

A STUDY ON EMPLOYER RELATIONSHIP WITH THEIR EMPLOYEE IN M.R. KRISHNAMURTHI CO-OPERATIVE SUGAR MILLS LTD., SETHYATHOPE

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Abstract

The evaluation of the responses of the people relation with their advanced M.R Krishnamurthy suggests the special issue that have an effect on the connection and highlighted the regions of employee relation with their advanced which could assist the control to apprehend the trouble regions higher and enhance them. From the survey carried out, it's far apparent that maximum of the personnel of M.R Krishnamurthy enterprise are glad with the overall performance

Key word:-Subordinate, Superior, Motivation Etc.,

Introduction:

This observe offers with the advanced subordinate courting and for this reason the elements which result in have an effect on the connection and elements which result in the advanced and sub ordinate to carry out nicely are mentioned in element and mathematically analyzed. It is apparent that, the advanced and subordinate cordial courting performs a critical function in a success functioning of the organization. Therefore it's far essential that the advanced should maintain a superb relation with the sub-ordinate to get their co operation that allows you to run the organization profitably.

The motives for deciding on subject matter for my survey are defined below.

- The fulfillment system of any status quo relies upon especially at the knowledge among the control(advanced) and personnel(sub-ordinates).
- The private observe in their internal emotions facilitates loads to have avia information in their relation withinside the organization.
- More statistical details will now no longer assist us to return back to a end approximately the easy strolling fulfillment of destiny of the organization.

The survey similarly gives the real internal emotions of the personnel.

SCOPE OF THE STUDY:

- The observe location is MR.KRISHNAMOORTHY SUGAR FACTORY at Sethiyathoppu.
- The observe covers different factors responsible advanced and sub-ordinate courting •. Working atmosphere, obligatory and non obligatory blessings presented through the control, knowledge among advanced and sub-ordinates etc.
- More over it consists of elements consisting of advanced relation with co-employee, settlements of grievances through the control, which all in a roundabout way and analyzed mathematically.
- The observe gives the real emotions of the personnel in addition to the control and additionally the control expectation in the direction of the personnel have given. Both the advanced sub-ordinate has to take steps for that reason to enhance their courting withinside the firm.
- Various inspiration were supplied to enhance the connection with the personnel. The implementation of the identical through the organisation is left to the control.

OBJECTIVE OF THE STUDY:

To make a observe on advanced and sub-ordinate courting at MR.KRISHNAMOORTHY SUAGR FACTORY, Sethiyathoppu

Secondary objectives:

- To discover the elements affecting the personnel and personnel relation.
- To become aware of the extent of knowledge among the advanced and subordinates.
- To observe the situations winning on advanced and sub-ordinate courting.

Tools used for the observe:

- The numerous gear used on this observe are tables, pie diagrams, bar diagrams and charts.

Area of the observe:

The location of the observe relates to M.R.KRISHNAMOORTHY SUGAR MILLS, Sethiyathoppu, Cuddalore district.

Period of the observe:

The observe on courting among advanced and sub-ordinate in M.R.KRISHNAMOORTHY SUGAR MILLS. Covering a length from one Year.

Sample size:

Number of the sampling devices decided on from the populace is known as the dimensions of the pattern, pattern of fifty answered had been received from the populace.

COMPANY PROFILE M R KRISHNMOURTHY CO OPERATIVE SUGAR MILL LTD

The Sugar enterprise is the second one biggest enterprise in India and additionally agro primarily based totally enterprise. The sugar enterprise occupies a distinguished region withinside the economic system of our country. Involving over forty million growers and almost three.five lakes professional and unskilled people. This enterprise is consequently instrumental in producing giant employment in rural sectors immediately and via ancillary industries it performs a dominant function each in agricultural and business improvement of our country. In Tamil Nadu sugarcane being activated in nearly all of the districts. There are 3 public sectors. If 17 Co-operative sectors and sixteen personal zone sugar generators in Tamil Nadu. The M.R.K.

Co-operative Sugar Mill Ltd has been registered below TNCS Act 1961 through the director of sugar, Madras vide DS No 7/1987 this generators became commenced performing from 25.eleven.1987, uncooked sugarcane is received from the close by surrounding in a place of approximately 25kms. Total location of manufacturing unit is 95.26 acres.

Area of Sugarcane operation:

The Sugar has demarcated whole CDM and K.M.Koil taluks consisting of one eleven firkas as targeted bellow

SLNO	ChidambaramTaluk	KattumannarKoil Taluk
1	Bhuvangiri	Srimushnam
2	Sethiyathope	Kumaratchi
3	Thiruvakulam	KattumannarKoil
4	Parangipettai	T.Puthur
5	Chidambaram.	Udayarkudi
6	Orathur	

At gift generators are having eight cane divisions within side the firkas.

Sugarcane season:

The manufacturing unit might be below operation from the December each year. It numerous from 6 to eight Months relying upon the sugarcane season. During the final length the people might be engaged in over coping with the machineries and it is going to be equipped for the subsequent operation length.

Co-technology plant:

The Government of Tamil Nadu has authorised the generators to move in for a co-technology plant; As in step with the mission scheme. one hundred sixty lakes devices of electricity must be deliver to Tamil Nadu strength Board in step with year.

Sugarcane Technology:

Sugar cane is the uncooked fabric of sugar. Sugar can develop in all tropical and subtropical international locations. A warm wet weather with a dry ripening season is appropriate for it increase outer shell of the cane is tough and is known as rinde of the cane. The inner of the cane is known as pith. Bulk quantity of Juice found in it the sugar cane reguice good sized amount of water for his or her increase and people international locations. Where there's the ones international locations wherein the ones is -much less rainfall imigation is practiced with a success results. The soil, maximum appropriate to sugar cane are clays and loams. The length of adulthood of plant canes are eleven, 12 months, the 80% Juice extracted from the pith and 20%. Juice extracted from rind. Normally the cane comprise eight to sixteen% sucrose and sixty nine to 75% water the pH of four.nine to five.five the cane are beaten in crushers. The juice received from the generators is similarly processed-and white sugar is prepared.

**Manufacturing:**

In the sugar mill the subsequent steps are carried however to fabricate of white sugar this is

- Extraction of Juice from cane through milling
- Clarification of extracting Juice
- Evaluation of the clarified Juice in to syrup.
- Crystallization of sugar from this syrup in pan bailing
- Centrifugal separation of sugar crystals from the masscuite
- Drying coiling of sugar grading weighing of sugar and advertising the numbers and grade at the baggage.

For preserving proper fine of sugar, proper advertising and promoting relies upon at the drying, cooling and grading of the sugar. So on this easy, we are able to see in element the operating of gadget through which the operating of gadget through which sugar is dried and graded and additionally general specification of sugar hopper and grades for a manufacturing unit of 1250 T.c.d plant. Installed ability is 2500 T.c.d. Crushing ability:- The day by day crushing ability of sugar generators is 2500 Tones is 2500 baggage are produced in step with day. . Source of water Source of water from Cauvery cannel for cane cultification floor water for manufacturing unit use. Then the yearly rainfall is 1200m.m.s Department of mill. Administration & Accountant phase Cane Engineering Manufacturing The following is the distribution of power to this sugar generators. Original shape of four depts. in sugar generators:-

TABLE-1.1, RESPONDENTS DO YOU HAVE WITH YOUR SUPERIOR

SI.NO	RELATION SHIP	TOTAL NO OF RESPONDENTS NUMBER	PERCENTAGE
1	FEAR	8	16%
2	RESPECT	12	24%
3	FRIENDLY	9	18%
4	FORMAL	11	22%
5	IN FORMAL	10	20%
		50	100

Sources : primary data

INTERPRETATION: From the above table 1.1 suggests there 24percentof respondents to recognize courting with superiors 22% of respondent formal with courting with advanced 20percentof respondent in formal courting advanced `18% of respondent are pleasant courting advanced sixteen% of respondent fear.

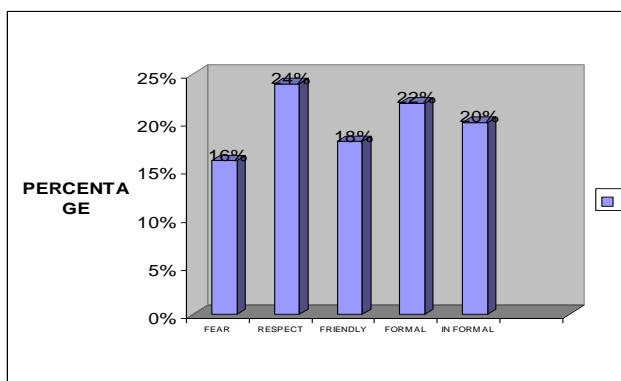


TABLE-1.2, TAKE IMMEDIATES ACTION SLOVE THE PROBLEM

SL.NO	IMMEDIATE ACTION	TOTAL NO OF RESPONDENTS IN NUMBER	PERCENTAGE
1	Strongly agree	15	30%
2	Agree	13	26%
3	Neutral	9	18%
4	Disagree	7	14%
5	Strongly disagree	6	12%
	TOTAL	50	100

Sources : primary data

INTERPRETATION: From the above table 1.2 suggests that 30% worker strongly agree above control instant motion to resolve the trouble 26% worker withinside the agree in approximately control take instant motion to resolve the trouble 18% worker withinside the impartial above control take instant motion to resolve the trouble 14% worker disagree approximately control take instant motion to resolve the trouble 12% worker strongly disagree approximately control take instant motion.

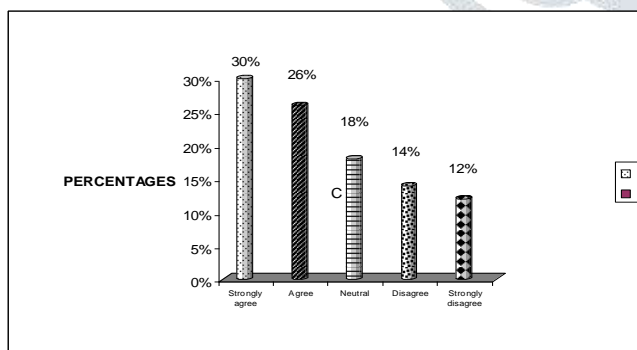


TABLE-1.3, ACTION TAKEN BY MANAGEMENT FOR SOLVING THE PROBLEM

SL.NO	SATISFIED	TOTAL NO OF RESPONDENTS IN NUMBER	PERCENTAGE
1	HIGHLY SATISFIED	19	38%
2	SATISFIED	14	28%
3	DISSATISFIED	9	18%
4	HIGHER DISSATISFIED	3	6%
5	NEITHER SATISFIED NOR DISSATISFIED	5	10%
	TOTAL	50	100

Sources : primary data

INTEPRETATION: From the above table 1.3 suggests that 38% respondents are enormously glad with the overall performance of the superiors at the same time as 28% of them are glad and 18% respondents dis glad and handiest 6% respondents neither glad nor dis glad with the overall performance closing 10% respondents.

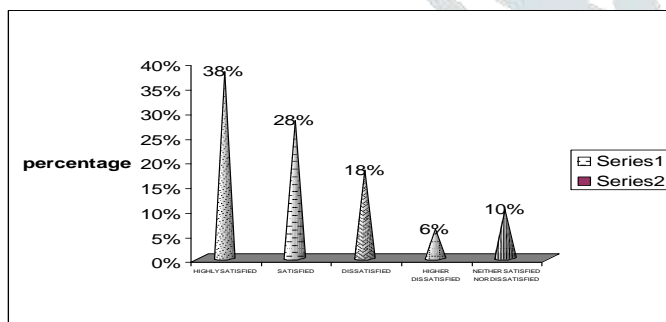


TABLE-1.4, SUGGESTIONS AND IDEAS IMPORTANCE SUPERIOR

SI.NO	SUPEROER	TOTAL NO OF RESPONDENTS IN NO	PERCENTAGE
1	GREATER EXTENT	15	30%
2	MODERATE EXTENT	12	24%
3	LESSER EXTENT	10	20%
4	MIDDLE EXTENT	9	18%
5	NO IDEA	4	8%
	TOTAL	50	100

Sources : primary data

INTERPRETATION: From the above table 1.4 suggests that 30percentworker extra volume inspiration and concept significance of advanced respondents are 24% worker mild volume 20% respondents are lesser volume 18% worker respondents are center volume eight% worker respondents aren't any concept

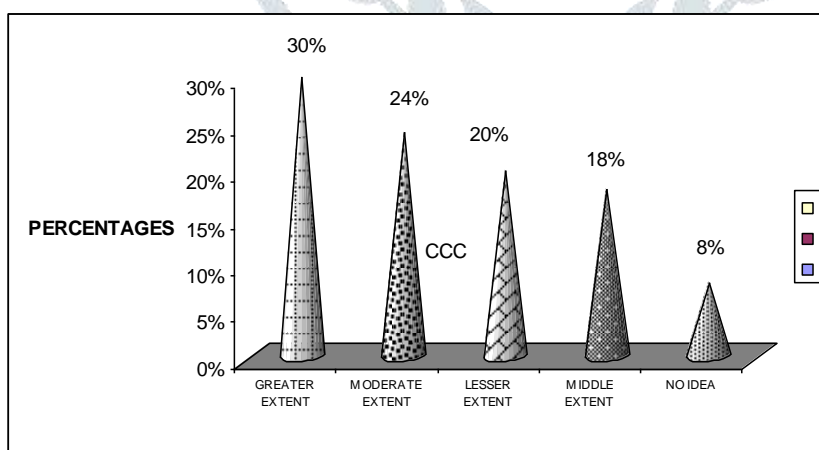


TABLE-1.5, SOLVE THE PROBLEM SUBORDINATES WITH SUPERIOER

SI.NO	SUBORDINATES	TOTAL NO OF RESPONDENTS NUMBER	PERCENTAGE
1	HIGHER	20	40%
2	MODERATE	13	26%
3	MIDDLE	12	24%
4	LOWER	3	6%
5	NO IDEA	2	4%
	TOTAL	50	100

Sources : primary data

INTERPRETATION: From the above table suggests that forty% are the sub ordinates are refer at a advanced excessive change of 26% respondents of them mild stage 24% respondents of them center stage 6% respondents of them decrease stage four% respondents has an no concept approximately it.

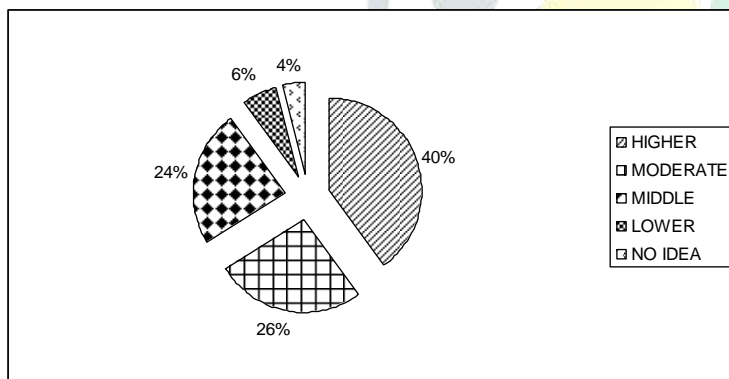
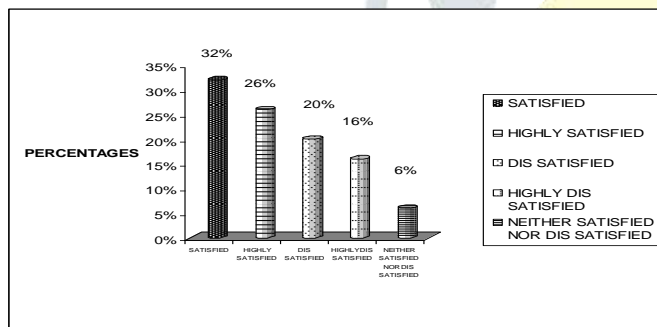


TABLE-1.6, SATISFIED WITH YOUR EXISTING GRIVENANCES PROCEDURES

SL.NO	SATISFIED	TOTAL NO OF RESPONDENTS IN NUMBER	PERCENTAGE
1	SATISFIED	16	32%
2	HIGHLY SATISFIED	13	26%
3	DIS SATISFIED	10	20%
4	HIGHLY DIS SATISFIED	8	16%
5	NEITHER SATISFIED NOR DIS SATISFIED	3	6%
	TOTAL	50	100

Sources : primary data

INTERPRETATION: From the above table 1.6 suggests that 32% glad respondents are glad 26% respondents are enormously glad 20% respondents are dis glad sixteen% respondents are enormously is glad.



FINDINGS

From the evaluation accomplished of the responses the subsequent findings got here to light. The findings are proven below:

- 24percentof respondents to recognize courting with superiors
- 30% worker strongly agree above control instant motion to resolve the trouble
- 38% respondents are enormously glad with the overall performance of the superiors
- 30percentworker extra volume inspiration and concept significance of advanced respondents

- 40% are the sub ordinates are refer at a advanced excessive change
- 32% glad respondents are glad together along with your current grievances Procedures

SUGGESTIONS

- In view of the findings, the subsequent are a few pointers for development of the delight stage of the people and for supplying an awesome fine of labor lifestyles for them
- To enhance the overall performance of the people and to lead them to green schooling applications have to be carried out. Since the personnel feels that the control does now no longer display human attention in the direction of them, a unique schooling applications an attitudes alternate must be carried out for all of the personnel to create a effective alternate withinside the attitudes in the direction of the superiors subordinates and all colleagues
- A deliberate and systematized complaint coping with gadget and a proposal scheme have to be carried out withinside the enterprise to wait the people. Grievances and desires wherein in people can positioned fourth their troubles and get them resolve.

CONCLUSION

The evaluation of the responses of the people relation with their advanced M.R Krishnamurthy suggests the special issue that have an effect on the connection and highlighted the regions of employee relation with their advanced which could assist the control to apprehend the trouble regions higher and enhance them. From the survey carried out, it's far apparent that maximum of the personnel of M.R Krishnamurthy enterprise are glad with the overall performance of the advanced and grievances of the personnel are much less. A clean knowledge of the purpose and outcomes of advanced sub-ordinate courting can assist control diagnose higher and resolve people troubles and may create an awesome fine of labor lifestyles for the personnel.

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