

A Study on the Relationship between the Management and the Employees

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Abstract: *The relationship between managers and employees sets the overall tone of the workplace. A poor relationship hinders the company's success by dragging morale down and limiting productivity, while a good relationship breeds a positive and functional work environment. Employees must be comfortable with each other to deliver their best and enjoy their work. Sometimes there are no good relationship between the management and the employees at ALLWIN TECHNOLOGIES AND SERVICES. Here my study is to understand the coordination and relationship between the management and the employees. To understand the employees work involvement at ALLWIN TECHNOLOGIES AND SERVICES. The is descriptive in nature and conducted among a sample size 100 respondents chi-square analysis and correlation were used to interpret the results. Thus a brief analysis on the relationship between the management and the employees at ALLWIN TECHNOLOGIES AND SERVICES.*

Keywords: Management, employees, involvement

1. Introduction

The term 'employee relations' refers to a company's efforts to manage relationships between employers and employees. An organization with a good employee relations program provides fair and consistent treatment to all employees so they will be committed to their jobs and loyal to the company. Employee relations programs are typically part of a human resource strategy designed to ensure the most effective use of people to accomplish the organization's mission. Employee relations programs focus on issues affecting employees, such as pay and benefits, supporting work-life balance, and safe working conditions. One of the most effective ways for a company to ensure good employee relations is to adopt a human resource strategy that places a high value on employees as stakeholders in the business. When employees are treated as more than just paid laborers, but as actual stakeholders with the power to affect outcomes, they feel more valued for the job they do.

2. Review of Literature

Mahmmood Ghorbani (2011) In this paper the writer investigated the relationship between managers' problem-solving method and employee' trend toward participation in organizational decision makings in Mashhad Comprehensive Technology Incubators, Research Centers and Science and Technology Park, Quality of decisions is made through consolidation of knowledge, expertise, skill and approach of committed people who involved in decision-making process, and the resulted synergy of all these factors. As the "decision-making" is the major focus of management functions, hence it is so vital for managing organizations and systems. The results of this study are including; there is a direct and significant relationship between manager's problem-solving method and employees' trend toward participation in organizational decision makings. And there is no relationship between the matter of emotionality and sensibility in manager's problem-solving method and employees' trend toward participation in organizational decision makings. Those employees who their managers have intuitive and logical problem-solving methods are more inclined to participate in organizational decision makings and vice versa, And finally the researcher has not found any

relationship between the employees' trend toward participation in organizational decision makings of those managers in Incubators, Research Centers and Science and Technology Park.

N. Abu Mansora Choon, MinWaiba. Mohamedabcd Ishak, MdShahabcd (2012) this article examines the relationship between management style practiced by managers and employees' well being in an international bank in Malaysia. This particular study examines the type of management style (autocratic, democratic, paternalistic and laissez faire) as measured by a customized questionnaire from two different sources, in order to suit the purpose of this study. Employee's well being is being measured quantitatively through a set of customized questionnaire [3] on their physical, psychological and social health. A total of 47 respondents from the bank completed the given questionnaire. Result revealed that the branch manager practiced paternalistic management style. Besides that, employees working under managers are healthy physically, psychologically, and socially. In addition, there is a rather weak but positive relationship between paternalistic style with physical and psychological health.

KATARZYAN KROT (2012) Trust is a complex and multidimensional phenomenon. Organizational trust is an important part of professional relationships between co-workers, between managers and employees, or between employees and managers. Trust can be either interpersonal or institutional in nature. To measure, understand, and explain trust in an organizational context, it is important to identify different dimensions of trust (competence, benevolence, and integrity), different types of trust (horizontal trust between co-workers, vertical trust between managers and employees, and vertical trust between employees and managers), and the roles that different dimensions of trust have in different types of trust. The aim of this paper is to determine the roles that the different dimensions of trust have in each of the different types of trust at Gaia, a Polish lingerie company. Study results show competence is the least important dimension of trust in all of the different types of trust at Gaia, the Polish lingerie company. Integrity is the most important dimension of trust in relationships between co-workers. Benevolence is the

most important dimension of trust in relationships between employees and managers.

Girish Prasad Das (2020) This paper is mainly dealing with the systematic review of different studies carried out on the subject of employee relationship management and its impact on organisation development and other Human Resource related benefit. The study incorporates a critical review of literature ranging from a wide range of countries and industries. However, there exist some limitations of availability, accessibility and annexation of all the existing and relevant works. From the human resource point of view, research on employee engagement and development has got high relevance in recent years. Employee motivation and retention are the buzzwords of the present business world and all the organisations are endeavouring to motivate and retain employees through employee relationship management. The scope of employee relationship management is vast and as such, standardising ERM strategies across industries and business environment is a critical task. The study simply attempts to gather information to provide some input to the researchers and academicians regarding the different trends in Employee relationship management practices

Objectives

Primary Objective

- To study on the relationship between the management and the employees at Allwin technologies and services.

Secondary Objectives

- To study the demographic at ATS.
- To study the employees skills and abilities are utilized at ATS.
- To study the employees work involvement at ATS.
- To study how the employee are happy to work with other employees.

3. Research Methodology

3.1 Research Design

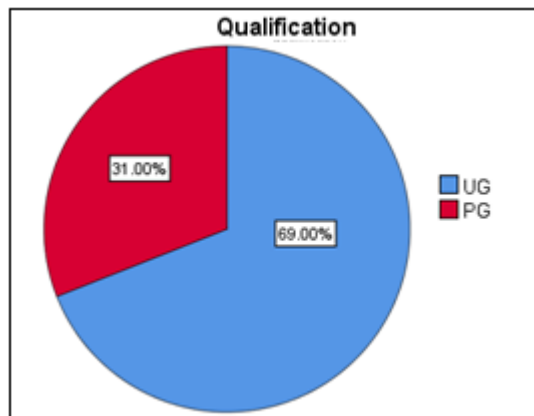
A research design is an arrangement of condition for collection and analysis of the data in a manner that aims to combine relevance to the research purpose with economy in procedure.

The study is descriptive in nature i. e., descriptive research. Descriptive research is concerned with describing the characteristics of a particular individual or group. This includes surveys and fact-finding enquiries of different kinds. The main characteristic of this method is that the researcher has no control over the variables; one can only report what has happened or what is happening. Thus, the research design in case of descriptive study is a comparative design throwing light on all the areas and must be prepared keeping the objectives of the study and the resources available.

4. Data Analysis and Interpretation

Qualification

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	UG	69	69.0	69.0	69.0
	PG	31	31.0	31.0	100.0
	Total	100	100.0	100.0	

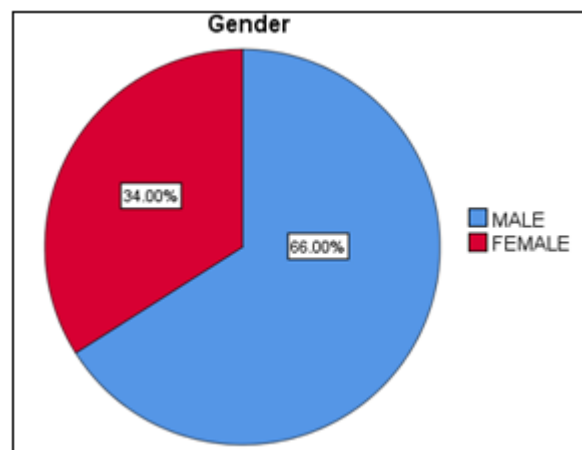


Interpretation:

From the above table it is clear that out of 100 respondents, 69% of the respondents have completed their UC qualification and 31% of them have completed PG.

Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	66	66.0	66.0	66.0
	Female	34	34.0	34.0	100.0
	Total	100	100.0	100.0	

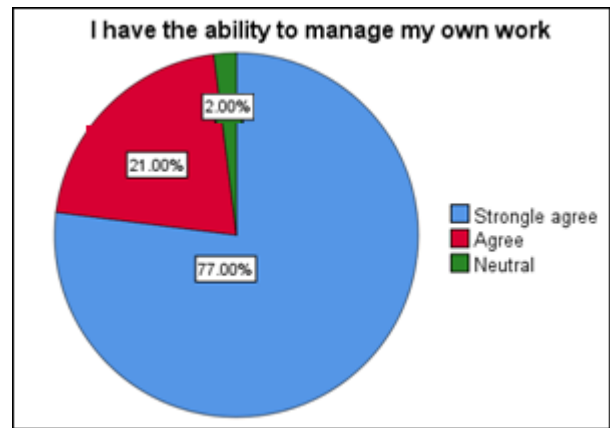
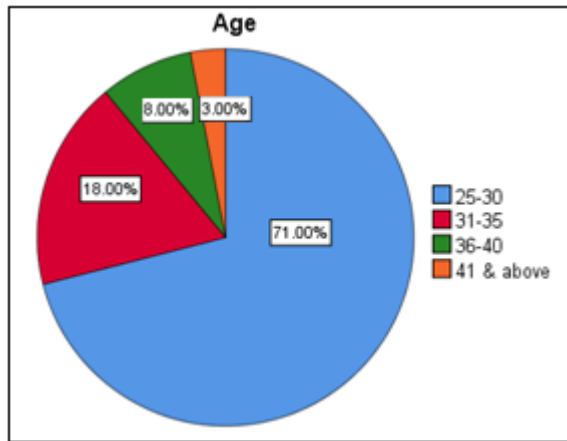


Interpretation:

From the above table it is clear that out of 100 respondents, 66% of the respondents are male and 34% of the respondents are female.

Age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	25-30	71	71.0	71.0	71.0
	31-35	18	18.0	18.0	89.0
	36-40	8	8.0	8.0	97.0
	41 & above	3	3.0	3.0	100.0
	Total	100	100.0	100.0	



Interpretation:

From the above table it is clear that out of 100 respondents, 71% of the respondents are aged between 25-30, 18% of the respondents are aged between 31-35 and 8% of the respondents are aged between 36-40, 3% of the respondents are aged above 41.

Interpretation:

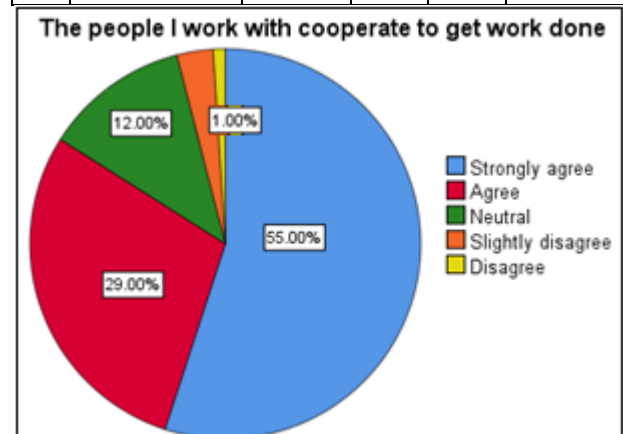
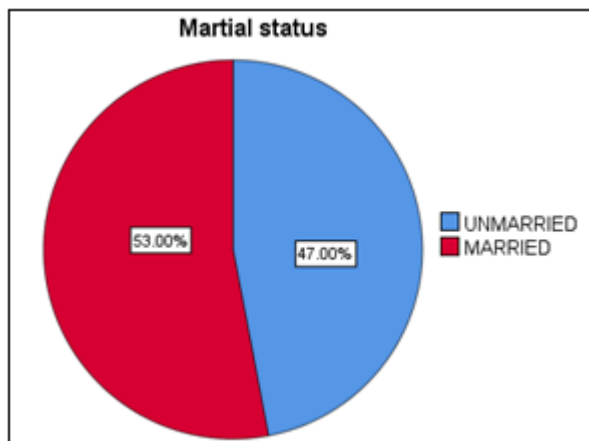
From the above table it is clear that out of 100 respondents, 77% of the respondents strongly agreed that they have ability to manage their own work, 21% of the respondents agreed that they have ability to manage their own work, 2% of the respondents are neutral.

Marital status

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Unmarried	47	47.0	47.0
	Married	53	53.0	100.0
	Total	100	100.0	100.0

The people I work with cooperate to get work done

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly agree	55	55.0	55.0
	Agree	29	29.0	84.0
	Neutral	12	12.0	96.0
	Slightly disagree	3	3.0	99.0
	Disagree	1	1.0	100.0
Total	100	100.0	100.0	



Interpretation:

From the above table it is clear that out of 100 respondents, 53% of the respondents are married and 47% of the respondents are unmarried.

Interpretation:

From the above table it is clear that out of 100 respondents, 55% of the respondents are strongly agreed that the people respondent have worked with are cooperated to work done, 29% of the respondents agreed, 12% of the respondents are neutral, 3% of the respondents are slightly disagreed with the people respondents have worked with are cooperated to get work done, 10% of the respondents disagree

I have the ability to manage my own work

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly agree	77	77.0	77.0
	Agree	21	21.0	98.0
	Neutral	2	2.0	100.0
	Total	100	100.0	100.0

CHI-SQUARE TEST I

Chi-square is the sum of the squared difference observed (o) and the expected (e) data (or the deviation, d), divided by the expected data in all possible categories.

Null hypothesis (Ho):

There is no relationship Experience of the respondents and happy about work with very cooperate people to get work done.

Alternate hypothesis (H1):

There is a relationship Experience of the respondents and happy about work with very cooperate people to get work done.

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Experience of the respondents * happy about work with very cooperate people to get work done	100	100.0%	0	.0%	100	100.0%

Experience of the respondents * happy about work with very cooperate people to get work done Cross tabulation

		happy about work with very cooperate people to get work done						Total
		Strongly Agree	Agree	Neutral	Slightly Disagree	Disagree		
Experience of the respondents	Fresher	Count	11	35	0	0	0	46
		Expected Count	5.1	29.5	10.1	0.8	0.4	46
	Less than 2 yr	Count	0	35	1	0	0	36
		Expected Count	4	23.1	7.9	0.7	0.3	36
	2.1-5 yrs	Count	0	0	19	0	0	19
		Expected Count	2.1	12.2	4.2	0.3	0.2	19
	above 5 yrs	Count	1	0	4	2	1	8
		Expected Count	0.9	5.1	1.8	0.1	0.1	8
	Total	Count	12	70	24	2	1	100
		Expected Count	12	70	24	2	1	100

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	1.469E2 ^a	12	.0
Likelihood Ratio	133.814	12	.0
Linear-by-Linear Association	61.098	1	.0
N of Valid Cases	100		

a. 13 cells (65.0%) have expected count less than 5. The minimum expected count is .07.

Degree of Freedom = (4-1) * (5-1)
= 3*4 = 12

Calculated value = 1.469

Tabulated value = 21.026

Z = Z cal > Z tab

Z = 1.469 < 21.026

Hence, the Null hypothesis [H0] is accepted.

Inference:

Since the calculated value is lesser than the tabulated value, we accept the null hypothesis and hence there is no

relationship Experience of the respondents and happy about work with very cooperate people to get work done.

Null hypothesis (Ho):

There is no relationship age of the respondents and happy about Allwin Technologies & Services utilizing their skills and abilities very effectively.

Alternate hypothesis (H1):

There is a relationship age of the respondents and happy about Allwin Technologies & Services utilizing their skills and abilities very effectively.

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Age of the respondents * Happy about Allwin Technologies & Services utilizing my skills and abilities very effectively	100	100.0%	0	.0%	100	100.0%

Age of the respondents * Happy about Allwin Technologies & Services utilizing their skills and abilities very effectively Cross tabulation

		Happy about Allwin Technologies & Services utilizing my skills and abilities very effectively						Total
		Highly satisfied	Satisfied	Neutral	Dissatisfied	Highly dissatisfied		
Age of the respondents	18 – 25 yrs	Count	10	10	0	0	2	22
		Expected Count	2.0	12.3	5.7	1.2	.8	22.0

	26 – 35 yrs	Count	0	47	0	0	0	47
		Expected Count	4.3	26.3	12.1	2.6	1.7	47.0
	35 – 40 yrs	Count	0	4	28	1	0	33
		Expected Count	3.0	18.5	8.5	1.8	1.2	33.0
	41 & above yrs	Count	0	0	0	5	2	7
		Expected Count	.6	3.9	1.8	.4	.3	7.0
Total	Count	10	61	28	6	4	100	
	Expected Count	10.0	61.0	28.0	6.0	4.0	100.0	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.120E2 ^a	12	.000
Likelihood Ratio	173.359	12	.000
Linear-by-Linear Association	54.280	1	.000
N of Valid Cases	100		

a. 14 cells (70.0%) have expected count less than 5. The minimum expected count is .26.

Degree of Freedom = (4-1) * (5-1)
= 3*4 = 12

Calculated value = 2.120
Tabulated value = 21.026
Z = Z cal > Z tab
Z = 2.120 < 21.026

Hence, the Null hypothesis [H0] is accepted.

Inference

Since the calculated value is lesser than the tabulated value, we accept the null hypothesis and hence, there is no relationship age of the respondents and happy about Allwin Technologies & Services utilizing their skills and abilities very effectively.

Correlation analysis is the statistical tool used to measure the degree to which two variables are linearly related to each other. Correlation measures the degree of association between two variables.

Null hypothesis (H0):

There is positive relationship between employees continually adopt to new and improved ways to do work and employees view failure as an opportunity for learning and improvement.

Alternate hypothesis (H1):

There is negative relationship between employees continually adopted to new and improved ways to do work and employees view failure as an opportunity for learning and improvement.

Analysis Using Karl Pearson’s Correlation

Correlations

		Employees continually adopt to new and improved ways to do work	Employees view failure as an opportunity for learning and improvement
Employees continually adopt to new and improved ways to do work	Pearson Correlation	1	.927**
	Sig. (2-tailed)		.000
	N	100	100
Employees view failure as an opportunity for learning and improvement	Pearson Correlation	.927**	1
	Sig. (2-tailed)	.000	
	N	100	100
**. Correlation is significant at the 0.01 level (2-tailed).			

$$r = \frac{N\sum XY - \sum X\sum Y}{\sqrt{N\sum X^2 - (\sum X)^2} \sqrt{N\sum Y^2 - (\sum Y)^2}}$$

r = .927

Inference

Since r is positive, there is positive relationship between employees continually adopt to new and improved ways to do work and employees view failure as an opportunity for learning and improvement.

5. Conclusion

The study about the relationship between management and the employees reveals that the workers were satisfied with their ability, co-operation, team work, involvement, supervisors, utilization of their skills and rewards etc. They are highly satisfied with the current culture of Allwin Technologies & Services.

Because of this favourable culture the employees' show positive behaviours like high involvement, highly commitment to the organization, highly motivated and highly flexible to the organizational changes etc.

Good cooperation between employers and employees is essential. If such cooperation does not exist in an organization, it will not be able to realize its goals and expected targets. It is always important to improve and strengthen the sound relationship between employers and employees. Such as motivating employees in such a manner, improve or encourage two-way communication, and encouraging in teamwork also important factors to maintain a strong relationship between management and employee.