



A STUDY ON EFFECT OF INDUSTRIAL CULTURAL ON EMPLOYEES RELATION

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ABSTRACT

Effects of industrial relations on employees When two or more people have a social affiliation, the major part of the issues and challenges are misunderstanding, rumour, grapevine, organisational politics, conflicts, and so on.

The primary goal is to investigate the impact of industrial relations on employee relations at Shankar Packagings Ltd in Gujarat. The secondary objectives are to study the issues and challenges in building organisational effect of industrial relations on employees relations at Shankar Packagings Ltd, Gujarat, assess employees' perceptions of effect of industrial relations on employees relations, analyse the effect of industrial relations on employees relations prevailing at Shankar Packagings Ltd, Gujarat, and provide constructive suggestions based on the study that may help Shankar Packagings Ltd, Gujarat. Relationships were once thought to be strong, but this was not the case in organisations. However, in the twenty-first century, relationships are deteriorating due to rapid developments in all sectors or fields, as well as the ever-changing corporate world. Thus, these changes are creating new opportunities as well as a major problem, namely a high rate of employee attrition, with employees jumping from one organisation to another, making it difficult to retain them. Thus, the effect of industrial relations on employee relations in an organisation should be improved in order to retain them, and topic is concerned with studying the effect of industrial relations on employee relations in an existing organisation and its influence on their performance.

Key words: Industrial Culture, Employees Relation, Corporate world, Organizational effect, Conflicts.

INTRODUCTION

This topic is particularly concerned with the study of relationships within an existing organisation; relationships must be strong as people live, work, and share in groups. Thus, this topic sheds light on relationships that foster loyalty, trust, motivation, and positive feelings and emotions in every individual in an organisation, as well as their impact on performance. As a result, the effect of industrial relations on employees relations are the relationships between people or employees, workers, in an organisation to bring an empathetic understanding of work place relationships. 'The better the effect of industrial relations on employee relations, the better the performance.' The effect of industrial relations on employee relations is the relationship between employees with lower, middle, and upper management levels.

COMPANY PROFILE

Shankar Packaging Limited is a FIBC manufacturer. It is one of India's largest and most respected private-sector companies.

More than two decades of a strong, customer-focused approach and a never-ending pursuit of world-class quality have enabled it to achieve and maintain leadership in all aspects of its business.

SPL has a global presence, with offices all over the world. With a focus on international company, overseas earnings have increased significantly. Its global footprint is expanding, with offices and manufacturing facilities in several countries.

The company's businesses are supported by a large marketing and distribution network, and it has built a reputation for excellent customer service.

SPL believes that progress must be made in conjunction with the environment. The corporate vision includes a commitment to community welfare and environmental protection.

SPL has gone through a phased process of redefining its organisational model to facilitate growth through greater levels of empowerment in response to changing market dynamics.

SPL's value is derived not only from our cutting-edge bulk packaging technologies, but also from our one-of-a-kind and innovative sourcing and production strategy. By leveraging a vast array of qualified local in-house and outsourced resources, we are able to supply exactly the type of FIBC products you require, when and how you require them. Our clients have told us that our strategy has worked.

REVIEW OF LITERATURE

1. **Kerry Fairbairn Workplace dimensions, stress, and employee relation, Journal of Managerial Psychology, 18(1), 8 - 21, James Warn, (2022)**, emphasised aspects of the workplace that contribute to depression and a lack of employee relation. Stress is typically caused by a lack of control over the intended consequences. Workplace tension is caused by a lack of authority, job conflicts, and uncertainty, all of which contribute to frustration. The principle of checkability provides a solution to lower pressures

and contributes to job fulfilment in which a person has a desire and need attitude that depends on the individual's aspirations and governs multiple aspects of the working situation. A positive working environment, such as a positive environment for studying or no workplace abuse or anxiety.

2. **Crossman, Alf Employee relations and employee performance of Lebanese banking staff", Journal of Managerial Psychology, Vol. 18(4),368-376**, explains the work satisfaction and results of Lebanese non-management banking employees. The researchers discovered a significant link between work satisfaction and gender in terms of pay and supervision. Only satisfied employees are willing to carry out their roles and responsibilities. Women were pleased with their salaries, while men were pleased with their supervisors. The author frequently claims that this is irrelevant because his self-esteem is exaggerated and his colleagues' success is frequently underestimated.
3. **Annabel Droussiotis and Jill Austin, (2022), Employee Relationships of Managers in Cyprus, Euro Med Journal of Business, 2(2), 208 - 222**, In Cyprus, the main reasons for managers' job satisfaction are "self-fulfillment," "independence," and "job environment." Fair pay, well-educated subordinates, and opportunities for self-realization are all development opportunities. Employers can consider the three aspects of community independence in their work setting to ensure that the framework's flow contributes to employee relations, namely age, gender, number of years in the company, public and private sector, and number of workers oversaw.
4. **four. Ely Verhofstadt De Witte, Hans Higher educated workers: better jobs but less satisfaction?, Eddy Omey, 2022. The International Journal of Manpower,28(2),135-151**, examines the relationship between education and job satisfaction. Although there is a relationship, he also claims that there is none. Higher-education workers are often happier than lower-skilled employees because they receive a higher-quality job. He goes on to say that under-trained employees can benefit from the "good job psychological advantages." Employee quality varies according to educational level, resulting in varying levels of job fulfilment. Job characteristics are important, and you will have the opportunity to put your skills to use. As a result, the author contends that organisations should prioritise work standards over education.
5. **J. Wei Cheng Mau Ellsworth, Randy Donna Hawley, (2022), Employee relations and career persistence of beginning teachers, International Journal of Educational Management, 22 (1), pp. 48-61**. In the beginning, the degree and factors influencing teachers' happiness are discussed. Academic proficiency, race, socioeconomic status, teacher's degree, and whether their mother was a teacher are all factors that contribute to teachers' job satisfaction. The teaching licence is important in this situation because it demonstrates the instructor's expertise and experience.

RESEARCH METHODOLOGY

A good study design is essential to the success of any formal marketing research effort. Problem characterization, precise methods of data collection and analysis, time required for the research endeavour, and an estimate of cost to be incurred are all aspects of a successful research design. A study design's purpose is to ensure that the required data is collected accurately and efficiently. A study design is nothing more than a framework or plan for data analysis. It's a blueprint for completing a research project. It looks like a blueprint (map) for a house designed by an architect. It's worth noting that a research design is nothing more than the framework for the investigation. It ensures that the study is relevant to the topic and that it uses cost-effective methods.

RESEARCH DESIGN

“Research design is a record of the phases and facts relevant to the development of a research effort,” says Claire Seltizetal. It is the organisation of data gathering and analysis in such a way that it tries to combine relevance to the study goal with procedural economy.”

NATURE OF STUDY:

The Study Is descriptive and analytical Nature.

The Study Is based On primary and Secondary Data.Data which gathered Originally for Certain Purpose are Known as Primary Data.The data which is used in an investigation ,but which have been gathered originally by someone else for some other purpose are known as secondary data.

SOURCE OF DATA

The Primary data is collected by using Questionnaires. Secondary data are collected from the Published data Available within the Company and also From the Internet and Intranet.

SAMPLE UNIT

When a sample unit is selected, it is one of the units into which an aggregate is divided for the purpose of sampling, with each unit being treated as an individual and indivisible unit. A specific section has been chosen to conduct research and collect statistical data.

- Sample unit used in the study was Shankar Packagings Ltd.

OBJECTIVES OF THE STUDY:

PRIMARY OBJECTIVE:

To study the effect of industrial relations on employees relation of Shankar Packagings Ltd in Gujarat.

SECONDARY OBJECTIVES

- Research the issues and challenges associated with developing an organisational effect of industrial relations on employee relations at Shankar Packagings Ltd in Gujarat.

- To assess employees' perceptions of the impact of labour relations on employee relations.
- To investigate the impact of industrial relations on employee relations at Shankar Packagings Ltd, Gujarat.
- To make constructive suggestions based on the research that will assist Shankar Packagings Ltd in improving employee-employer relations.

LIMITATIONS OF THE STUDY

- The study was limited to Shankar Packagings Ltd's main branch.
- It focuses solely on internal organisational relationships; • Only employee perception is considered

SAMPLE SIZE

It refers to the number of population elements to sample. The survey's sample size has been set at 120 employees.

Research Design : Descriptive

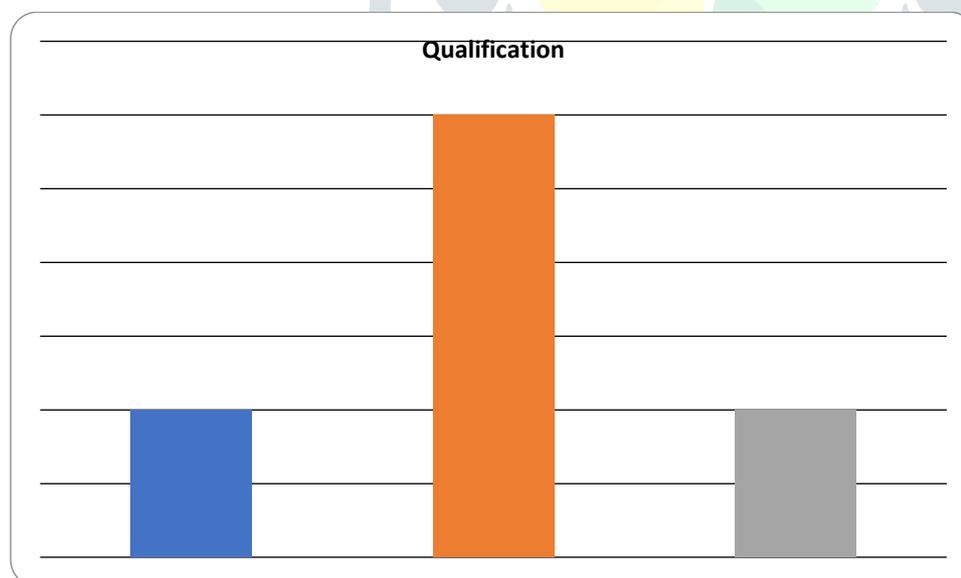
Research Tool: Questionnaire

Sample Size: 120 Employees

Sampling Technique: Random Sampling

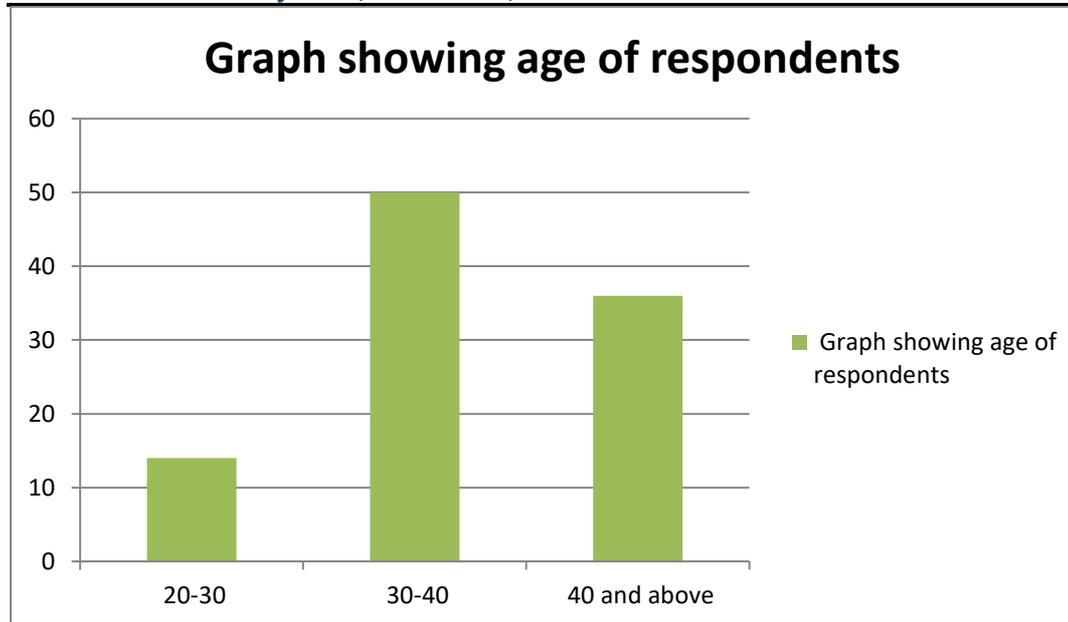
Analytical Tool : Graphical Method

Result:1



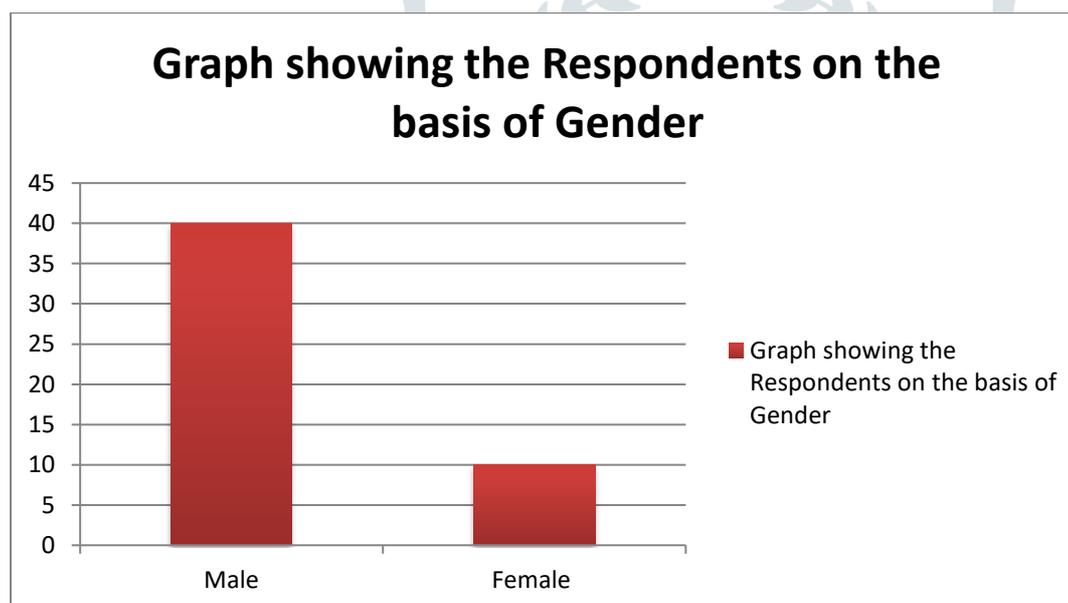
Analysis: 20 percent of the employees are with UG and 40 percent are with PG another 20 percent are with graduation.

Interpretation: Thus major part of the employees are with the qualification of PG i.e. 40 percent



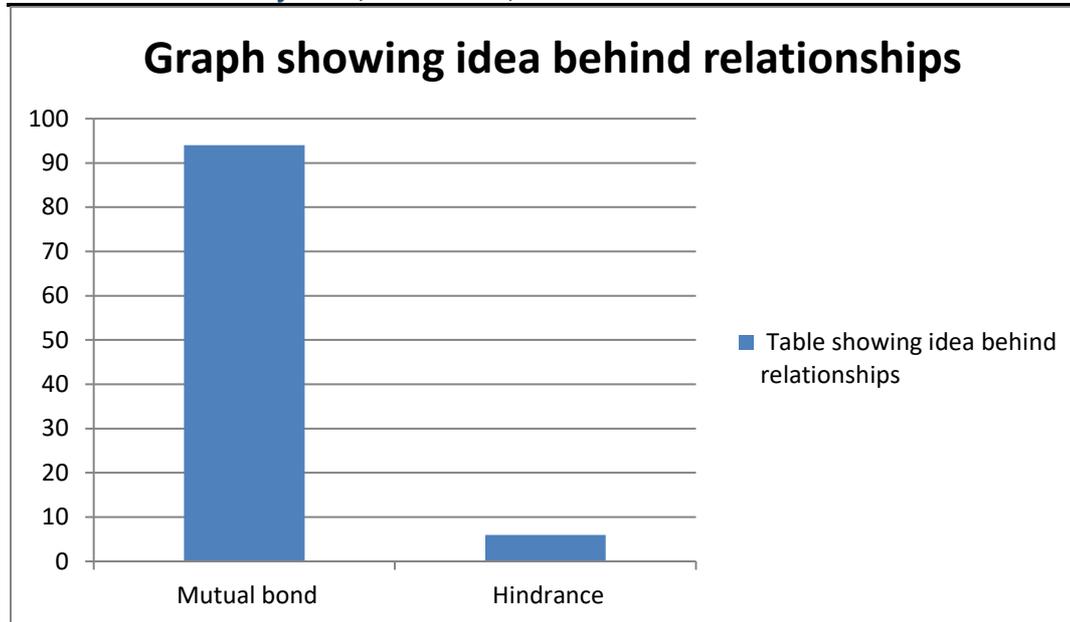
Analysis: 14 percent of the employees are from the age category of 20-30 and 50 percent are from the age category of 30-40. Another 36 percent are from the age category of 40& above

Interpretation: Thus major part of the employees are from the age category of 30-40.



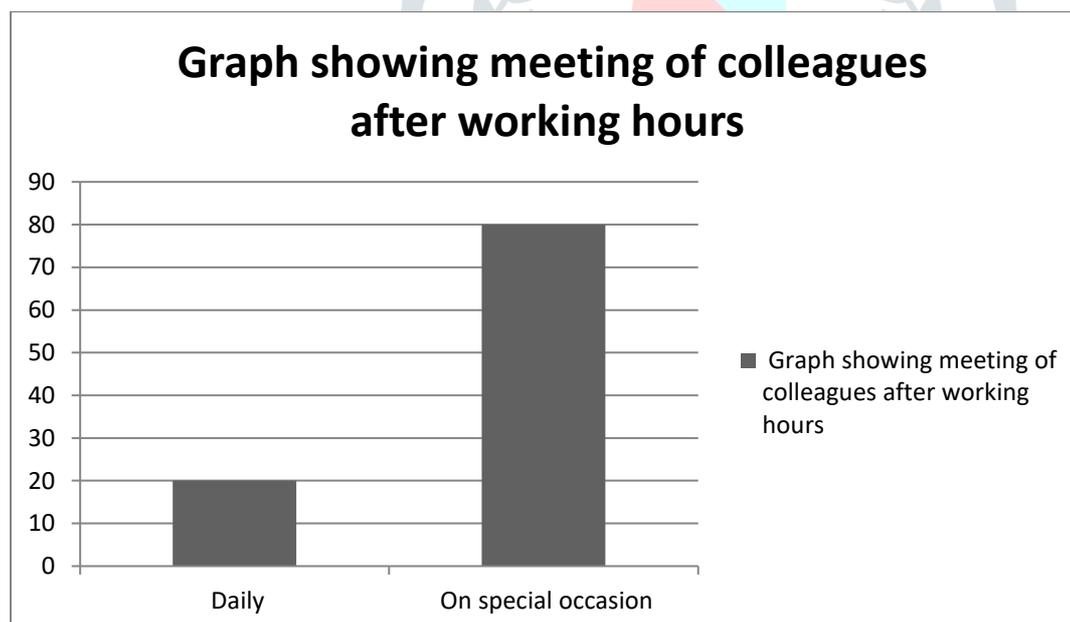
Analysis: 80 percent are male; the other 20 percent are female

Interpretation: Thus the major part of the gender are male i.e. 80 percent



Analysis: 94 percent of the employees feel relationship as a mutual bond; the other 6 percent feel it as a hindrance

Interpretation: From the above we can see that the result is positive i.e. 94 percent of employees feel it as a mutual bond



Analysis: From the above 20 percent employees says that they meet their colleagues on a daily basis after working hours, the other 80 percent says that they meet their colleagues only on special occasion after working hours.

Interpretation: Thus, the result is negative that the 80 percent employees meet their colleagues only on special occasion, and rest 20 percent respondent on a daily basis. Thus some action has to be taken,

Research Aim:

- Try to understand the Relationship between the employees and industries.
- Find the advantages of the relationship among the employees.
- How employers treating their employees in the industry & what are the problem they faces.
- Analyses the difference between good and bad relationship among employees and industry.
- What are the opportunities they getting for their daily basis.
- How the elder employees treated by the industry and what are the activities they doing in their industry.
- Most importantly employees and employer in the industry must have a good relationship.

FINDING

- Major part of the employees are with the qualification of post- graduation i.e. 40 percent
- Major part of the employees is from the age category of 30-40.
- The major part of the gender are male i.e. 80 percent
- 94 percent of employees feel it as a mutual bond
- 80 percent says that they meet their colleagues only on special occasion after working hours.
- 96 percent of the employees agree to have long lasting relationships
- Major part has a problem with personal life i.e. 66 percent of the employees, which restricts them build relationships

SUGGESTIONS

- Because employees' personal lives have a negative influence on their work lives, this must be eliminated by holding work-related motivational programmes once a week.
- As they focus on quality improvements, they must also focus on creating a healthy and healed effect of industrial relations on employee relations, so that they can devote their time to improving product quality.
- Workload must be reduced so that they can build good relationships by talking to each other, which allows them to be open to their colleagues, which strengthens relationships for better performance and productivity.
- Organizational politics is another issue that must be addressed by establishing strong etiquettes as well as some ethical rules and regulations.

CONCLUSION:

- The majority of the results are positive, which should be maintained and enhanced as needed for further relationship strengthening.

The relationships with SHANKAR PACKAGINGS LTD are positive, so keep an eye on them.

The negative outcome is that some employees cannot meet each other after work hours, and others believe that their personal lives have an impact on building relationships, so some programmes, particularly motivational programmes, must be scheduled to make them feel better.

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