

“Employee Relation and Its Effect on Employee Productivity”

Sheetal Thapliyal
Student

Uttaranchal Institute Of Management
Dehradun ,India

ABSTRACT

Employees are among the most important resources of an organization and are coined as most valuable assets. It involves maintaining a work environment that meets the needs of employees and management. Improve employee morale, build corporate culture, pass on expectations. An effective relationship with employees means creating and cultivating a motivated and productive workforce. This study emphasizes understanding the practices of employee relations, its underlying factors, problems and their impact on employee performance in Kavya Systems, Bangalore. a descriptive approach to this research was first adopted to describe the existing practices of employee relations at Kavya Systems, while in the next phase of the study the causal approach was applied to link the factors related to employee performance. The study includes a design study, based on a questionnaire that covers practical relationships with employees, their underlying factors, their problems and their impact on employee performance in Kavya Systems, Bangalore. The fundamental aspect of this study is to analyze the effect of relationships with employees in the performance of an employee. The primary data collection was performed using a suitable sample may have influenced the accuracy of the results. The relationship between employee relationship factors and employee performance was found by statistical hypothesis tests. In the investigation conducted identified the practices followed relationships with employees within the organization had a direct impact on the performance of the employees of the organization. Employees with the highest level of satisfaction with existing organizational practices are more productive and resistant to change than the current organization. The study also revealed that improving employee relations practices, an organization capable of improving employee performance and therefore overall organizational productivity.

INTRODUCTION

Employees are among the most important resources of an organization and are minted as higher value assets. The nature and amount of work done by them have a direct impact on the productivity of an organization. Therefore, maintaining healthy relationships with employees within an organization is a prerequisite for any organization to grow and succeed. According to the CIPD (Chartered Institute of Personnel & Development), employee relations are a broad term that incorporates many topics, from collective bargaining, negotiation, labor legislation to more recent considerations such as the balance between working life and family Equality of opportunities and diversity management. It includes practices or initiatives to ensure that employees are happy and productive. Employee relationships offer assistance in several ways, including employee recognition, policy development and interpretation, and all types of problem solving and dispute resolution. It is about managing the remuneration agreement, dealing with work practices, terms and conditions of work, employment problems, giving employees a voice and communicating with them. Relations with employees are responsible for maintaining the employee-employer relationship, which contributes to satisfactory productivity, increasing employee morale and motivation. A time when "Relations with employees" meant fragmented working relationships in negotiations. Orchestrate. Dictate. Human resources professionals have helped negotiate collective bargaining agreements. The provisions of the contract defined the relationship between management, unions and workers. Nowadays, employee relations is a much broader concept. It involves maintaining a work

environment that meets the needs of employees and administration. Improve employee morale, build a corporate culture, convey expectations. An effective relationship between employees involves the creation and cultivation of a motivated and productive workforce. It is necessary to take into account the dynamics of the employer-employee relationship. It covers all relationships between employers and employees in the industry. Relationships with employees also include the possibility of employee participation in management decisions, communications, policies to improve cooperation and control of complaints and to minimize conflicts.

People are usually motivated from within, but human resources and organization must be concentrated what they can do to encourage the kind of environment in which employees thrive to deliver Better presentation Motivated employees have a higher level of reduced work commitment better rotation and performance than non-committed employees. From the The success of the organization is directly related to the performance of its employees, the companies Maintaining solid employee relationship initiatives will benefit from the fact that your workforce is Very motivated to do their best. So the management of these relationships becomes important for business success, since strong and healthy relationships can lead to greater results Employee happiness and even greater productivity.

LITERATURE SURVEY

Etzioni (1975) identified three different sources and forms of power that could be utilized by employers and three different forms of involvement. The source and forms and forms of power were named coercive, remunerative and normative, and the forms of involvement were named alienative , calculative and moral.

Schein (1988) there exists an implicit contractual relationship between the employee and the employer which is derived from a series of assumptions on the part of employer and employee about the nature of their relationship.

Cully (1998) addressed this issue as part of an attempt to ascertain the extent to which employees in the UK were satisfied with their job. They compiled a measure of job satisfaction which look into account employees satisfaction with four different components of their overall reward package incorporating both intrinsic and extrinsic factors. Work satisfaction depends on sense of achievement, respect from managers in terms of recognition for a job well done

Gennard J and judge G (2002) define employee relations is as study of the rules, regulations and agreements by which employees are managed both as individuals and as a collective group, the priority given to the individuals as opposed to the collective relationship varying from company depending upon the values of management .

King, price & dainty(2004) an organizations strengths and weakness relies on the way they manage and undertake employee relations within their businesses.

Blyton & turnbull(2008) conducted a study that revealed: employees do not put up their best performance at work if the employee-employer relations are estranged

Gospel & palmer(1993) regarding to employee relations they started: conflict and cooperation coexists in organization.

Gazioglu & saziye(2013) job satisfaction in relation to managerial attitudes towards employees.

Torrington And Hall(1998) refers to the relationship between employee and management as a framework of organizational justice consisting of organizational culture and management style as well as rules and

procedural sequence for grievance and conflict management indeed , the objectives of employee relationship is to achieve harmonious employee relations and minimize conflict practices in employment

Peter drucker (1999) according to this author there was not enough evidence for the alleged turning away from material towards. Economic incentives where becoming right rather than towards. There was no doubt what we live in a money motivated world. Any amount of human relations cannot compensate for lack of monetary rewards. Rewards could act as the catalyst for improved performance and better productivity

OBJECTIVES

1. Study the factors related to employee relations.
2. Analyze the impact employee relations on employee performance.

DATA ANALYSIS AND DISCUSSION

Regression

Descriptive Statistics

	Mean	Std. Deviation	N
My supervisor cares about me as a person.	2.58	.758	50
The people here are pleasant and cooperative to work with.	1.22	.418	50
There is someone at work who encourages my development.	1.72	.573	50
My opinion and ideas seem to matter.	1.90	.707	50
My supervisor provides me with feedback and guidance.	2.28	.607	50
My supervisor helps me know what is expected of me.	2.50	.678	50
I had the opportunity to get a similar job with another organisation, I would stay with my present company	2.68	.978	50

The table above shows the mean of different variables of effectiveness of Employee Relation. has scored mean of 2.68 for the variable and the highest SD is 0.978. Employ relation in the study because with an understanding the critical factor that influences employ productivity . As people relation Similar changes can be seen in their productivity, their requirements and individual esteems are influenced. At the point when individuals are young, they makes better and effective relation with employees and help in increasing employ productivity. This is why employ relation becomes one of the basic statistic factors influencing employ productivity and their way of working.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.501 ^a	.251	.147	.700	2.137

- a. Predictors: (Constant), I had the opportunity to get a similar job with another organisation, I would stay with my present company, There is someone at work who encourages my development., The people here are pleasant and cooperative to work with. , My supervisor provides me with feedback and guidance., My opinion and ideas seem to matter., My supervisor helps me know what is expected of me.
- b. Dependent Variable: My supervisor cares about me as a person.

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	7.087	6	1.181	2.408	.043 ^b
	Residual	21.093	43	.491		
	Total	28.180	49			

- a. Dependent Variable: My supervisor cares about me as a person.
- b. Predictors: (Constant), I had the opportunity to get a similar job with another organisation, I would stay with my present company, There is someone at work who encourages my development., The people here are pleasant and cooperative to work with. , My supervisor provides me with feedback and guidance., My opinion and ideas seem to matter., My supervisor helps me know what is expected of me.

CONCLUSION

Maintaining harmonious relationships is very important for the survival, prosperity and growth of the organization. Good and healthy relationships with employees lead to better organizational performance. The study found that small organizations are aware of the advantages of maintaining good relationships with employees and of correcting corrective actions to minimize relationships with the poor employees of the organization. Similarly, the study found that there is a significant positive relationship between employee relationships and employee performance, as well as between employee relationships and the performance of the organization. In addition, the study found that the use of unfair labor practices is one of the main causes of poor relationships with employees in small organizations in Tanzania. Therefore, the study suggests the need for small organizations to begin to implement fair work practices in all their activities and eliminate unfair labor practices. In addition, the study recommends that small organizations in Tanzania focus more on creating effective and sustainable working relationships that guarantee their growth and survival.

From the study it can be deduced that a good salary, a pleasant working relationship and a good working condition play an important role in ensuring that employees are satisfied in the workplace and directly reflect their intention to remain committed. in an institution. From these results, it is correct to conclude that job satisfaction has a relationship with the commitment of both an employee's career and the institution for which he works. However, this can be achieved if there is transparency in the reward system and if the rewards or compensations satisfy the aspirations of the beneficiaries. One of the main lessons of the study is that employees would be more committed to GCB when they receive prizes according to their responsibilities and abilities. On this basis, it is recommended that the measures be implemented not only to increase their salaries, but also to pay all their emoluments promptly. Changes in compensation packages have an associated impact on employee satisfaction levels. Once again, GCB must devise ways to obtain adequate structures to improve effective career management. The responses showed that around 33% feel unsatisfied and, therefore, there should be incentive packages for employees who remain in place for a considerable number of years or who accept publications for rural areas. There is a positive link between the benefits and the incentive packages. This was also revealed in this study. GCB must have concrete career development structures and conservation policies for its staff in other people to develop and maintain. The GCB promotion and promotion criteria should be reconsidered to encourage staff morale and do everything possible to help achieve the organization's goals.

REFERENCES

1. Ahmed, P., Hardaker, G., & Carpenter, M. (1996). Integrated Flexibility. A key to Competitive in Turbulent Environment. *Long range planning*, 29(4), 562-571.
2. Ali, L., Rehman, K., Ali, S. L., Yousaf, J., & Zia, M. (2010). Corporate social responsibility influences employee commitment and organizational performance. *African Journal of Business Management*, 4(12), 2796-2801.
3. Amessa, K., & Drakeb, L. (2003). Executive Remuneration and Firm Performance: Evidence from a panel of mutual organizations. *Published International Journal Article*. University of Leicester and Nottingham University.
4. Armstrong, M. (2005). *Armstrong's Handbook of Management and Leadership: Approaches to HRM and L&D*. Kogan page Limited Publishing. United States.
5. Bhattacharya, C. B., Sen, S., & Korshun, D. (2008). Using corporate social responsibility to win the war for talent. *MIT Sloan Management Review*, 49(1), 37-44.
6. Brookins, M., & Media, D. (2002). *The Business Review*, Workplace Conflicts not inevitable. California, W. Bruce Newman.
7. Boyle, T. A. (2006). Resources for Employees, APA Centre for Organizational Flexibility. *Journal of manufacturing Technology Management*, 17(1), 16- 21.
8. Burns, A. (2012). Employee Relations. In Prescott RK, Rothwell WJ (Eds.) *Encyclopaedia of Human Resource Management, Key Topics and Issues*, 1:186. John Wiley & Sons.
9. Christen, M., Iyer, G., & Soberman, D. (2006). Job Satisfaction, Job Performance, and Effort: A Reexamination using Agency Theory, *Journal of Marketing*, 70(1), 137-150.
10. Clarke, K. F. (2001). What businesses are doing to attract and retain employee-becoming an employer of choice. *Employee Benefits Journal*, 9(7), 34-37.
11. Delaney, J., & Huselid, M. A. (1996). The impact of Human Resource Management Practices on Perceptions of organizational Performance. *Academy of Management Journal*, 39(4), 949-969.
12. Foot, M., & Hook, C. (2008). *Introducing Human Resource Management*. (5th ed.) Harlow (Essex). Prentice Hall.
13. George, J. M. and Jones, G. R. (2008). *Understanding and Managing Organizational behavior*, (5th Ed.). Pearson/Prentice Hall, New Jersey.
14. Gennard, J., & Judge, G. (2002). *Employee Relations*. London. (CIPD).
15. Grant, A. M. (2007). Relational Job Design and the Motivation to Make a Pro-social Differences. *Academic of Management Review*, 32(2), 393-417.
16. Gomez-Mejia, L. R., Balkin, D. B., & Cardy, R. L. (2001). *Managing Human Resources*. (3rd ed.). Practice Hall, New Jersey.
17. Havenga, W. (2002). *Conflict management within a local government environment*. Potchefstroom University.

18. Harzing, A., & Ruysseveldt, J. (2004). *International Human Resource Management* (2nd Ed.). London Sage Publications Ltd.
19. Howes, C.J. (2010). *Organizational performance strategies*.
20. Huselid, M. A. (1995). The Impact of Human Resource Management Practices on turnover, productivity and corporate financial performance. *Academy of Management Journal*, 3(38), 635-672.
21. Ivancevich, J. M. (2001). *International Human Resource Management*. McGraw-Hill, Irwin, New York.
22. James, M. N., & Nickson, L. A. (2016). Influence of employee relations on organization performance of private universities in Kenya. *International Journal of Innovative Research and Studies*, 2(8), 184-210.
23. Kaliski, B. S. (2007). *Encyclopedia of Business and Finance*, (2nd ed.). Thompson Gale, Detroit.
24. Keith, D., & Newstrom, J. W. (1989). *Human Behavior at work, organizational Behavior* (8th ed.). MCHill Book Company

