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# A STUDY ON "ORGANISATIONAL GROWTH EMPLOYEE AND EMPLOYER RELATIONSHIP" IN HEMS SHAKTI PRECISION CASTING PRIVATE LIMITED AT HOSUR

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### ABSTRACT :

This study aims to outline the importance of the employer-employee relationship and describes the role this relationship plays towards the growth of a business. The paper 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. Employee relationship refers to the dynamic interaction between employers and employees in the workplace.

**Keywords** Employer-Employee Relationship, Job Satisfaction, Employee Engagement, Workplace Communication, Mutual Trust and Respect, Organizational Growth.

### INTRODUCTION

The modern industrial landscape, the growth of any organization is closely linked to the strength of its internal relationships particularly the bond between employees and employers. At KEMS Shakti Precision Casting Private Limited, a leading manufacturing company based in Hosur, the importance of cultivating a positive employee-employer relationship is central to achieving sustainable organizational growth. With the increasing demand for precision and quality in engineering and casting, the company recognizes that a motivated and committed workforce is essential to maintain competitiveness and innovation.

#### OBJECTIVE OF STUDY

To assess employee satisfaction and engagement with management practices and workplace policies. To evaluate the communication flow, grievance handling mechanisms, and mutual trust between employees and employers. To identify factors contributing to a positive or negative workplace culture within the organization.

### REVIEW OF LITERATURE

AmbitionBox (2023-2024) highlight that job security and work-life balance at KEMS are relatively strong. However, areas like salary and benefits need attention. Employee feedback indicates that a supportive management team plays a key role in maintaining industrial harmony and employee loyalty. Akpoyovwaire Samuel Mukoro(2013) suggested that communication is very essential part of any social system because it creates an environment of mutual trust harmony and proficiency, which motivates the workers for more productivity. School staff and management in Nigeria should be instructed to communicate regularly with both internal, external audiences and stakeholders. It is an effective tool of management which avoids mistrust, conflict, suspicion, confusion or mis-understandings among the workers and management.

Decenzo and Robbins (2022), consistent skill enhancement aligns workforce capabilities with technological advancements, ensuring competitive organisational growth.

Dhanasekaran&Prasanth (2024) conducted a detailed study on employee-employer relationships at KEMS Shakti Precision Casting Pvt. Ltd. Their findings emphasized that trust, open communication, and participative decisionmaking lead to higher employee satisfaction and retention. Positive workplace relationships were directly linked to enhanced performance and lower attrition rates.

Dhilipkumar (2023) from studies of companies like Hindalco suggest that flattening hierarchy and encouraging autonomy significantly enhance employee trust and engagement. These practices can serve as a benchmark for KEMS Shakti to build a more inclusive and performance-driven work culture.

### 3 . METHODOLOGY

The methodology outlines the systematic approach used to investigate the employeeemployer relationship from a Human Resource (HR) perspective at KEMS Shakti Precision

Casting Pvt. Ltd., Hosur. This study aims to assess the effectiveness of existing HR practices and understand employee perceptions, satisfaction levels, and expectations regarding their relationship with management. A mixedmethod approach, combining both qualitative and quantitative data collection techniques, is used to gain a comprehensive understanding of the issue. Primary data is collected through structured questionnaires distributed to employees across various departments, and interviews with HR personnel and managerial staff. Secondary data is sourced from company records, HR manuals, policy documents, and relevant literature.

#### ***LIMITATIONS OF THE STUDY***

- It is assumed that all respondents will provide honest and unbiased responses to the survey or interviews.
- Employees and HR staff have a basic understanding of the organization's HR policies and practices.
- The sample selected for the study is representative of the broader workforce at KEMS Shakti Precision Casting Pvt. Ltd.
- Organizational conditions and HR policies remain consistent during the data collection period.

#### ***SOURCES OF DATA COLLECTION***

Collection of information is called as data. Data is of two types

- Primary data
- Secondary data

#### **PRIMARY DATA**

Primary data are those which are collected fresh and for the first time and thus happen to be original in nature. It is data which is obtained directly from respondents for the very first time by the researcher. It is original in nature.

#### **SECONDARY DATA**

The secondary data on the other hand, are that which already been collected by someone and which already has been passed through the statistical process.

### TOOLS FOR ANALYSIS :

Microsoft excel and SPSS was used for analysis of data.

- Percentage analysis • Anova test

### 4.DATA

### ANALYSIS AND INTERPRETATION

#### ***4.1 Employee's grouping based on relation with co-workers***

**TABLE 4.1**  
**RELATION WITH CO-WORKERS**

PARTICULAR s	RESPONDEN TS	PERCENTAG
AGREE	41	51.25%
NEUTRAL	10	12.5%
STRONGLY AGREE	29	36.25%
TOTAL	80	100%

#### ***RELATION WITH CO-WORK***

**INTERPRETATION**

The above pie chart depicts that 51.25% of the respondent are agreed. 12.5% of the respondents are neutral and 36.35% of the employees are strongly agreed.

Thus, the majority of the respondents are agreed.

**4.2 ANOVA TABLE**

$$SS_{\text{total}} = \sum_{j=1}^p (X_{.j} - \bar{X})^2 \quad 2SS_{\text{within}} = \sum_{k=1}^2 (X_{.k} - \bar{X})^2$$

$$F = MST/MSE \quad MST = SST/p-1 \quad MSE = SSE/N-p$$

Groups	Count	Sum	Average	Variance
ENDER		107	1.3375	.226424
REAOFWORK	80	30	.875	.03481

**Tables4.2**

Source of variation			MS		val	F crit
Between groups	94.55625	1	94.55625	83.63243	2.816	3.900989
Within group	178.6375	158	1.130617			
Total	273.1939	159				

**INTERPRETATION**

There was a statistically significant difference between gender and area of work as demonstrated by Anova C value (2.83) P value (0.05).

From the above table it is inferred that the p value is 2.83 is more than 0.05. Hence null hypothesis is accepted and alternative hypothesis is rejected.

**FINDING**

- Organizational growth is significantly influenced by the quality of the employee-employer relationship. Positive, transparent, and trust-based relationships contribute to higher employee satisfaction, retention, and productivity key drivers of sustained growth.
- Employers who invest in professional development, recognize employee contributions, and maintain open communication foster a motivated workforce aligned with organizational goals.

**SUGGESTIONS**

- Implement a centralized ERP system to integrate data across production, quality, inventory, and dispatch departments.
- Automate data collection on the shop floor using IOT devices to ensure realtime and error-free data capture.
- Adopt data analytics tools to monitor casting defects and improve process efficiency through predictive insights.
- Provide training to employees on digital tools, ERP usage, and data handling to enhance system effectiveness.

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