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## A STUDY ON EMPLOYER AND EMPLOYEE RELATIONSHIP AT IT INDUSTRY

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**Abstract:** The prime purpose of the article is to know the relationship of the employer and employee that how they behave and what are the views that they have towards each other. That an employer or employee that how they treat of one another in a work place. In this research study Random sampling method was used with structured questionnaire. The Survey is done on the employees of various IT companies in Karnataka. According to the survey the study findings tells that the relationship between the employee and employer is good relation and employer is giving the support to their employees in the difficulties and guiding them in systematic way towards accomplishing work goal and encouraging them by giving the rewards like appreciation and increment that motivates the employees. Employer is Providing a healthy and positive environment to the employees. Therefore, the study concludes that they have good relationship among them that helps to the employees to work efficiently and effectively in the organization.

**IndexTerms - Employee, employer, relationship, rewards, motivation, performance**

### INTRODUCTION

A relationship that begins when he or she agree to sign the contract of employment and then begins to grow the relationship between the employer and the employee and it stay on the many factors that is different for the company to company, that involves the nature and work environment of the company. Because the employees will spend more time in the company at work in their working space with their employer that helps to develops their relationship among them.

### IT INDUSTRY

Information technology sector is a component of the technology is driven knowledge of economy of the 21st century. IT industry is an area which comes up with services which mentions about the application of the business and applied skills to permit companies in the formation, organization and development or approach to the data and procedures. The IT sector industry is segregated with variety of expertise which is working to carry out the work. There are different types of services like Business process outsourcing, Application services, Infrastructure services, etc. Some of the key players of IT sector at Global level are Microsoft, Verizon Communications, etc.

### INDIAN IT INDUSTRY

Information technology in India which provides information technology consulting, services and outsourcing. In the world India has the largest number of technical graduates. In the financial year 2020 8% of India's GDP (gross domestic product) accounted by information technology. The estimated revenue of Indian information technology sector is about to reach US\$ 194 billion in the financial year 2021, in domestic revenue increase of 2.3% from information technology sector is estimated US\$ 45 billion. The revenue estimated of US\$ 150 billion in financial year 2021 for export. In India attrition rate is high for the employees of information technology industry.

Information technology growth in India is extraordinary across the world. The revenue growth of the last two decades was fueled the growth of an Indian economy by the sub sectors of information technology sector. Within the information technology sector has rapid developments and liberalization policies like removing import duties on technology products and decreasing the trade barriers by the government of India this helps in the growth of this industry. As well various government initiatives that are

special economic zone, export oriented units, foreign direct investment and software technology parks these all helped this industry to achieve a position in the world information technology industry.

Indian IT sector has taken part in locating India in the global map. IT market has been the remarkable extension segment of the nation's economy. In India's economy, this segment is confidently impacting the people by an effective surety of results to several social economic variables like providing job, well-being of people and diversity. Some of the key players of IT sector in India are TCS, HCL technologies, L&T Ltd, etc.

India has got the name as IT hub for software companies among the world and some of the Indian software company that had took a dominant position among the global information technology industry.

## LITERATURE REVIEW

C. Walter and E.P. Richards (1990) The researcher tells about the Problems that develop as a result of existing employer's responsibilities are discussed. A common law responsibility derived from the duty of fides, or faithfulness, between the master and the servant, an employee owes a fiduciary duty to his employer. Fiduciary duties compel a scientist or engineer hired to do research and development for a company or university to offer the employer all advantages of the job he does for the firm or university.

Ramy A. rahimi (2020) The research investigates characteristics to determine employees trust in South Korean government agencies. The empowerment of the employees, compensation benefits, career and training development of all found to see a significant and substantial impact their employee happiness, as well as the strong impact on employees trust, according to this study. The study helps to a better understanding of the situation of employee-employer relationship in public organizations through a comparative analysis.

Elvir M. Akhmetshin and Irina A. Ilyina (2019) In this study the researcher tells the method to communication engagement in the current information society is changing. Qualitatively built interaction is especially vital in the event of a crisis. The company's employees are the most important stakeholders. The goal of management is to boost employee motivation. Because they feel emotionally, socially, and even spiritually linked, the personnel involved want their company to flourish.

T.R. Manley and W.H. Shaw (1998) The analysis of psychological contract is made up of mutual expectations between employers and employees. The expectancies are less explicitly stated that exists and had real effect to the employee and employer relationships. The contracts are different from legal contracts in that emphasize the active employee-employer relationship, That both parties' activities have an impact on this social contract and we discuss our results and how the company is implementing them.

## STATEMENT OF THE PROBLEM

This project helps the management any problem arising during the stages of employment in organization relationships between employee and employer that include personal objection and discussion about a meaning and application that presentation of this agreement or contract.

## NEED OF THE STUDY

- To know the productiveness of the employer and employee relationship in the organization.
- To know the employees, view towards the management concern on welfare.
- To know the views of the employees towards the policies that is made by the organization.
- To find out which type of leadership style is adopted in the organization

## SCOPE OF THE STUDY

This study focuses on the understanding the need for strong relation between the employee and their employer in the organization and to strength or improve the work in progress.

## OBJECTIVES OF THE STUDY

- To know the importance of the employee and employer relationship.
- To check its impact on the performance of the employee.

- To suggest the various steps for making effective relation of employer and employee, if there is any deviation

### LIMITATIONS OF THE STUDY

- This study is depending on the perception of the employees.
- A respondents are limited to 100 respondents.
- The data given may not be accurate.
- The area of survey is limited to certain regions.

### RESEARCH METHODOLOGY

This study was done to collect the data and facts about the work place. The techniques used to the data are

#### Primary Data

The facts were collected by contacting personnel at work place and giving them the questionnaires. By doing the analyses of the data we found the findings.

#### Secondary Data

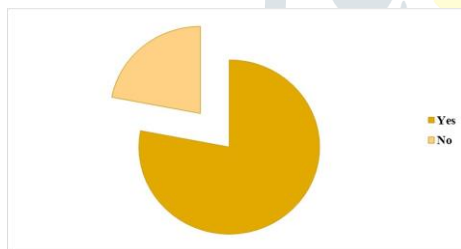
This information is collected from the various sources like company documents, records, magazines and reference books.

**Sample Unit:** The Survey has done on the employees and the workers of the organization

**Sample Size:** Out of the total population have done my survey on 100 members.

### DATA ANALYSIS

- ❖ Do you have a good relation with your employer



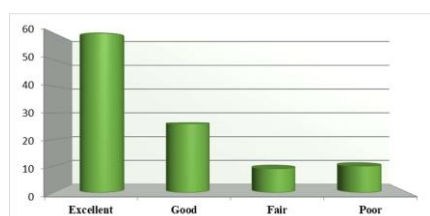
### ANALYSIS

Above chart and table tells that 78% of respondents are having a good relation with their employer.

### INTERPRETATION

From the above analysis that clearly shows the majority of the employee have a good relation with their employer.

- ❖ How will you rate the support given by your employer in your problem?



**ANALYSIS**

Above table and chart that clearly shows the 60% of the employee are getting support from employer and 10% of the respondents are getting poor support from their employer.

**INTERPRETATION**

From the above analysis that the employees will get support from their employer in their problems

- ❖ Whether the employer encourage helps the organization?



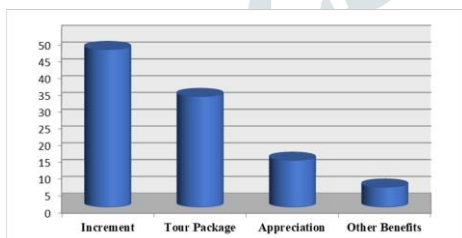
**ANALYSIS**

Above chart and table that clearly shows that 74% of the respondents are telling employer will encourage employees.

**INTERPRETATION**

From the above analysis that the employees are saying that they will get encouragement from their employer

- ❖ What rewards will be given by your employer if you done good for the organization?



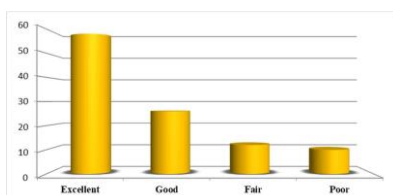
**ANALYSIS**

Above table and chart that clearly shows that 47% of the response telling that they will get the rewards from their employer.

**INTERPRETATION**

From the above analysis that the employees will get rewards from their employers for goodwork done to the organization

- ❖ How will you rate the work environment provided by your employer?



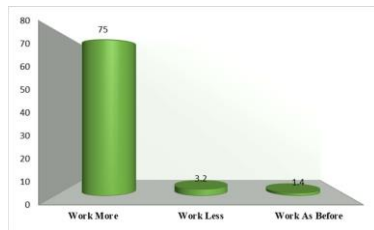
**ANALYSIS**

Above table and chart that clearly shows that 58% of the responses are telling that work environment is excellent and 4% are telling poor environment.

**INTERPRETATION**

From the above analysis that the employees are satisfied with work environment provide by the employer

- ❖ At the time of getting an appreciation or encouragement you will



## ANALYSIS

Above chart and table that clearly shows that 75% of the responses that telling appreciation gives to work more and 25% of the responses telling that work as before.

## INTERPRETATION

From the above analysis that the appreciation or encouragement by the employer that help to work more.

## CONCLUSION

Organization makes efforts that the employees contribute more to the organization to achieve the targets. Employee and employer relation is an important task manager. The human resource department is crucial in every department. That the employees always should be happy and have a healthy and strong relation between the employee and their employer that makes to achieve a common goal or target that set by the company or the organization. In this study that the relationship between the employee and employer is good relation that the employer should support the employees in the difficulties and encourage them by giving the rewards like appreciation and increment that motivates the employees. Provide a healthy and positive environment to the employees and by getting support from the co-workers and the employees should not misuse the support given by their employer.

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