The organization has to implicate in the right way for the effective performance.

Ali, B. J., & Anwar, G. (2021), “an Empirical Study of Employees’ Motivation and Its Influence Job Satisfaction”. The study examines the relationship between the balance scorecard perspectives and job satisfaction at banking sector. An Empirical Study of Employees’ Motivation and its Influence Job Satisfaction - The results show that non-reward incentives have a better impact on employee success because they encourage them to be more environmentally conscious.

Ugo ani, John (2020), “Effective Delegation and Its Impact on Employee Performance” -The results show that effective delegation provides psychological empowerment and a collaborative, coordinated and comprehensive managerial technique for motivating and evaluating employees over their performance.

Richard Hannis Ansah (2018), “Importance of Employer Employee Relationship towards the Growth of a Business”- The objective of this research is to present evidence-based on the information to readers on the importance of the Employer Employee relationship for the growth of the business. Researcher found that the business owner shared a positive result that relationship plays an important role towards businesses as they add up to the growth of the business.

Thomas Katua Ngui (2016), “Relationship between employee relations strategies and performance of commercial banks in Kenya” The objective of this research is to scrutinize the relationship amongst employee relation plans or strategies of employee relation along with the execution of commercial

banks. The researcher concludes that development and documentation of commercial bank strategies and on the whole of the banks strategies has not linked to each other.

Arun Kumar Asgiriya and Sri Harsha Yayi (2015), “ERM Scale Development and Validation in Indian IT Sector”- The objective of the research is to develop a valid ERM scale in form of Indian IT sector. The finding of this research depicts that ERM in Indian IT sector is a multi-dimensional construct consist of five factors i.e., coordination and communication, organizational environment, talent acquisition, knowledge management and organizational policies. This review overcomes states any issues in written proposed an Employee Relationship Management scale, authoritatively this scale helps top administration association to focus on basic variables reminding ERM and along with these line makes conferred and persuade representative to propose a win-win circumstance through enchanting clients and upgrade the gainfulness of association all in all.

Richard Saundry, Carol Jones and Gemma Wibberley (2015), “The Challenge of managing informally”- As line managers holds more responsibility for the management, their priority for informal approach at workplace issues has been replaced by a more rigid

adherence to procedure and policy. It is by lack of confidence and expertise in conflict management and a fear of repercussions of mishandling difficult issues. It is not possible to generalize from a limited sample, therefore this suggested change requires further exploration to assess whether it have been evidenced in organizations’ more widely.

Sceil Bal Tashan (2014), “The impact of employee –organization relationship on Individuals behavioural outcomes of task-related performance, contextual performance ad intention to turnover; an evaluation with social exchange theory”-The objective of the study is to analyse the effects of employee–organization relationship (EOR) on the outcomes of individual behaviours based on the information given in social trade hypothesis. There is a significant

Negative impact on the turnover. This study focuses on employee's present perspective because this is the most important social changes that have to be observed.

Dr. B. Devamaindhan (2014), "employer – employee relationship"- The objective of this research is to have healthy relation is vital for the successful running of any business The employer should know what the employee is facing the problems then that would be an obstacle to achieve success in the business.

Dr.D. Xisha and Dr. K R Subramanian (2014), "The Impact of Employer Employee Relationships on Business Growth"- The objective of the study is to know the employer employee relationship and impact of organizational response. The researcher found that the organization has to grow and survive in the current business environment they need to find resources to update continuously their technologies and information needs.

Stefan Strohmeier (2013), "Employee Relationship Management"- Realizing competitive advantage through information technology. ERM constitutes an emerging trend by managing the human resources in developing and maintaining individual and mutual relationship with every employee based on informational technology. The researcher concluded that providing them with general hint and framework of ERM and in view to this framework, for further development of concepts about ERM are determined to propose ideas for future research.

Roopali Bajaj, Shalini Sinha and Vineet Tiwari (2013), "Crucial Factors of Human Resource Management for Good Employee Relations"- From this researcher it is found that there is no unity and maintain a friendly attitude between every employee and between the management and employees. The operative functions are crucial and has to improve in productivity in the organization.

Stroh Meier, S. (2013), "Employee relationship management — Realizing competitive advantage through information technology". In his study said that

worker relationship management (ERM) constitutes a rising fashion of dealing with human assets thru constructing and retaining individualized and collectively precious relationships with personnel based totally on data technology. As a result, a primary popular define of an exciting and ambitious idea is offered. Based at the outline, essential implications for similarly conceptual elaboration, theoretical basis and empirical assessment of ERM derived to indicate guidelines for destiny research.

Muhammad Ikhlas Khan (2012), “The Impact of Training and Motivation on Performance of Employees”. The study was done to identify the effect of certain factors on the employee’s performance. The study found that there are two factors influencing employee’s performance that are training and motivation in the organizations.

Chaudhry Amjad and Usman Abid (2011), “an Investigation of the Relationship between Employees Emotional Intelligence and Performance”. This paper examines the relationship between employee’s emotional intelligence and their performance. The current study proves a moderately high positive correlation between employee’s emotional intelligence and performance. It established that employee’s performance could significantly predicted based upon their emotional intelligence scores.

Sanjeet Singh, Gagan Deep Sharma and Navneet Khattra (2011), “Impact of Human Resource Management on the Organization”. The study concludes that HRM plays the vital role in the organization as it helps to plan career, to achieve personal as well as organizational goals, to solve conflicts, to manage work force diversity and to meet requirement of the globalization.

Sadikoglu, E., & Zahir, C. (2010), “investigating the effects of innovation and employee performance on the relationship between total quality management practices and firm performance”. He positioned that investigating the consequences of innovation and employee usual overall performance on the between standard first-class manipulate practices and company ordinary overall performance. The effects from studies of the relationship. The look at

additionally offers managerial and studies implications, studies boundaries, and hints for future research.

Payne A & Frow P (2006), "Customer relationship management: From strategy to implementation". In his look, he discovered that worker courting control, from the attitude of method formula and implementation. He starts with the aid of reviewing the origins and role of ERM and highlighting the significance of adopting a cross-useful method to ERM strategy formula. He has a look at opportunity strategies to ERM approach development and, the use of an 'interplay research' method; suggest a model that addresses both ERM method and implementation.

Jo, S., & Shim, S. W. (2005), "Paradigm shift of employee communication: The effect of management communication on trusting relationships". He stated that Paradigm shift of worker commune: The effect of management verbal exchange on trusting relationships. Notwithstanding the reality that relationship be normative competition suggests that a beneficial organizational weather leads to inexperienced method overall performance, empirical studies has not addressed the trusting relationship as a variable mediating organizational climate and job pride or general performance.

CHAPTER-3

RESEARCH METHODOLOGY

Achieving scientific objectives would not be possible without knowing science, except when the right methodology is chosen. Research methodology is a set of techniques and procedures used to gather and analyse data, answer research questions, and test hypotheses. It also refers to the systematic approach used to conduct scientific or scholarly investigations. It helps ensure the reliability and validity of research findings. It provides a detailed plan that helps keep researchers on track, making the process smooth, effective, and manageable.

3.1 RESEARCH DESIGN:

In G.R. INDUSTRIES descriptive type of research design is suitable. Descriptive research design does not include predictions or determination of cause and effects. This research helps in finding out different facts and figures in the survey. It can be used to find the relationship and association between two or more variables. The major purpose of this learning research is describing employee relationship management at company by its employees.

3.2 SAMPLING TECHNIQUE:

In this study probability sampling was employed, However the type of probability sampling used is "Simple random sampling" where the samples are drawn by generating random members.

3.3 SAMPLE SIZE:

The sample size of the study is 105 respondents. The respondents are the employees working in the G.R. INDUSTRIES.

3.4 POPULATION:

The aggregate of all the units pertaining to a study is called the population or universe. Population is the target group to be studied. In this study employees working in the G.R. INDUSTRIES are referred to as the population.

3.5 PERIOD OF STUDY:

The period of study is from January 2024 to March 2024, which is a three-month period of study.

3.6 DATA COLLECTION:

Primary data: Primary data is original data source which is collected firsthand in the research for a specific reason. This was collected by rising questionnaires personally to employees of various departments.

Secondary data: Secondary data was collected from journals, organization, records, organization website, web source. Statistical tools were used after the data collection, statistical tool helps to analyse the data. The statistical tool used in the study is Ms Excel, SPSS software, CHI-SQUARE test and ANOVA test.

CHAPTER-4

DATA ANALYSIS AND INTERPRETATION

4.1 PERCENTAGE ANALYSIS

Table 4.1.1: Table showing age of the respondents

AGE	NO OF RESPONDENT	PERCENTAGE
20-30	44	41.90%
30-40	43	40.96%
40 ABOVE	18	17.14%
TOTAL	105	100

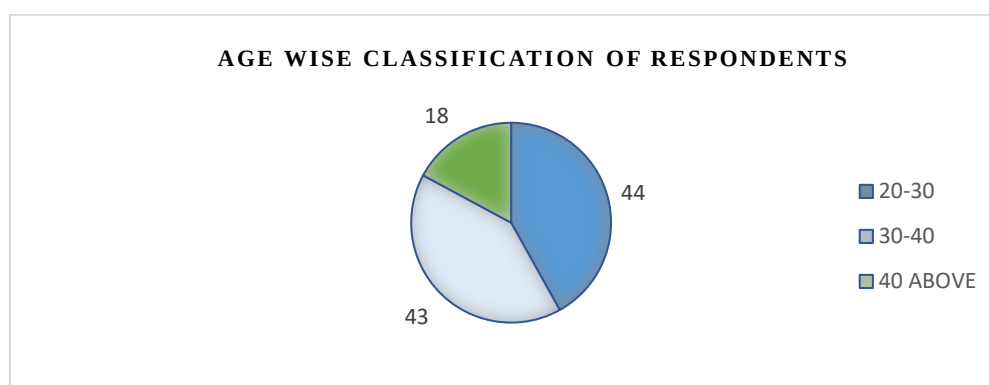


Chart 4.1.1: Chart representing age of the respondents

INTERPRETATION:

From the above table it is interpreted that 41.90% respondent are 20-30 and 40.96% respondent are 30-40 and 17.14% respondent are above 40.

Table 4.1.2: Table showing gender of the respondents

GENDER	NO OF RESPONDENTS	PERCENTAGE
MALE	73	69.52%
FEMALE	32	30.48%
TOTAL	105	100

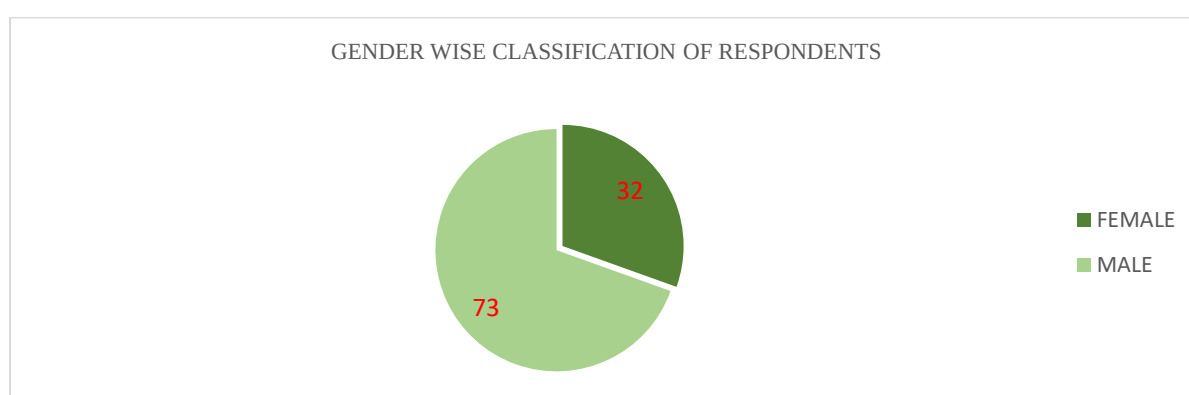


Chart 4.1.2: Chart representing gender of the respondent

INTERPRETATION:

From the above table it is interpreted that 69.52% respondents are male and 30.48% of respondents are female.

Table 4.1.3: Table showing experience of the respondent

OPTIONS	NO OF RESPONDENTS	PERCENTAGE
0-5	36	34.29%
6-10	56	53.33%
ABOVE 10	13	12.38%
TOTAL	105	100

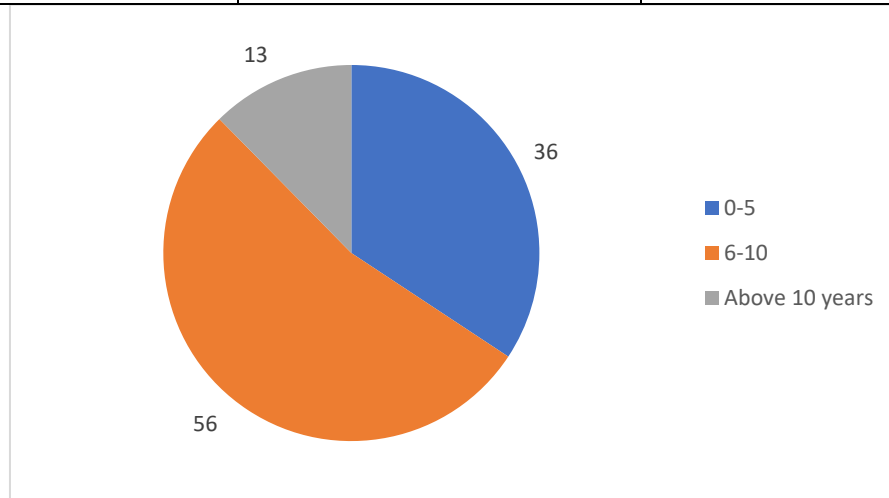


Chart 4.1.3: Chart representing the experience of the respondent

INTERPRETATION:

From the above table it is interpreted that 57% respondents are machine operator and 1.91% of respondents are QC and 13.34% of respondents are store head and 22.03% of respondent are supervisors And 5.72% of respondents are managers.

Table 4.1.4: Table showing job role of the respondent

JOB ROLE	NO OF RESPONDENTS	PERCENTAGE
MACHINE OPERATOR	59	57%
QC	2	1.91%
STORE HEAD	14	13.34%
SUPERVISOR	23	22.03%
MANAGER	6	5.72%
TOTAL	105	100

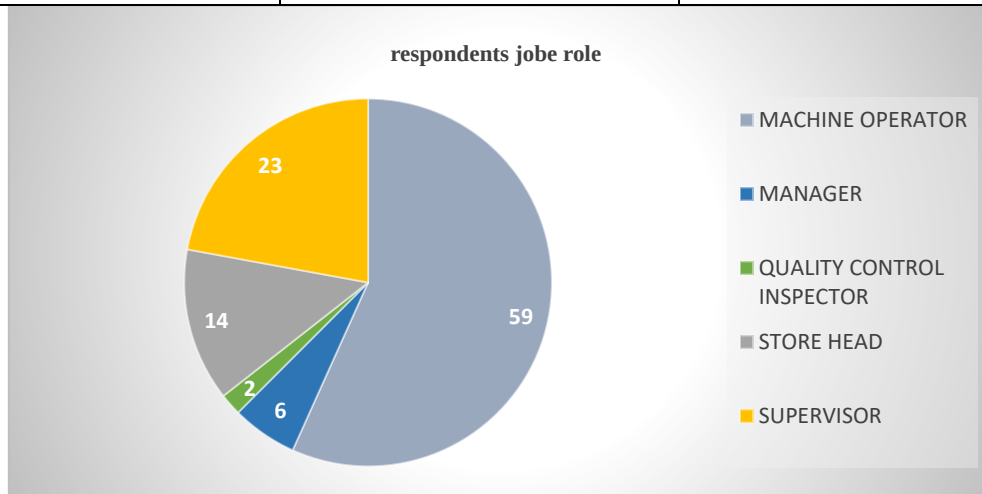


Chart 4.1.4: Chart representing the job role of the employees

INTERPRETATION:

From the above table it is interpreted that 15.25% respondent are very dissatisfied and 5.71% respondent are dissatisfied and 20% respondent are neutral and 35.23% are satisfied and 22.90% respondent are very satisfied.

Table 4.1.5: Table showing satisfaction of employees in the activities in workplace

OPTIONS	NO OF RESPONDENTS	PERCENTAGE
VERY DISSATISFIED	16	15.25%
DISSATISFIED	6	5.71%
NEUTRAL	21	20%
SATTISFIED	37	35.23%
VERY SATTISFIED	24	22.90%
TOTAL	105	100

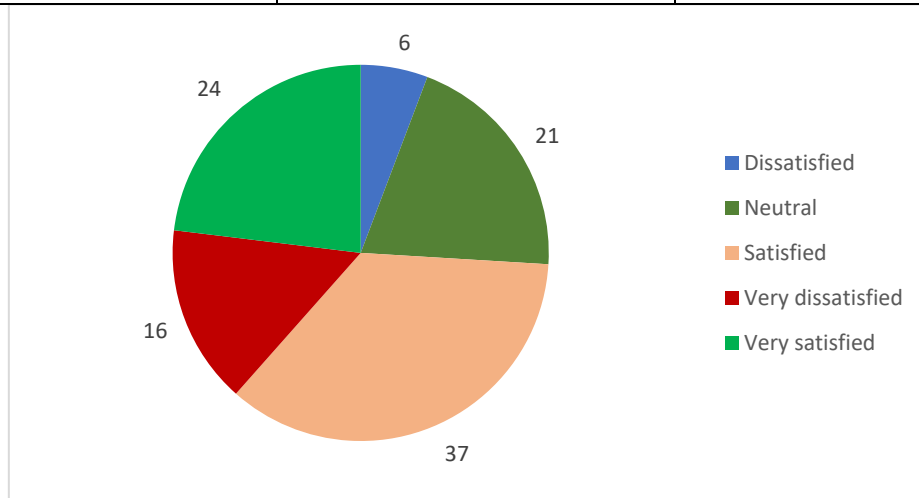


Chart 4.1.5: Chart representing satisfaction of employees in the activities in workplace

INTERPRETATION:

From the above table it is interpreted that 15.25% respondent are very dissatisfied and 5.71% respondent are dissatisfied and 20% respondent are neutral and 35.23% are satisfied and 22.90% respondent are very satisfied.

Table 4.1.6: Table showing rate of communication and collaboration among employees and department

OPTIONS	NO OF RESPONDENTS	PERCENTAGE
EXCELLENT	49	46.67%
GOOD	47	6.66%
FAIR	7	44.76%
POOR	1	0.95%
TOTAL	105	100

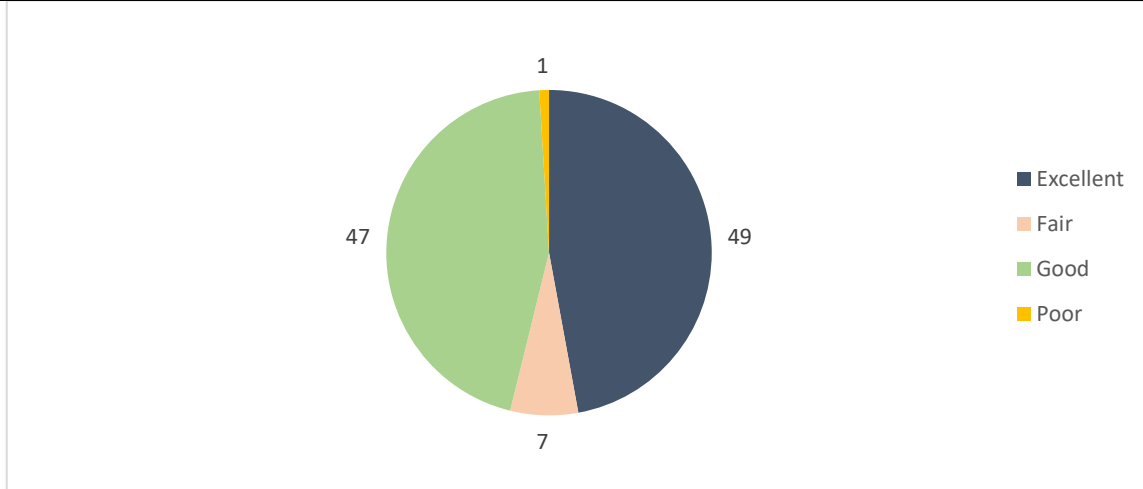


Chart 4.1.6: chart representing rate of communication and collaboration among employees and department

INTERPRETATION:

From the above table it is interpreted that 46.67% of respondent are excellent and 6.66% of respondent are good and 44.76% of respondent are fair and 0.95% of respondent are poor.

Table 4.1.7: Table showing that where the employees are facing problems in taking care of raw material

OPTIONS	NO OF RESPONDENTS	PERCENTAGE
PACKAGING	33	29.52%
TRANSPORTING	16	15.23%
STORAGE	31	22.85%
EVALUATING OF DEFECTIVE RAW MATERIAL	24	31.42%
TOTAL	105	100

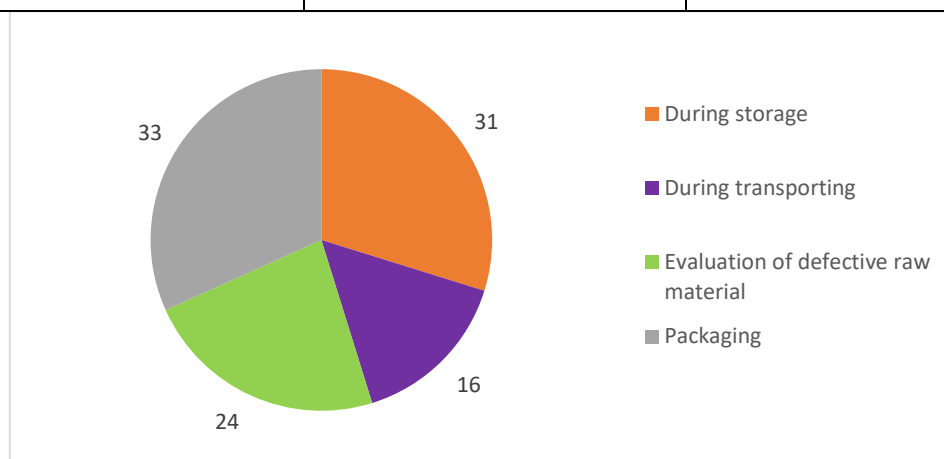


Chart 4.1.7: chart representing that where the employees are facing problems in taking care of raw material

INTERPERTATION:

From the above table it is interpreted that 29.52% of respondent are during packaging and 15.23% of respondent are during transporting and 22.85% of respondent are during storage and 31.42% of respondent are evaluating of defective raw material.

Table 4.1.8: Table showing that how would you rate the current efficiency of employee management system

OPTIONS	NO OF RESPONDENT	PERCENTAGE
EXCELLENT	37	35.23%
GOOD	58	55.23%
FAIR	8	7.62%
POOR	1	0.95%
TOTAL	105	100

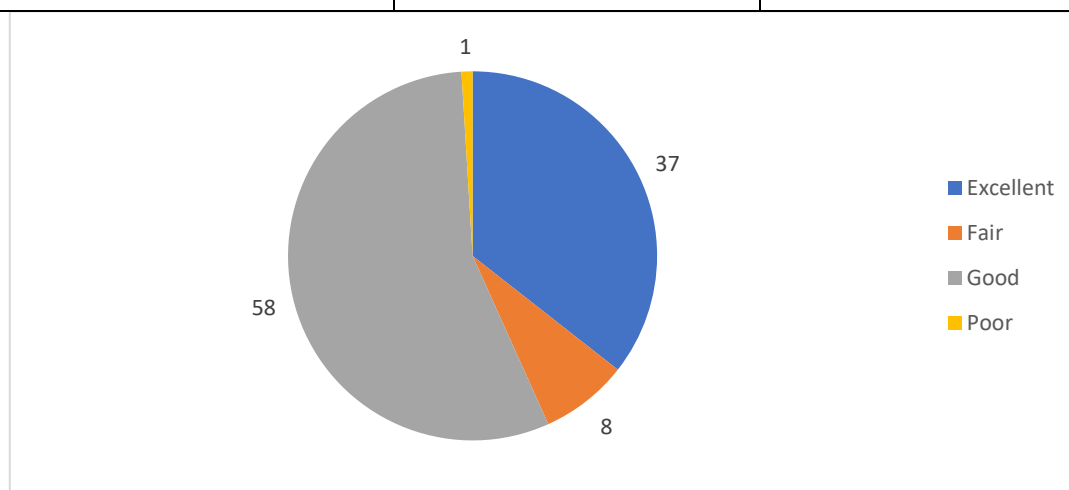


Chart 4.1.8: chart representing that how would you rate the current efficiency of employee management system

INTERPRETATION:

From the above table it is interpreted that 35.23% of respondent are excellent and 55.23% of respondent are good and 7.62% of respondent are fair and 0.95% of respondent are poor.

Table 4.1.9: Table showing that company conduct employee related audits

OPTIONS	NO OF RESPONDENTS	PERCENTAGE
YEARLY	62	59.047%
QUARTERLY	35	33.33%
INFREQUENTLY	3	3.80%
NEVER	4	2.86%
TOTAL	105	100

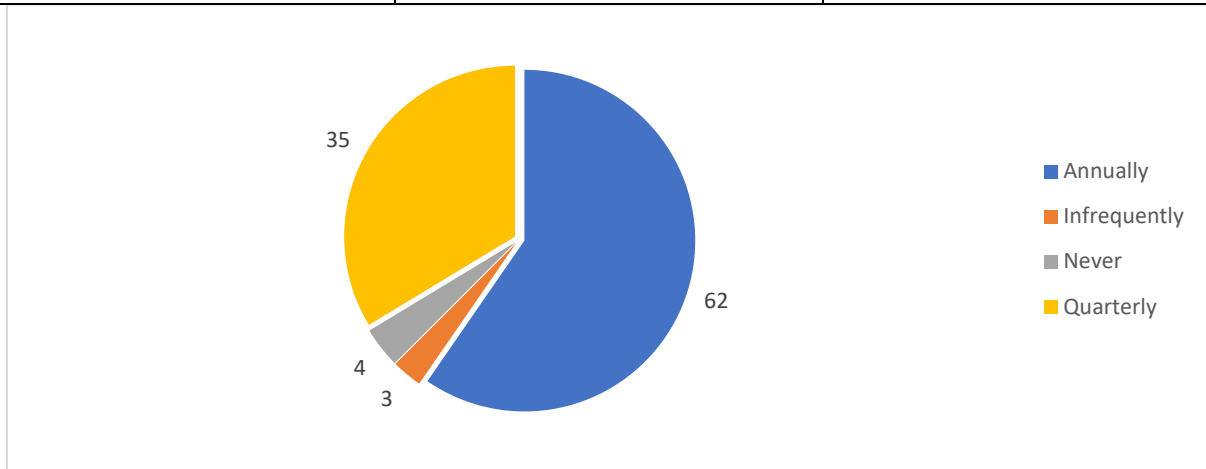


Chart 4.1.9: Chart representing that company conduct employee related audits

INTERPRETATION:

From the above table it is interpreted that 59.047% of respondent are yearly and 33.33% of responses are quarterly and 3.80% of responses are infrequently and 2.86% of responses are never.

Table 4.1.10: Table showing suggestion of improve employee employer relationship

SUGRESSIONS OF IMPROVING EMPLOYEE EMPLOYER RELATIONSHIP	NO OF RESPONDENTS	PERCENTAGE
IMPROVE FRIENDLY RELATION	12	11.42%
IMPROVE COMMUNICATION	14	13.33%
NO SUGRESSION	40	38.095%
NIL	39	37.14%
TOTAL	105	100

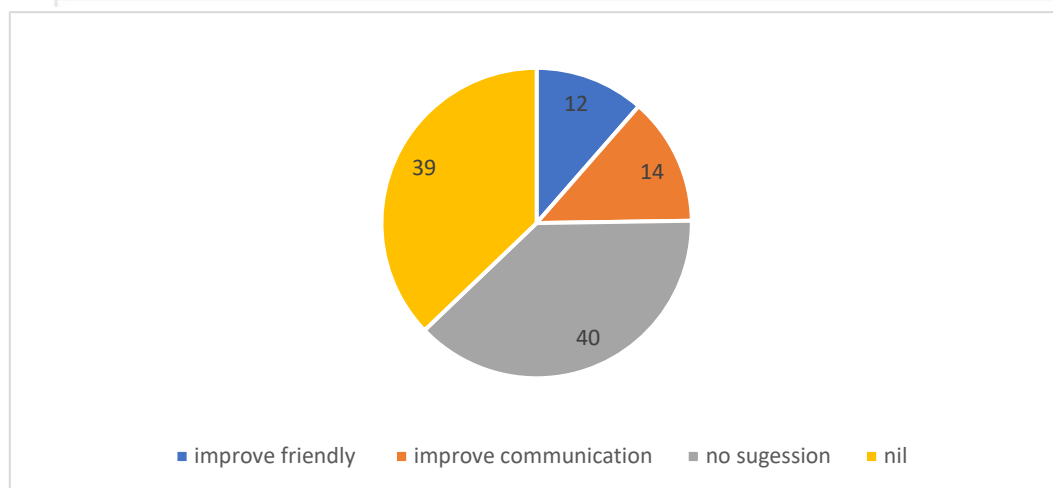


Chart 4.1.10: Chart representing suggestion of improve employee employer relationship

INTERPRETATION:

From the above table it is interpreted that 11.42% of responses to improve friendly relation and 13.33% of responses to improve communication and 38.09% of responses is to no suggestion and 37.14% of responses is to nil.

Table 4.1.11: Table showing that how frequently need material for task

How frequently do you need to requisition materials for your tasks	NO OF RESPONDENTS	PERCENTAGE
DAILY	32	30.48%
WEEKLY	64	60.95%
MONTHLY	9	8.57%
TOTAL	105	100

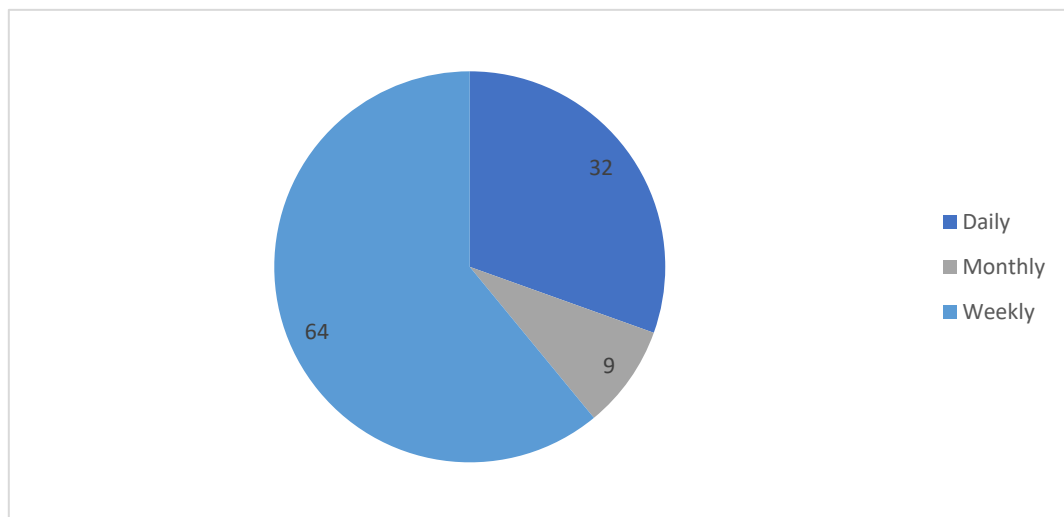


Chart 4.1.11: Chart representing that how frequently need material for task

INTERPRETATION:

From the above table it is interpreted that 30.48% of responses are daily and 60.95% of responses are weekly and 8.57% of responses are monthly.

Table:4.1.12: Table showing that how proactive is the team in reduce material waste

How proactive is the team in reducing material waste	NO OF RESPONDENTS	PERCENTAGE
VERY PROACTIVE	33	31.43%
SOMEWHAT PROACTIVE	67	63.80%
NOT PROACTIVE	5	4.77%
TOTAL	105	100

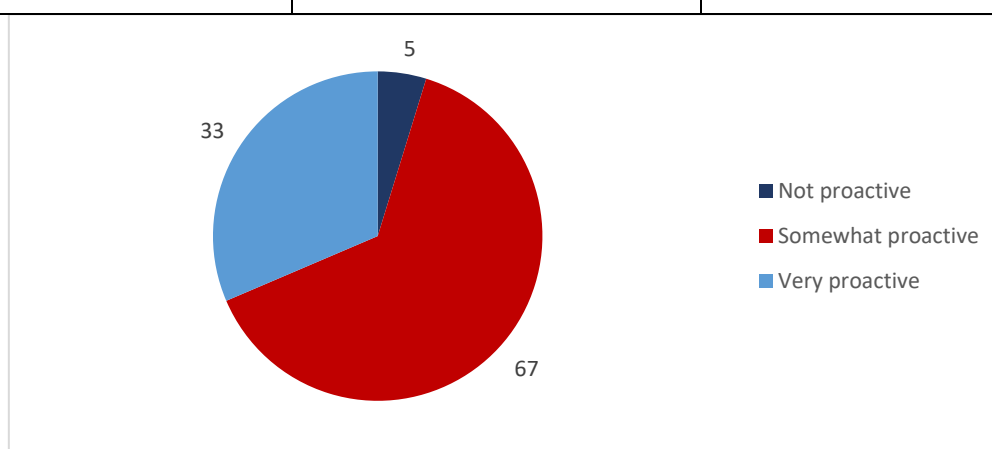


Chart 4.1.12: Chart representing that how proactive is the team in reduce material waste

INTERPRETATION:

From the above table it is interpreted that 31.43% of responses are very proactive and 63.80% of responses are somewhat proactive and 4.77% of responses are not proactive.

Table 4.1.13: Table showing that how conscious is you of the environment impact of the material used

How conscious is you of the environmental impact of the materials used	NO OF RESPONDENTS	PERCENTAGE
VERY CONSCIOUS	39	37.14%
SOMEWHAT CONSCIOUS	58	55.23%
NOT CONSCIOUS	8	7.63%
TOTAL	105	100

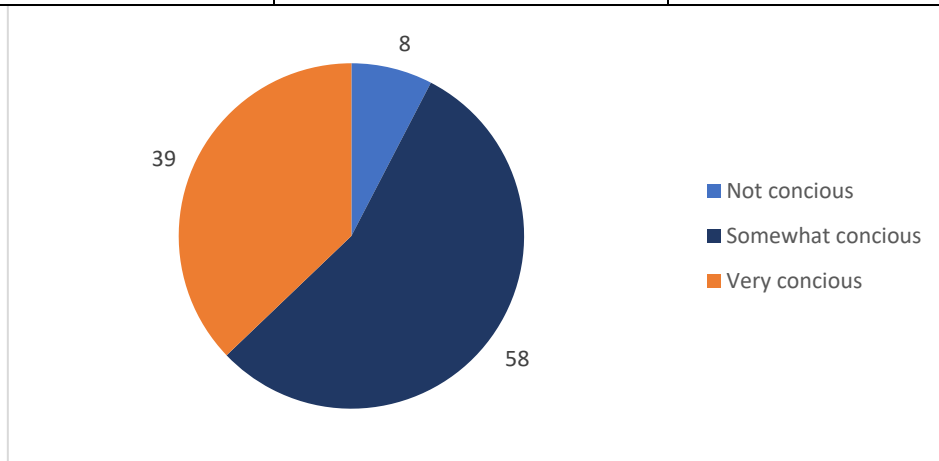


Chart 4.1.13: Chart representing that how conscious is you of the environment impact of the material used

INTERPRETATION:

From the above table it is interpreted that 37.14% of respondent are very conscious and 55.23% of respondents are somewhat conscious and 7.63% of respondent are not conscious.

Table 4.1.14: Table showing that it is important to balance your work and personal life

IT IS IMPORTANT TO BALANCE YOUR WORK AND PERSONAL LIFE	NO OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	45	42.85%
AGREE	33	31.42%
NEUTRAL	20	19.04%
DISAGREE	7	6.69%
STRONGLY DISAGREE	0	0
TOTAL	105	100

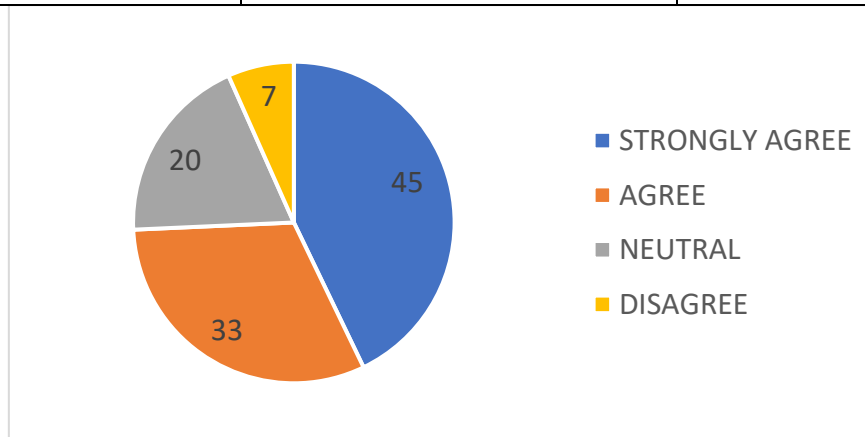


Chart 4.1.14: Chart representing that it is important to balance your work and personal life

INTERPRETATION:

From the above table it is interpreted that 42.85% of respondent are strongly agree and 31.42% of respondent are agree and 19.04% of respondents are neutral and 6.69% of respondents are disagree.

Table 4.1.15: Table showing that you get good support from manager or supervisor for your work

Do you get good support from manager or supervisor for your work	NO OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	55	52.38%
AGREE	41	39.05%
NEUTRAL	9	8.57%
DISAGREE	0	0
STRONGLY DISAGREE	0	0
TOTAL	105	100

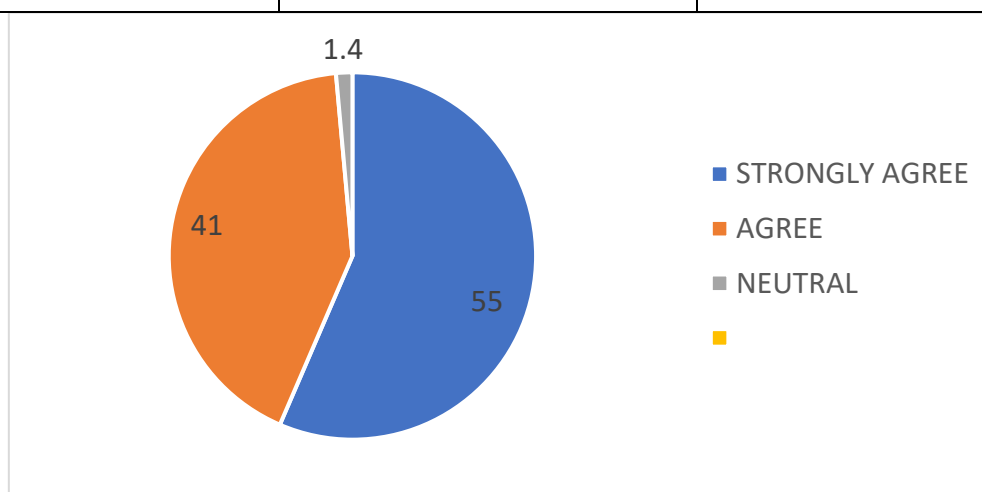


Chart 4.1.15: Chart representing that you get good support from manager or supervisor for your work

INTERPRETATION:

From the above table it is interpreted that 52.38% of respondents are strongly agree and 39.05% of respondents are agree and 8.57% of respondents are neutral.

Table 4.1.16: Table showing that you are satisfied with your relation with your immediate supervisors

Are you satisfied with your relation with your immediate supervisors	NO OF RESPONDENTS	PERCENTAGE
HIGHLY SATISFIED	38	36.19%
SATISFIED	45	42.85%
NEUTRAL	20	19.04%
DISSATISFIED	2	1.90%
HIGHLY DISSATISFIED	0	0
TOTAL	105	100

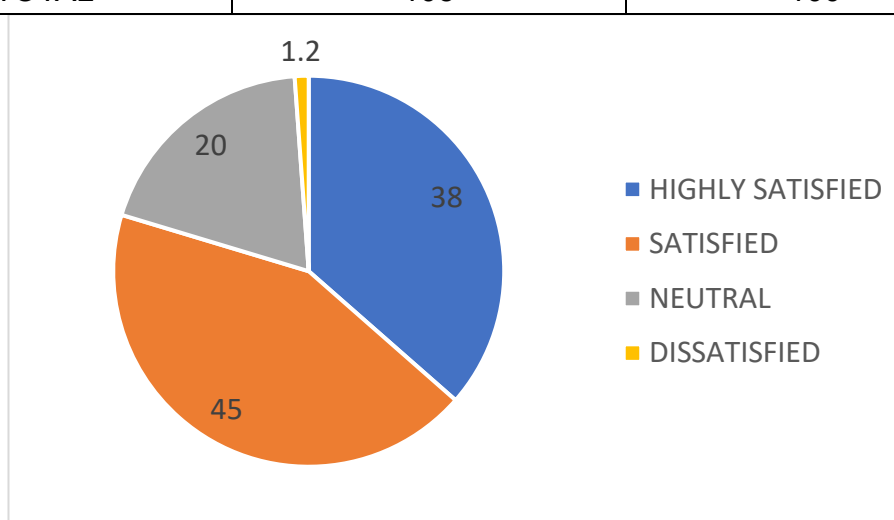


Chart 4.1.16: Chart representing that you are satisfied with your relation with your immediate supervisors

INTERPRETATION:

From the above table it is interpreted that 36.19% of respondent says highly satisfied and 42.85% of respondent says satisfied and 19.04% of respondent says neutral.

4.2 CHI SQUARE

4.2.1: Table showing the Chi-square test report.

Case Processing Summary

	Valid		Cases Missing		Total	
	N	Percent	N	Percent	N	Percent
Age of the respondents * it is important to balance your worklife and personal life	105	100.0%	0	0.0%	105	100.0%

Age of the respondents * it is important to balance your worklife and personal life Crosstabulation

			it is important to balance your worklife and personal life					
			agree	disagree	neutral	strongly agree	strongly disagree	Total
Age of the respondents	20-30	Count	17	2	9	13	3	44
		Expected Count	11.7	3.8	11.7	14.7	2.1	44.0
	30-40	Count	7	5	16	15	0	43
		Expected Count	11.5	3.7	11.5	14.3	2.0	43.0
	40 ABOVE	Count	4	2	3	7	2	18
		Expected Count	4.8	1.5	4.8	6.0	.9	18.0
Total		Count	28	9	28	35	5	105
		Expected Count	28.0	9.0	28.0	35.0	5.0	105.0

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	13.127 ^a	8	.108
Likelihood Ratio	14.784	8	.063
N of Valid Cases	105		

a. 8 cells (53.3%) have expected count less than 5. The minimum expected count is .86.

INTERPRETATION:

Where 0.108 is higher than 0.05, therefore there is no significant association between age of the employees and how it is important to balance your work life and personal life.

CHI-SQUARE TEST:

Null hypothesis H0: there is no significant association between age of the employees and how it is important to balance your work life and personal life.

Alternate hypothesis H1: There is a significant association between age of the employees and how it is important to balance your work life and personal life.

CHAPTER 5

FINDINGS

- Majority (41.90%) of the respondents are between 20-30 age group.
- Majority (69.52%) of respondents are male.
- Majority (57%) of respondents are machine operator.
- Majority (35.23%) of respondent are satisfied.
- Majority (46.67%) of respondent are excellent.
- Majority (31.42%) of respondent are evaluating defective raw material.
- Majority (55.23%) of respondent are good.
- Majority (59.047%) of responses are yearly.
- Majority (38.095%) of responses is to no suggestion.
- Majority (60.95%) of responses are weekly.
- Majority (63.80%) of responses are somewhat proactive.
- Majority (55.23%) of respondent are somewhat conscious.
- Majority (42.85%) of respondents are strongly agree.
- Majority (42.85%) of respondents are strongly agree.
- Majority (42.85%) of respondent says satisfied.

CHAPTER 6

SUGGESTIONS

- Foster open communication channels between management and employees. Encourage feedback, listen to concerns, and address issues promptly.
- Implement a system to recognize and reward employees for their hard work and achievements. This could include bonuses, awards, or simple gestures of appreciation.
- Promote a healthy work-life balance by offering flexible work arrangements, such as telecommuting options or flexible hours. Encourage employees to take breaks and vacations to prevent burnout.
- Offer opportunities for professional growth and development, such as training programs, workshops, and mentorship initiatives. Invest in your employees' skills and help them advance in their careers.
- Provide regular feedback to employees on their performance, both positive and constructive. This helps employees understand their strengths and areas for improvement, fostering continuous growth and development.

By implementing these strategies, you can cultivate a positive and supportive work environment where employees feel valued, engaged, and motivated to contribute to the success of the organization.

CONCLUSION

The purpose of this study is to determine the relationship between Employer and Employee at G.R. INDUSTRIES. This study helps to understand the behavior of the employer and perception of employees. It is found that there is high level of job satisfaction with respect to disciplinary issues.

The Reporting Officers should allow all the employees at decision making process and encourage them to involve in all activities and giving importance to their ideas, suggestions and opinions. And what are all the facilities provided by the employer it should be according to the labor laws because which helps to build trust on the employer and sustain in the organization for a long-term period.

Transparency in communication makes employees to be positive and employer has to communicate transparently with all the employees without any discrimination and bias. It is important for all organization to maintain pleasant working environment and more productive towards organization objectives.

The most of the employees at “G.R. INDUSTRIES” are satisfied with the working facilities provided by the employer and working timings, salary and problem-solving skills and behavior of the employers and they are happy with the training and development programs which was conducted by the organization it helps to mold employees’ skills and knowledge which is required for the specific jobs.

From the survey it was found that “G.R. INDUSTRIES” should take initiatives to maintain good relationship with the employer and employees it is benefited for the successful organization. Good relationship between employer and employee wins trustworthiness and it is effect on the employee’s performance and maintains the employer – employee compatibility

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APPENDIX-1
QUESTIONNAIRE

1. NAME:

2. GENDER:

a. MALE

b. FEMALE

3. AGE:

a.20-30

b.30-40

c.40 ABOVE

4.JOB ROLE:

a. managers

b. supervisor

c. quality control inspector

d. store head

e. machine operator

5.years of experience: _____.

a.0-5

b.6-10

c. above 10 years

6. On a scale of 1 to 5 how satisfied are you with the employee related activities in your workplace?

a. very dissatisfied

b. dissatisfied43

- c. neutral
- d. satisfied
- e. very satisfied

7.How would you rate communication and collaboration among employee and departments?

- a. Excellent
- b. Good
- c. Fair
- d. Poor

8.Where the employees is facing problems in taking care of the raw material during working?

- a. During storage
- b. Packaging
- c. Evaluation of defective raw material
- d. During transporting.

9.How would you rate the current efficiency of the existing employee management system?

- a. Excellent
- b. Good
- c. Average
- d. Poor

10.How often does your organization conduct audits to ensure accurate tracking of employee-related data?

- a. Quarterly

- b. Annually
- c. Infrequently
- d. Never

11. Any suggestion on improving employer employee relationship?

- a. improves friendly relationship
- b. improve communication
- c. no suggestion
- d. nil

12. How frequently do you need to requisition materials for your tasks?

- a. Daily
- b. Weekly
- c. Monthly
- d. yearly

13. How proactive is the team in reducing material waste?

- a. Very proactive
- b. Somewhat proactive
- c. Not proactive

14. How conscious is you of the environmental impact of the materials used?

- a. Very conscious
- b. Somewhat conscious
- c. Not conscious

15. It is important to balance your work and personal life?

- a. Strongly agrees
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly disagrees

16. Do you get good support from manager or supervisor for your work?

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

17. Are you satisfied with your relation with your immediate supervisors?

- a. Highly satisfied
- b. Satisfied
- c. Neutral
- d. Dissatisfied
- e. Highly dissatisfied