

# **A Study on Employee and Employer Relationship of Reliance Industries Ltd**

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## ***ABSTRACT:***

This articles aims to outline the importance of the employer-employee relationship and describes the role this relationship plays towards the growth of a business. The article also highlights the role job satisfaction plays towards stimulating good relationships between these two parties and provides guidelines to business owners on how the relationship can be managed. A relationship survey was designed for the study. The survey aimed to determine the business owners' opinions about relationships, and whether they believed these play a significant role towards the success of their businesses. The survey further aimed to measure job satisfaction of the employees. In the study, job satisfaction was identified as an accurate indicator of good relationships between employers and employees. The study found that business owners shared a positive notion that relationships play an important role towards their business as these contribute to the growth of their business. The employees indicated high levels of satisfaction with their jobs. The study concludes by outlining the key factors and benefits of managing employer-employee relationships.

**Key Words:** Business relationship, job satisfaction, interpersonal skills.

## **Introduction:**

Employees are among an organization's most important resources and coined as mostvaluable assets. The nature and amount of work performed by them have a direct impact onthe productivity of an organization.So, maintaining healthy employee relations in anorganization

is a pre-requisite for any organization in order to achieve growth and success. According to CIPD (Chartered Institute of Personnel & Development) Employee relations is a broad term that incorporates many issues from collective bargaining, negotiations, employment legislation to more recent considerations such as work-life balance, equal opportunities and managing diversity. It comprises of the practices or initiatives for ensuring that Employees are happy and are productive. Employee Relations offers assistance in a variety of ways including employee recognition, policy development and interpretation, and all types of problem solving and dispute resolution. It involves handling the pay-work bargain, dealing with employment practices, terms and conditions of employment, issues arising from employment, providing employees with a voice and communicating with employees. Employee relations is concerned with maintaining employee-employer relation, which contributes to satisfactory productivity, increase in employee morale and motivation. Once there was a time when "Employee Relations" meant labour relations that fragmented into Negotiate. Orchestrate. Dictate. HR professionals helped negotiate collective bargaining agreements. The provisions of the contract defined the relationship between management, unions, and workers.

Today, Employee Relations is a much broader concept. It involves maintaining a work environment that satisfies the needs of individual employees and management. Improving employee morale, building company culture, conveying expectations. An effective employee relation involves creating and cultivating a motivated and productive workforce. It's necessary to keep the dynamics of employer-employee relationship in mind. It covers all the relations between employers and employees in industry. Employee relations also includes giving scope for employee participation in management decisions, communications, policies for improving cooperation and control of grievances and minimization of conflicts.

People are generally motivated from within, but HR and organization focus should be on what they can do to help foster the type of environment where employees thrive to give their best performance. Motivated employees have higher level of work engagement, reduced turnover and better performance as compared to disengaged employees. Since the organization success is directly linked with the performance of its employees the companies maintaining strong employee relations initiatives will benefit because their workforce is highly motivated to put their best efforts. Hence managing these relationships becomes important for business

success, as strong and healthy relationships can lead to greater employee happiness and even increased productivity.

#### **OBJECTIVES OF THE STUDY:**

1. To examine the impact of interpersonal relationships of employees in reliance industry
2. To analyse the effect of safe and healthy work environment and its relation with reliance.
3. To explore the relationship between employee welfare facilities and reliance.
4. To investigate the combined effect of the drivers of reliance employee relations.

#### **HYPOTHESIS:**

**H<sub>0</sub>**(Null Hypothesis) – Working Efficiency of employees is not dependent on the resources provided by the company to employees.

**H<sub>1</sub>**(Alternate Hypothesis) - Working efficiency of employees is dependent on resources provided by the company to employees.

#### **RESEARCH METHODOLOGY:**

Data pertinent for the study were collected from a state-owned public sector undertaking, named as Odisha Power Transmission Corporation Ltd. (OPTCL), located In Bhubaneswar, the capital of Odisha. The participants were selected by stratified random sampling method including both executives and non-executives as the basic sampling units for the current study.

A structured questionnaire comprised of 21 items was developed and used as the prime instrument to gather relevant data from the eligible respondents. It was administered among 200 respondents, and 175 (87.5%) number of questionnaires having adequate information were collected and considered as relevant for the analysis. The items taken for framing the questionnaire were selected from the previous research studies and some were self-designed

based on the feedbacks received from the respondents during the pilot study. The questionnaire was segmented into three parts: demographic profile in the first section, drivers of ER comprises of 17 questions enlisted in the second section and four questions meant for cordial employee relations were cited in the third section.

## DATA ANALYSIS & INTREPRETATION:

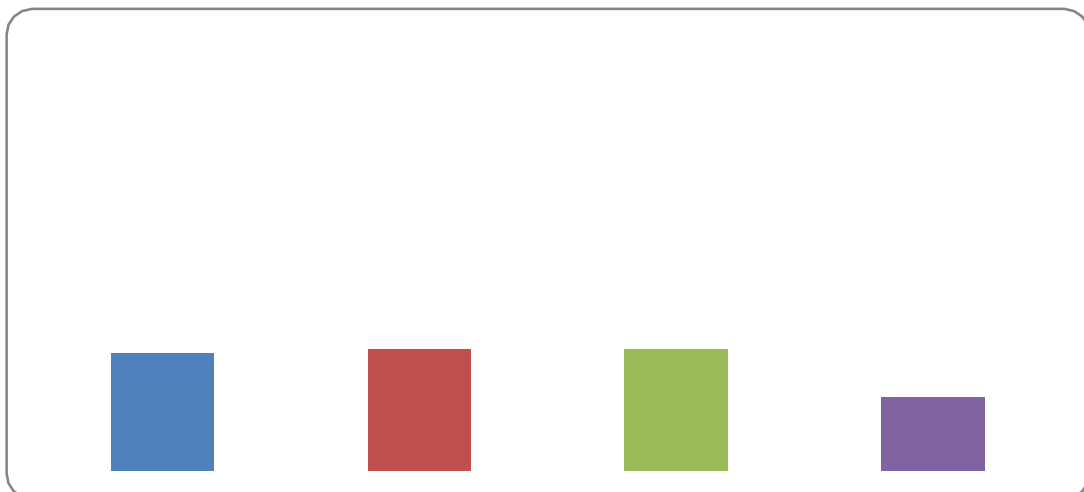
Table No 4.2.1

Classification of Employees With Respect To Their Age

Particulars	No of Respondents	Percentage of Respondents
Less than 30 years	27	27
31-40 years	28	28
41-50 years	28	28
Above 50 years	17	17
Total	100	100

### INTERPRETATION:

From the above table shows that majority 28 respondents are 41- 50 years, 27 respondents are less than 30 years and 17 respondents are above 50 years in the organization.

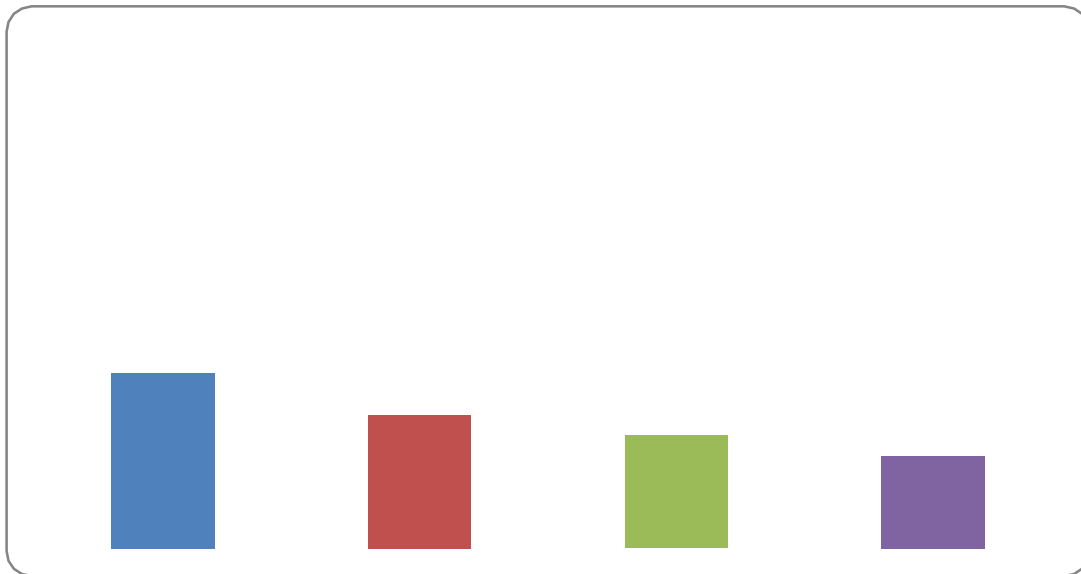


**Table No 4.2.2 Experience**

<b>Particulars</b>	<b>No of Respondents</b>	<b>Percentage of Respondents</b>
Below 5 years	34	34
5-15 years	26	26
15-20 years	22	22
More than 20 years	18	18
Total	100	100

**INTERPRETATION:**

From the above table shows that the majority 34 respondents are below 5 years work in their organization, 26 respondents are 5- 15 years' work in their organization and 18 respondents are more than 20 years' work in their organization.

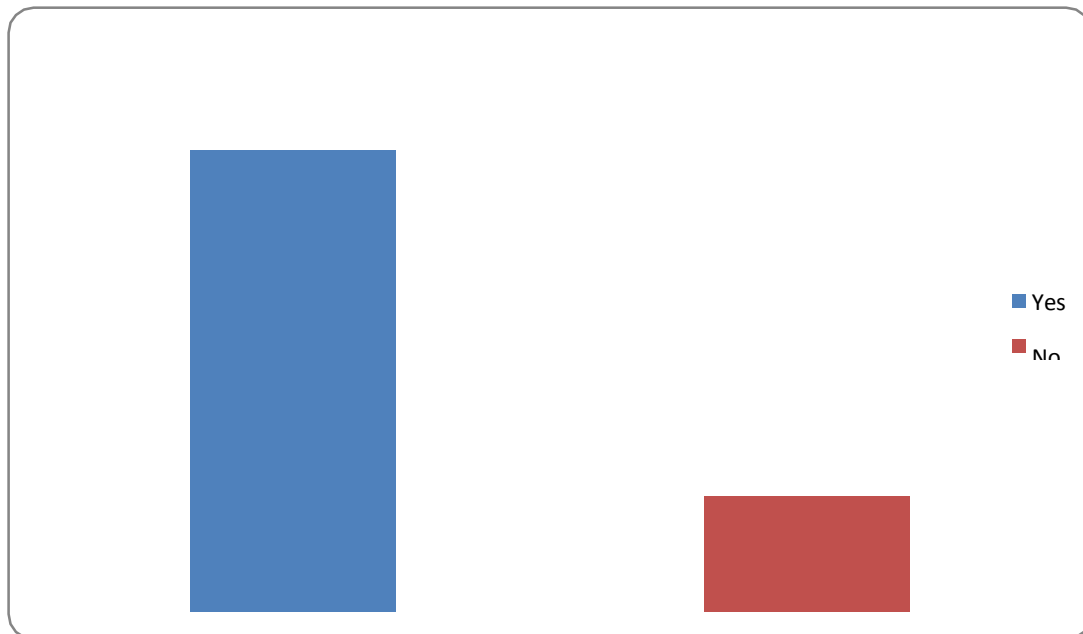
**Table No 4.2.3 Relationship between you and your Employer**

<b>Particulars</b>	<b>No. Of Respondents</b>	<b>Percentage of Respondents</b>
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Yes	80	80
No	20	20
Total	100	100

**INTERPRETATION:**

From the above table it is clear that the majority 80% of the employees are satisfied with the employer



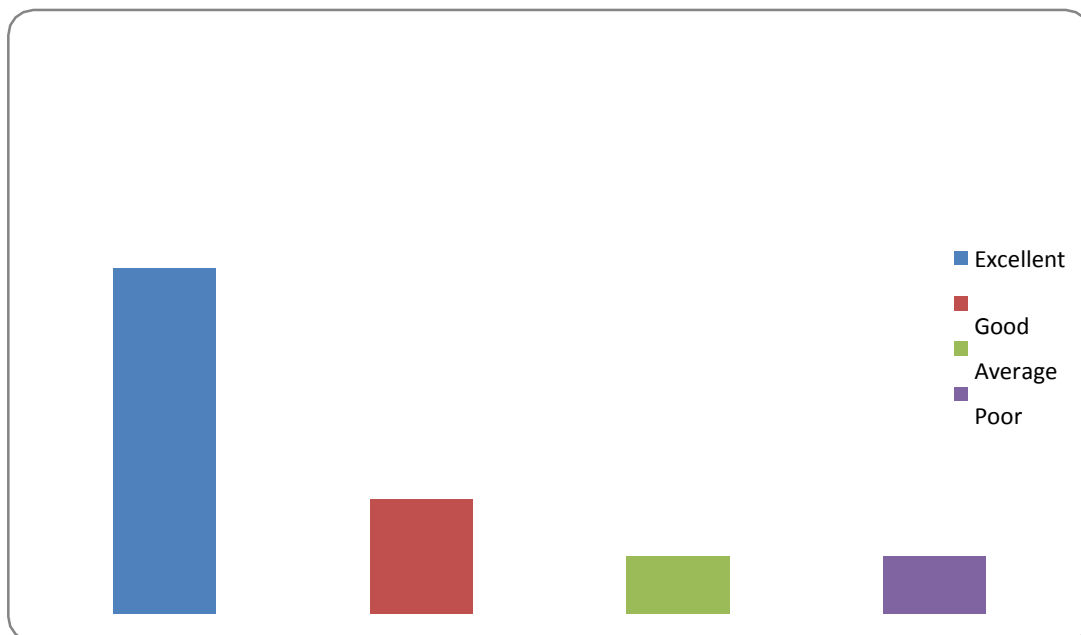
**Table No 4.2.4 Support Given By the Employer to the Employee**

Particulars	No. of Respondents	Percentage of Respondents
Excellent	60	60
Good	20	20
Average	10	10

Poor	10	10
Total	100	100

**INTERPRETATION:**

From the above table it is clear that the 60% of the employees are agreeing with the fact that Employer provides support to their problems.



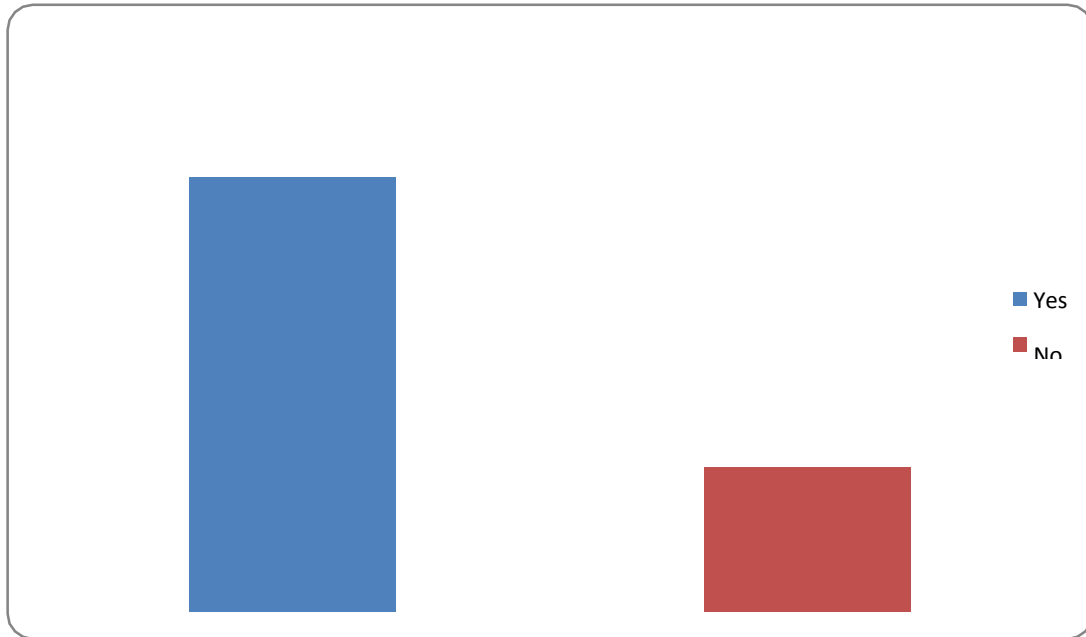
**Table No 4.3.5. encouragement given by the employer**

Particulars	No. of Respondents	Percentage of Respondents
Yes	75	75
No	25	25
Total	100	100

**INTERPRETATION:**

From the above table it is clear that the majority 75% of the respondents are of the opinion

That the employers encourage the employee.



### **FINDINGS:**

1. 60% of the employees are agreeing with the fact that Employer provides support to their problems
2. It is clear that the majority of the respondents are of the opinion that the employers encourage the employee
3. 20% of the respondents are of the opinion that they are provided tour packages, 10% of the respondents are of the opinion that they are provided Appreciation and 10 % are of the opinion they are provided with other benefits.
4. The majority of the respondents are happy with the gifts provided by the company
5. 20% of the respondents are of the opinion that they are good, 10 % of the respondents are of the opinion average and 10 % are of the opinion they are of the opinion poor working conditions.



## **SUGGESTIONS:**

1. Treat employees like humans first and realize they have a personal life; they get sick themselves or have others in the family that may be sick. Make sure employees know they are approachable regarding these issues (your door is always open) and come to an amicable agreement regarding this or any other problems that may arise.
2. Employees like to know that working hard is noticed so every often give them a pat on the back for their efforts and show you really appreciate all they do. If our company is highly successful show it by giving out a bonus or raise.
3. Keep your finger on the pulse of the people working for you so you can see trouble (perhaps co-workers not getting along or a troublemaker in the office) before it's reported to you.

## **CONCLUSION:**

Employee - Employer relationship refers to degree of readiness of an organism to pursue some designated goal and implies the determination of the nature and locus of the forces, including the degree of readiness Employee - Employer relationship is a general inspirational process, which gets the members of the team to pull their weight effectively, to give their loyalty to the group, to carry out properly the tasks that they have accepted and generally to play an effective part in the job.

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