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ijmrset@gmail.com



www.ijmrset.com



# A Study on Employee Relationship towards Working Environment in Jai Maruthi Tex Pvt. Ltd

**J.Tamilarasu, P.Harish**

Assistant Professor, Department of MBA, Nandha Engineering College, Erode, India

II MBA Student, Department of Management, Nandha Engineering College (Autonomous), Erode, India

**ABSTRACT:** Employee relationship management constitutes an emerging trend of managing human resource by building and maintaining individualized and mutually valuable relationship with employees based on information technology. Employees are the major assets of an organization. It is very essential that the employees perform together as a collective unit and contribute equally towards the realization of common goal. Employee relationship management has focused on enabling to collaborate on typical managerial tasks with their employers. By engaging inputs from both sides of the employment relationship, ERM platforms aim to align the interests of both parties, worker and employer, and inform day-to-day business functions under a streamlined workflow.

## I. INTRODUCTION TO THE STUDY

Employee relationship describes the overall outlook, relationship, satisfaction, and confidence that employees feel at work. When employees are positive about their work environment and believe that they can meet their most important needs at work, employee morale is positive or high. If employees are negative and unhappy about their workplace and feel unappreciated and as if they cannot satisfy their goals and needs, employee morale is negative or low. Belief in themselves and their organization, its mission, goals, defined path, daily decision, Employee morale is defined by the employee's outlook, optimism, self-concept, and assured and employee appreciation. Faith in self and faith in their organization are both important factors in positive employee morale.

Employee morale refers to an relationship of satisfaction with a desire to continue and strive for attaining the objective of a factory. Morale is purely emotional. It is an relationship of an employee towards his job, his superior and his organization. It is not static thing, but it Morale may range from very high to very low. High Morale is evident from the positive changes depending on working conditions, superiors, fellow workers pay and soon feelings of employees such as enthusiasm, desire to obey orders, willingness to co-operate with coworkers. Poor or low Morale becomes obvious from the negative feelings of employees such as dissatisfaction, discouragement or dislike of the job. Prof Mee, However, holds the view that "Good employee morale is the mental of the individuals, or of the group, which enables an employee to realize that the maximum satisfaction of his drives coincides with the fulfillment of the objective with those of the company, and subordinate his own desires to those of the company".

## II. STATEMENT OF THE PROBLEM

In an organisation, employee relationship makes an essential part. In an employee relationship there could be presence of conflicts, misunderstanding, absence of coordination. Here we could know that how employee relationship makes an impact.



### III. OBJECTIVE OF THE STUDY

1. To Study the current working environment in an organization.
2. To identify the expectation of employee towards working environment.
3. To know the reasons for the employee positive relationship.

### IV. SCOPE OF THE STUDY

1. Helps to make employees the best in safety and working environment friendly measures activity which makes the employee to resort a peaceful and joyful life.
2. To enhance the opportunities for improvement and self development.
3. Identify the changes and refinements that managers and staff would like to see introduced.

### V. LIMITATIONS OF THE STUDY

1. The finding of the study are subjected to bias and prejudices of the respondents.
2. The respondents were unable or unwilling to give a complete and accurate response to certain question.
3. The study was 150 on selected employees so their need not be the universal opinion.

### VI. REVIEW OF LITERATURE

#### ACCORDING TO FLEISHMAN 1953

Fleishman (1953) has studied the relationship of supervisory behavior with the productivity and morale of the sub ordinates, superiors create certain climate in their department and high consideration results in high productivity and morale.

#### ACCORDING TO GANGULI 1964

a. Personal Factors: Refer to skills of workers and the degree of motivation that determine the extent to which he will apply his skill to the job. Work factor refers to tools and equipment, method of work and materials used. Examples of environmental factors are (a) physical lighting, ventilation, etc. (b) social and psychological nature of leadership (supervisory and managerial), social climate in the shop, nature of the group formation amongst members, etc and (c) Nature of organizational controls, communication patterns, etc.

b. Work factors :is an organization has to concentrate more on labour measures and also with regard to the maintenance of buildings.

c. Environmental (physical and social) factors “job satisfaction” among the workers in “ELGI Electric and Industries Limited” and he suggested that the organization may provide better working conditions, can reduce the hours of work and provide more career advancement opportunities.

#### ACCORDING TO HARK MANTEL 1971

Employee relationship is the nature of the relationship between job characteristics and employee reactions to their work(including satisfaction, performance, and absenteeism) will depend upon the need status of the employees.

#### ACCORDING TO KOVACH, 1995

when employees are asked to evaluate different facts of their job such as supervision, promotion opportunities, co-workers, and so forth, the nature of the work itself, generally emerges as the most important job facet this does not rule out the impact of compensation programmed or effective supervision but instead it proves that, more can still be done to influence employee relationship at work by ensuring that work is as interesting and challenging as possible. it



is very wrong to think that employee are most desirous of pay to the exclusion of other job attributes such as interesting work situation.

## VII. RESEARCH METHODOLOGY

Research methodology is a structured path of exploration of some facts through the study of the object. The illustrative methods was used to carry this study. It is the use of specific techniques to identify, select, process, analyze information about the topic. It allows the reader to evaluate the reliability of the study.

### 7.1 RESEARCH DESIGN

The Research Design of this Study is descriptive Research. The descriptive research studies are those studies which are concerned with describing the characteristics of a particular individual or of group. The studies concerned with specific predictions with narration of facts and characteristics concerning Individual, group or situation are all examples of descriptive research studies

### SAMPLING TECHNIQUE

In this study simple random sampling technique is used.

### POPULATION

Total number of population is 300.

### SAMPLE SIZE

In this study the size of the sample is 110.

### DATA COLLECTION METHODS

The data consists of both primary data and secondary data.

### PRIMARY DATA

The primary data has been collected in the form of questionnaire.

### SECONDARY DATA

The secondary data has been collected from various websites.

### 7.2 STATISTICAL TOOLS USED

- Simple Percentage analysis
- Weighted average Ranking method

### SIMPLE PERCENTAGE ANALYSIS

It is used to know the accurate percentages of the data. It is done through the below formula. Simple Percentage analysis=

$$\frac{\text{No of respondents}}{\text{Total no of respondents}} * 100$$



**WEIGHTED AVERAGE RANKING METHOD**

The ranking is the data information in which the numerical or either values are replaced by their rank when the data is sorted. The weighted average that makes a concern of varying levels of the importance of number is a set of data. Here in this study the rank has been given for the problems faced by consumers due to social media.

$$XW = \frac{\sum WX}{\sum X}$$

X – weightage

W – Number of respondents

**VIII. SIMPLE PERCENTAGE ANALYSIS**

Benefits	Opinio ns	No. of Respond ents	Percent age
Working condition	H.S	5	4.55
	S	34	30.9
	N	64	58.18
	D.S	4	3.64
	H.D.S	3	2.73
Communic ation and information	H.S	3	2.73
	S	23	20.91
	N	60	54.54
	D.S	19	17.27
	H.D.S	5	4.55
Safety measures	H.S	6	5.45
	S	27	24.55
	N	65	59.09
	D.S	8	7.27
	H.D.S	4	3.64
Recognized	H.S	1	0.9
	S	4	3.64
	N	13	11.82
	D.S	46	41.82
	H.D.S	46	41.82



**INTERPRETATION**

From the study we could know the 58.18% of respondents belong to the neutral working condition, 54.54% of the respondents belong to the neutral category of communication and information, 59.09% of respondents belong to the neutral category of safety measures, 41.82% Of respondents belong to the dissatisfied and highly dissatisfied category of the recognized factors.

**IX. ANALYSIS USING WEIGHTED AVERAGE METHOD**

TO FIND THE RANKS OF DIFFERENT FACTORS WHICH ARE LISTED BELOW ACCORDING TO THE OPINION OF RESPONDENTS

Point weight age	5	4	3	2	1			
Factor s	H. S	S	N	D. S	H. D. S	Tot al	A verage	R an k
Workingconditi on	25	136	192	186	3	364	24.26	2
Communicati on and inform ation	15	92	180	76	5	368	24.53	1
Safety measu res	30	108	195	16	4	353	23.53	3
Recognized	56	169	392	46		198	13.2	4

**INTREPRETATION**

From the above table we could know that communication and information is ranked first with the score of 24.53. Working condition is holds the second rank with the score of 24.26. Safety measures on to third rank with a score of 23.53. recognized as the fourth rank with the score of 13.2.

**X. FINDINGS**



1. 58.18% of the respondents are moderate with working condition.
2. 54.54% of the respondents are moderate about the communication and information flow between the department.
3. 59.09% of the respondents are moderate about the safety measures provided in the organization.
4. 41.82% of the respondents are Dis satisfied and Highly dissatisfied about the accomplishment good work are recognized in this organization
5. Communication and information holds the first rank with an average of 24.53.
6. Working condition holds the second with an average of 24.26.
7. Safety measures holds the third rank with an average of 23.53.
8. Recognized holds the fourth rank with an average of 13.2.

#### XI. SUGGESTIONS

1. Communication should be clear and information should be properly passed to the concerned person.
2. Working condition should be peaceful. Only then work has to be completed.
3. Safety of employee and their health 2.www.employee relationship.com condition should be taken care with 3.www.google.com proper safety measures.
4. Good works are yet more to be noted. Compensation , wards can be issued

#### XII. CONCLUSION

1. Relationship is psychological concept. Relationship is not a cause but rather the effect .Relationship differs from person to person, industry to industry, level of education age, nature of work etc.
2. In this study the following factors useful to employees each as, welfare facilities, salary status, Bonus, Working condition, and recognition of work are getting much importance
3. Thus it may be conclude that above factors may be considered and implemented by Jai Maruthi Textiles Pvt Ltd., to make and allow the employee relation is satisfied.

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