



Comparative Study on Employee and Employer Relationship of Reliance

Dr. Ashwini Kshirsagar¹, Pratiksha Anil Sonawane²

Project Guide¹, Student²

^{1,2}(MMS) Alamuri Ratnamala Institute of Engineering and Technology

ABSTRACT:

The Reliance Group, founded by Dhirubhai H. Ambani, is India's largest private sector enterprise, with businesses in the energy and materials value chain. The flagship company, Reliance Industries Limited, is a Fortune Global 500 company and is the largest private sector company in India. Dhirubhai Ambani founded Reliance as a textile company and led its evolution as a global leader in the materials and energy value chain businesses. It was in 1957 when he returned to India after a stint with A.Besse & Co., Aden started a yarn trading business from a small 500 sq. ft. office in Masjid Bunder, Mumbai. he set up his brand new mill in Naroda, Gujarat. In 1996 Reliance went on to become the biggest textile brand 'Only Vimal'. In 1977 Reliance Textile Industries came with an IPO which was oversubscribed seven times.

1. Introduction

1.1 Reliance Industries Limited (RIL) is an Indian quartered India. The company was co-founded by Duhar Ambani and Champaklal Damani in the 1960s. In 1965, the partnership ended and Dhirubhai continued the business of the firm. In 1966, Reliance Textiles Industries Pvt Ltd was incorporated. It established a mill in the same year in 1975, the company expanded its business into textiles, with "Vimal" becoming its major brand in later years. The company held its (IPO) in 197 The issue was over-subscribed by seven times In 1979, a textiles company Sidhpur Mills was amalgamated with the company In 1980, the company expanded its polyester yarn business by setting up a Polyester Filament Yarn Plant in Patalganga Maharashtra with a financial and technical collaboration with., U.S.In 1985, the name of the company was changed from Reliance Textiles Industries Ltd. to Reliance Industries Ltd. During the years 1985 to 1992, the company expanded its installed capacity for producing by over 145,000 tonnes per annum¹

2. Company Profile:

Reliance Industries Limited (RIL) is an Indian quartered India. Reliance owns businesses across India engaged in energy, petrochemicals, textiles, natural resources, retail, and telecommunications. Reliance is one of the most profitable companies in India the largest in India by the second largest company in India. In 1993, Reliance turned to the overseas capital markets for funds through an issue of Reliance Petroleum. In 1996, it became the first private sector company in India to be rated by internationally rated Reliance "BB+, stable outlook, constrained by the sovereign ceiling" rated "Baa3, Investment grade, constrained by the sovereign ceiling.

In 1995/96, the company entered the joint venture with, the USA and promoted Reliance Telecom Private Limited in India. In 1998/99, RIL was introduced packaged in 15 kg cylinders under the brand name Reliance Gas.

1.3 Literature Review:

Fewer Workplace conflicts:

Let's face it – when a person enjoys being around their manager and co-workers, they are less likely to seek out conflicts. A peaceful workplace is just one of the many benefits of strong employee-employer relationships, and if your workplace has been the scene of a conflict recently, you may want to reevaluate how you relate to your workers. Conflicts reduce productivity levels and increase disharmony, and the energy expended quelling conflicts could be better spent working.

Increased Productivity:

As mentioned above, an employee who has a positive relationship with their boss is more likely to be productive, and the more productive your employees are, the more revenue your company can generate. When an employee feels happy to work for you, they are more likely to put forth their best effort and maintain a personal stake in the projects they.

1.4 Objective of the study

1. To develop and maintain harmonious relations between management and labor so essential for higher productivity of labor and industrial progress in the country.
2. To safeguard the interests of labor as well as management by securing the highest level of mutual understanding and goodwill between all sections of the industry.
3. To establish and maintain industrial democracy based on the participation of labor in the management and gains of industry, so that the personality of every individual is fully recognized and developed.
4. To avoid all forms of industrial conflict so as to ensure industrial peace by providing better working.

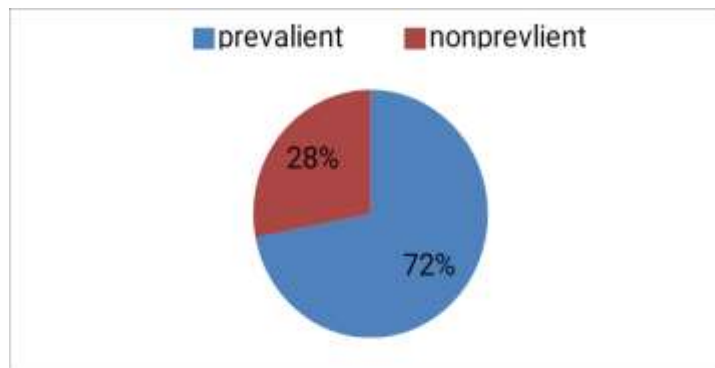
3. Research Method:

The primary data were collected in three ways:

A survey questionnaire (Paper-pencil-questionnaire) and face-to-face interview (semi-structured interview wherever possible) were organized to gather the required information on the Impact of employee relations on the performance of employees in Systems, Bangalore. Secondary data were an important part of this study, especially in the literature review. Two Main sources for the secondary data collection included: Different websites containing journals, research papers & general information on Employee Relations. The aim of the survey method was to understand the existing employee relation practices and the Impact of the same on employee performance in Kavya Systems.

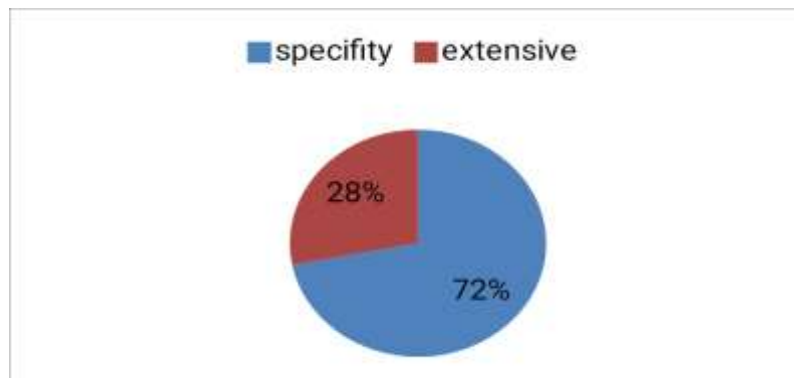
1. Data representation:

1. the employee-employer relationship is the most prevalent type of employment relationship.



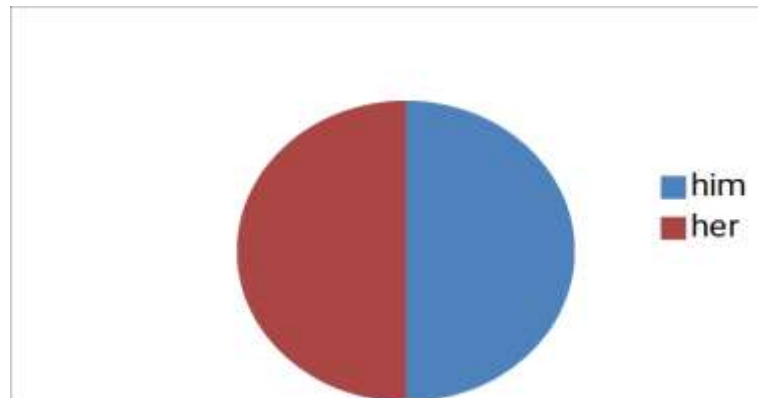
Interpretation; employee prevalent is 72% so the employee relationship so that the non-prevent is 28% so it is negative towards the employment relationship.

2. The specificity of the language used in an employment contract must be very extensive.



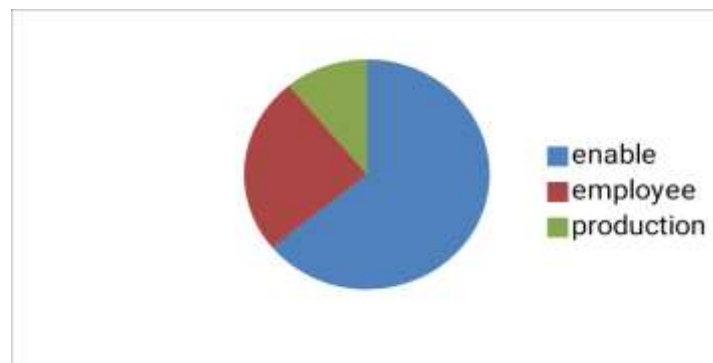
Interpretation; Employment is a relationship between two parties specificity of 72%, usually based on a contract where work is paid for, where one party, which may be an entity is an employer and the other is the employee Employees work in return for payment, which may be in the form extensive 28% of an hourly wage, by piecework or an annual, depending on the type of work an employee does or which sector she or he is working in. Employees in some fields or sectors may receive.

3 . An independent contractor is legally considered an employee of the employer who hired him/her.



Interpretation; When you hire your first employee, you have some responsibilities to that employee, and to all future employees, relating to compensation. These responsibilities are codified under federal, state, and local laws:

4. Does training enable employees more productive?



Interpretation; It's about allowing employees to be their authentic selves so they can leverage their strengths and unique perspectives. I know this first hand; in the early years of my career, I was considered high-potential by an organization that was reinventing itself.

4. Conclusion

Employment relations and employee engagement began with a critical consideration of employee engagement in the context of employment relations; exploring the broader issues raised by both positive and negative conceptions of experience at work. The concept of emotional labor was introduced as highlighting the complex challenges of these issues in practice. The course then considered the role of HRM in delivering effective employee engagement practices and policies as part of organizational-level employment relations processes. This was further explored through the case study of the New Zealand post office. We also explored specifically the role of trust before moving to examine the perceived relevance of employee engagement in different cultural contexts as well as the ways to maintain engagement during times of organizational change.

5. Acknowledgements

I acknowledge the contribution of various resources and individuals that have helped in the completion of this study on the comparative study on the employee and employer relationship of reliance. Firstly, I express my gratitude to the researchers and scholars in the field of human resource management whose work has provided valuable insights and guidance throughout the study.

6. Reference

- [https://www.linkedin.com/pulse/why-employee-relations-important- organization-](https://www.linkedin.com/pulse/why-employee-relations-important-organization-)
<http://www.hrinasia.com/employee-relations/why-managing-employee- relations->
https://www.researchgate.net/publication/316841960_ANALYSIS_OF_EMPLOY
<https://www.slideshahttps://m.specialties.bayt.com/en/specialties/q/228780/what-is-the-importance>