

A STUDY ON RELATIONSHIP BETWEEN MANAGERS AND EMPLOYEES IN PATTUKKOTTAI, THANJAVUR DISTRICT.

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ABSTRACT:

Managers and employees are main factors for every economy, so the relationship between manager and employee is important. In the present research paper investigated the importance of the relationship between managers and employees. In the research paper 100 employees. In totally 80 sample size in the research paper. The tools used for this study is correlation. The main objective of this research is to employee experiences and observations based on manager and employee relationship.

KEYWORDS: Relationship,workplace, job satisfaction, Reward and recognition, motivation, Shriramtransport finance company, pattukkottai, Thanjavur(Dt), Tamilnadu.

1. INTRODUCTION

The managers and employees relationship is a main factor for every organisation. A poor relationship hinders the company's success by dragging morale down and limiting productivity while a good relationship breeds a positive and functional work environment. So Developing a positive and productive relationship between managers and employees. This purpose in order to achieve desired goal. This is based on managers and employees experiences and observations . The present research paper aims to relationship between managers and employees in Shriram transport finance company in Pattukkottai.

2. REVIEW OF LITERATURE

Wael Nabawy Saleh Dewydar(2015),defined increase the relations between

manager and employee in Egypt.The sample120 and using descriptive analysis. The result that there is no significant relationship between manager and employee.

Katarzyna Krot and DagmaraLewicka(2012), determined the most important dimension of trust in relationships between employees and managers in Poland. The sample size 115 and using correlation .The result that there is a significant relationship between employees and managers .

Pamuditha Harshani Samarasighe(2017), defined the effective factors on the employer,employee relationship for the motivation of associate level employees in Colombo. The sample size 100 and using mean representation. The result that there relationship will not affect to improve motivation in associate level employees.

Obakpolo Patricia(2015), examined the need for interpersonal relationship in workplace in Nigeria. The sample size 100 and using mean. Valued interpersonal relations positively impact individual attitudes, opinions, and organizational outcomes.

Ali Mohammad Mosadegh Rad and Mohammad Hosseign Yarmohammsdian(2006), explored the relationships between managers leadership styles and employees job satisfaction. The sample size 814 and using correlation. The result that there is significantly correlated .

2.1 RESEARCH OBJECTIVE

- To study the relationship between manager and employee.

3. RESEARCH METHODOLOGY

- **Total population** - 100
- **Sampling size** -80
(According to RAO software)
- **Sample technique** -simple random sampling
- **Area of research** - The research is based on the survey of manager and employee from shriram transport company in pattukkottai, Thanjavur(Dt).
- **Dependent variable** - Employees feelings and behaviours

- **Independent variable** - workplace ,job satisfaction, Reward and recognition, , motivation, co-operation
- **Primary data** - Collected from shriram transport finance company in pattukkottai.
- **Secondary data** - The source of secondary data newspaper ,journals,articles.

3.1 HYPOTHESIS

- Ho: There is no significant relationship between manager and employee
- H1: There is a significant relationship between manager and employee

4. DATA ANALYSIS

4.1 CORRELATION:

OBJECTIVE : To find out the relationship between manager and employee

Independent variable	Pearson correlation	Sig	N
Co-operation	0.968**	0.05	100
Reward and recognition	0.924**	0.02	100
Job satisfaction	0.862	0.01	100
Work place	0.798	0.01	100
Motivation	0.991**	0.01	100

The pearson correlation value should be higher than 0.05 and the significance value should be less than 0.05.By considering these

all variables more committed Motivation(0.991),Co-operation(0.968),Reward and recognition(0.924) has correlated with manager and employee relationship .This shows the manager and employee relationship will be more committed to motivation .

5. CONCLUSION:

The correlation table shows that there is a significance relationship between manager and employee and employee motivation .This relates that motivation, co-operation, reward and recognition given to

employee will increase the relationship between manager and employee . Finally , to conclude that increasing the motivational level of employees is the only best way to improve the relationship between manager and employee.

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