

PRESENT SCENARIO OF EMPLOYEES RELATIONS FROM INDUSTRIES OF VADODARA CITY

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Abstract: The purpose of the study is to effects of employee relation. Employee relations is a broader concept. This study research delves into dynamics of employee relations of the employees. The importance of choosing a topic that emphasizes the employer, employee relationship would be a very effective in order to maintain a good relationship with employers and employees. The objective of the study is try to develop and maintain harmonies relation by employees and employer and issues or problem which improve the relation between employees and management. For the purpose of collecting data for this research subject structured questionnaire was used and it was made available online using Google forms. For the purpose of data collection Convenience sampling method of Non-probability sampling methods used to choose sample since the subject of research was sensitive for the organization perspective and confidentiality for such subject is priority for many organizations. In this study used simple random sampling method, and selected 42 Respondents from south and west industries and 42 Respondents from North and east industries of Vadodara city which are randomly selected. In this Study limitations is the study is due to pandemic situation researcher cannot collecting the data physically.

Keywords: employees, employees relations, employer.

1. INTRODUCTION

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 include giving scope for employee participation in management decisions, communications, policies for improving cooperation and control of grievances and minimization of conflicts. One of the most pressing issues facing most organizations today is the need to raise employee productivity. There is a widespread belief that productivity improvements can only be achieved through a fundamental reform in the area of employee relations. Changes are thought to be necessary both in the organization and structure of work and in the way in which employees are trained, remunerated and motivated.

Employee relations involve the body of labor involved with maintaining employer-employee relationships that contribute to satisfactory productivity, motivation, and morale. That arise out of or have an effect on work things. It issues the link of employees with the organization and with one another and includes the processes of developing, implementing, for structure success. Robust employee relations area unit needed for prime productivity and human satisfaction. Internal employee relations comprise the human resource management activities related to the movement of employees at of employees within the organization.

Employees, named as human resources, are indispensable for the growth and sustainability of any organization is therefore, the obligation of business firms to satisfy the stakeholders by fulfilling their needs and desires to make them feel contented and committed. Happy and satisfied employees are productive employees. So, a variety of motivational tools, extensive efforts and signify resources have been adopted to attract and retain the productive workforce.

Today's employees or workers are modernized and have changed expectations out of employment relationships. The current changing phase of Employee relations is different in the era of "knowledge worker" from that of "who only think of a living" In the field of academicians, employee relations traditional positions is threatened on one side by the dominance of mainstream economics and organizational behavior, and on the other by postmodernism.

The concept of employee relations started way back in eighteenth century and term has been used differently in the work place situations at different times over the years. The emergence of the concept of Employee relations, personnel management, human resource management and human resource development, contributed to the growing need of labour. The term employee relations refer to relationship between management and labour or among employees and their organizations that characterize or grow out of employment. This chapter provides background on the evolution of Employee Relations and specifically the impact of Legislation and Economic Policies of the Government in this regard.

Employee relations cover all aspects of the employment relationship, including human resource management, employee relations, and union management (or labor) relations. The meaning has become more specific and restricted. Employee relations pertains to the study and practice of collective bargaining, trade unionism, and labor management relations, while human resource management is a separate, largely distinct field that deals with nonunion employment relationships and the personnel practices and policies of employers.

Researcher Prempeh Duah, 2 Brandford Ahwoi Danso SSK Marine Ltd PMB Comm. Tema, Ghana Brainy Bairn , School P. O. Box AN 16699 West Legon, Ghana says that in their paper delves into the dynamics of employee relations of the employees of GCB considering intense competition in the banking industry and the fact that the retention of quality employees plays a key role in helping organizations to achieve their objectives. In other study of paper researcher says that in Rojalin Sahoo Chandan Kumar Sahoo their paper State-owned Public Sector Undertaking.)The study main objective is to examine the employer–employee relations prevalent in power sector. Researcher says that in the SJES Group of Institutions, K R Puram Bangalore in their study Employee Relations and Management – An Analysis of the BSNL Employees, Mangalore. Study main objective is To understand the employee relationship management system of the organization, To identify the Strength and Weakness of employee relations and management at the BSNL Mangalore division. Employee Relations In Micro, Small And Medium Enterprises In India. This research article looks at all the facets of employee relations over the years and its impact on firm's productivity. A Good Relationship is necessary for the smooth running of any business. The term 'Industrial Relations' means the relationship between employers and employees, A good communication between an employer and its employees is imperative for building a positive work place culture. In order to improve the work performance, an employee must receive feedback, both positive and critical. Researcher says that in A.H.Sequeira Apoorva Dhriti their papers Employees are among an organization's most important resources and coined as most valuable assets. 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.

Literatures are study many ROL and they says that employee relations are built to give them facilities like employee morale, building company culture etc. and Literatures are show that in this ROL many points are not cover so in this study we are cover that point in our study and our findings are :-

In this study Researcher are find that Majority employee are male and most of employee are married and majority employee have completed their job in their organization most of persons are having permanent job in the organization. In this study we find out that majority respondents are working 6 days in a week and fewer respondents are working other days in a week. Majority respondents are feeling like their organization protects their employees from discrimination. Most of the co-worker are co-operated to colleague. We find out that Manager and Colleague are helps in the Organizations to their colleague or Subordinate. Most of the respondent are have flexibility to take time off or day off when they need. Study we find out that most of organization celebrates its accomplishments and learning's. Majority respondents are feel like their organization protects their employees from discrimination. In this study we find out that all the (50%) respondents are perceive that their manager has a good level of transparency with them and their team and 50 (50%) respondent feels that their manager has not maintain good level of transparency with them and their tem. we find out that respondents have full access to the material resources for the employee to do work properly

Employee suggestion can be described as a formalized mechanism which encourages employees to contribute constructive ideas for improving the organization in which they work. Implemented ideas are rewarded by a monetary award or some other form of recognition – usually proportionate to the benefits generated. It creates a climate of trust and confidence, job satisfaction and continuous improvement in the company. They think creatively about their jobs, job environment, and to come forward with ideas for which they will be rewarded on a specific basis, if acceptable and to the advantage of the organization. Researcher Also suggest that to improve their HR policy Regarding Employee engagement, appreciation ,Training and development their salary structure then their leave policies their working environment or researchers suggest that All level of employees as a person and create healthy and enthusiastic work environment . Though it can be seen that majority of the employees are satisfied in their job, the management should also work on the problems and needs of those employees who are not satisfied. Also we suggest that Employees are definitely agreed that colleagues collaborate well together. They feel like organization protects its employees from discrimination. Employees are a lot like plants: give them a place in the sun, just enough attention, but not too much, and room to grow and they will thrive.

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