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## A Study on Employer- Employee Relationship in Mahuva Sugar Factory

Asha Ahir<sup>1</sup>, Ms Nimisha Jariwala<sup>2</sup>

<sup>1</sup>Student, <sup>2</sup> Teaching Assistant, B.V. Patel Institute of Management, UKA Tarsadia University – Bardoli

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### ABSTRACT

The objective of the study is to identify the Employer- Employee Relationship in the organisation. The purpose of the study is to investigate the factors responsible for Employer-Employee Relationship. This is the primary research and data collected through structured questionnaire from the respondents who are the employees of the organisation.

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### INTRODUCTION

Developing harmonious employer-employee relations should be understood as an integral part of management functions in order to have a faster rate of growth of the business unit. Maintaining relations is not an easy task. It has become one of the most delicate and complex problems of modern industrial society. It has been widely accepted that no industry can progress until the labour cooperates and its management is in line with industrial harmony. Therefore, good relations between employers and employees are beneficial for all. Employer-employee relations imply the relationships between employer and employees in an industrial organization. According to Dale Yoder, the term employer-employee relations refers to the whole field of relationships among people, human relationship that exist because of the necessary collaboration of men and women in the employment process of modern industry. Employer-employee relation in the wide sense takes into account the relations between the various unions, between the State and the unions as well as those between the employers and the government. All these relations in connection with industry fall in the periphery of employer-employee relations.

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### REVIEW OF LITERATURE

Burawat Piyachat, Kuntonbutchanongkorn, Mechinda Panisa research on topic **The mediate effect of employee engagement on the relationship between perceived employer branding and discretionary effort in 2014** with the objective to test the relationships among employer branding, employee engagement and discretionary effort via the effect of employee expectation and the study shows conclude that there was a partial effect of employer branding on employee engagement through employee expectation, while there was also a partial effect of employer branding on discretionary effort through employee engagement. Alexandros G. Sahinidis & John Bouris had research on the topic **Employee perceived training effectiveness relationship to employee attitudes** in 2008 with the objective To investigate the relationship between perceived employee training effectiveness and job satisfaction, motivation and commitment and The study shows the strong relationship between, employee perceived training effectiveness and motivation, job satisfaction and commitment. Although no causal relationships were found, the magnitude of the correlations indicates that the concepts examined are inextricably related and that this relationship, ought to be taken seriously by practicing managers, as well as academics. Debra lerner *et al.*, had research on the topic **Relationship of Employee-Reported Work Limitations to Work Productivity** in 2003 with the objective to assess the productivity impact of on-the-job work limitations due to employees' physical or mental health problems and the study shows the Employee work limitations have a negative impact on work productivity. Employee assessments of their work limitations supply important proxies for the economic burden of health problems. Robyn A. Berkley & George Watson had research on the topic **The Employer-Employee Relationship as a Building Block for Ethics and Corporate Social Responsibility** in 2009 with the objective To accept that workplace restrictions in the employee- employer relationship play a role in company and The study conclude that developing this special issue, that we have adequately underscored the importance of the employer-employee relationship as a fundamental building block to an organization's ethics and corporate social responsibility policy. P. Matthijs Bal, Dorien T.A.M. Kooij, and Denise M. Rousseau had research on the topic **Introduction to Aging Workers and the Employee-Employer Relationship** in 2015 with the objective To aging workers and discussing the impact of the aging workforce on the employee- employer relationship and The study conclude that the integration of knowledge about aging workers with both broader research on OB and HRM. Although other books have been written about the aging workforce, the general influence of demographic changes and age on workers themselves. We aim to tie together insights from research on aging at work with knowledge and insights from OB and the practice of HRM.

## RESEARCH OBJECTIVES

- **PRIMARY OBJECTIVE:**To identify employee and employer relationship in the organization.
- **SECONDARY OBJECTIVES:**The factor responsible for negative relationship between employer-employee.

## RESEARCH METHODOLOGY

This study is conducted through primary data. A structured questionnaire was created on the basis of the data was collected from 40 employees, various tools like cross tabulation, chi square etc. where used all of the analysis is done.

## HYPOTHESIS DEVELOPMENT

Ho1	There is no significance relationship between age and sufficient opportunities
Ho2	There is no significance relationship between department and participation in decision making
Ho3	There is no significance relationship between experience and happy work place

## FINDING OF THE STUDY

- **DEMOGRAPHIC PROFILE**

### FREQUENCY

variable	Frequency	Percentage
Gender		
Male	40	100.0
Female	0	0
Age Group		
23-30	16	37.2
31-40	10	23.3
41-50	10	23.3
Above 50	4	9.3
Department		
HR	12	27.9
Marketing	10	23.3
Finance	8	18.6
Production	10	23.3

From the above table it can be seen that all the respondents are male. It can also be seen that 37.2% of the respondents are of 23-30 year of age, 23.3% of the respondents are of 31-40 years of age, 23.3% respondents are of 41-50 years of age, and 9.3% of the respondents are having age of above 50. So from that it can be seen that majority of the respondents are from 23-30 years of age. It can also be seen that 27.9% of respondents are from HR department, 23.3% of the respondents are from Marketing department, 18.6% of the respondents are from finance department and 23.3% of the respondents are from production department so from that it can be seen that majority of the respondents are from HR department.

• **CHI – SQUARE METHOD**

chi –square			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	8.156a	9	.518
Likelihood Ratio	10.990	9	.276
Linear-by-Linear Association	.504	1	.478
N of Valid Cases	40		

chi-square			
	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	12.340a	9	.195
Likelihood Ratio	13.795	9	.130
Linear-by-Linear Association	.018	1	.893
N of Valid Cases	40		

Chi-Square Tests			
	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	8.902a	9	.446
Likelihood Ratio	7.803	9	.554
Linear-by-Linear Association	4.125	1	.042
N of Valid Cases	40		

From the table, It has been observed that the significance value is 0.518 which is greater than 0.005 hence null hypothesis is accepted so there is no significance relationship between age and sufficient opportunities. It has been observed that the significance value is 0.195 which is greater than 0.005 hence null hypothesis is accepted there is no significance relationship between department and participation in decision making. It has been observed that the significance value is 0.446 which is greater than 0.005 hence null hypothesis is there is no significance relationship between experience and happy workplace.

## CONCLUSION

The overall responses of respondents are quite positive. They are of the opinion that they have a better career opportunity in this organization. Yet, from this study it can be concluded that though the overall response of employees are positive towards relationship between employer-Employee, there are some factor that are responsible for their discontent such as high targets, poor working condition, rigid working hours etc.

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