



INTERNATIONAL JOURNAL OF MULTIDISCIPLINARY RESEARCH

IN SCIENCE, ENGINEERING, TECHNOLOGY AND MANAGEMENT

Volume 10, Issue 5, May 2023



INTERNATIONAL
STANDARD
SERIAL
NUMBER
INDIA

Impact Factor: 7.580



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A Study on Employee Relationship Towards Working Environment in Spinpack Industries.Co, Erode

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ABSTRACT: The main assets of a company are its employees. Employee relationship management is a new method of managing human resources that relies on information technology to establish and sustain personalised relationships with staff members that are mutually advantageous. The main assets of a company are its employees. It is crucial that the workers work as a team and each make an equal contribution to the achievement of the overall objective. The goal of employee relationship management has been to enable employees and their employers to work together on conventional managerial duties involving the contributions of both parties to the employment relationship. This survey was carried out by the researcher to ascertain how employees felt about their workplace.

I.INTRODUCTION OF THE STUDY

The term "staff member connection" relates to the overall mindset, relationship, satisfaction, and confidence that employees feel at work. Morale among staff members is high if employees are happy about their place of employment and believe they can meet their most basic demands there. belief in themselves and in their company, including their mission, goals, tactics, and daily decisions.

II.STATEMENT OF THE PROBLEM

- Human resource managers have always placed a high priority on employee performance.
- As a result, numerous methods for establishing the performance of employees in the workplace have been developed over time.
- In the modern day, the utilization of the workplace environment has gone beyond rating employee performance to include factors like motivation.

III.OBJECTIVES OF THE STUDY

- To research the working environment at SPINPACK INDUSTRIES.CO, to understand the effects of the working environment system there, and to gauge employee satisfaction with the current working environment system.
- To perform data analysis and interpretation using the employee's perspective of the organisation.
- To be aware of the causes of both positive and poor interactions among employees.
- To offer comments and recommendations based on the completed study.

IV.SCOPE OF THE STUDY

- Assists in implementing the finest safety and workplace-friendly measures, which enables employees to live peacefully and contentedly in the long run.
- Each employee gains a clearer understanding of their role and its responsibilities thanks to this.
- It also plays a crucial role in helping workers identify their own strengths and weaknesses in relation to their roles and responsibilities within the company.

V.LIMITATIONS OF THE STUDY

1. The time factor is one of the key constraints.
2. The respondents' biases and prejudices can affect the study's findings.
3. The respondents were unable or unwilling to provide a thorough answer to a particular topic.
- 4 The study involved 150 employees, therefore it wasn't necessary for it to reflect the consensus position.

5. The research is used for scholarly purposes.

VI. REVIEW OF LITERATURE

1. CONSIDERING TREVOR MARSHALL'S 1995

Increase Employee Relationships with an Incentive Programme by "TREVOR MARSHALL" Effective managers are aware from their own observations that employee relationships have an impact on their productivity and, ultimately, the output of the business.

2. In line with Randy 2002

Human resources workers' awareness of employee relationships is lacking, according to a research. the reasons behind employee relationships. the impact of either high or low job satisfaction, as well as how to gauge and affect employee relations.

3. CONSIDERING ANDREW MAY 2008

Workplace relationships between employees have an impact on job satisfaction and the accomplishment of organisational objectives. Numerous factors, including both monetary and non-monetary benefits, have an impact on the phenomena of job satisfaction.

VII. RESEARCH METHODOLOGY

A research design is a form of blueprint created using one of the many different types of blueprints for data collecting, measurement, and analysis. The most effective strategy for acquiring the required data must be developed according to the research design. A research study's design is determined by its goal. A research design specifies the techniques and steps to take in order to get the necessary data. What data is to be gathered from which sources and using what methods is specified in the general structure or framework of the project.

Descriptive research

A population's or phenomenon's characteristics are described through descriptive research. Different facets of the phenomenon are described using descriptive investigations. Research that is descriptive in nature describes the traits and/or behaviours of a sample population. In this study, the descriptive research method was used to explain the retention of employees in different aspects, including their attitude towards their jobs, salary satisfaction, and their job satisfaction..

Research Design

A research design is a specific kind of blueprint created using one of the available blueprints for the gathering, measurement, and analysis of data.

Data collection method

The researcher should take into consideration the two sources of data while choosing the technique of data collecting for the study.

Source of Data

- a) Primary Data: Structured Questionnaire
- b) Secondary Data: Journals, Booklets, Company Data, etc.

Primary Data

Primary data refers to authentic information that has been gathered especially with the intended use in mind. It indicates that someone obtained the information directly from the original source.

Secondary data

Secondary data refers to information that is already available; it is information that has already been gathered and examined by another party.

SIZE OF SAMPLE

The sample size is 150

TOOLS USED

PERCENTAGE ANALYSIS

It refers to a particular kind of ratio; percentages are employed when comparing two or more data sets. In order to represent the acquired data and produce a contingency table from the frequency distribution, percentage analysis is

used. To establish connections between the series of data, percentages are used. Through percentage, identifying the relative disparities is made simpler. It is written as,

$$\frac{\text{Number of respondents}}{\text{Total number of respondents}} \times 100$$

Total number of respondents

CORRELATION

A statistical measure called correlation shows how much two or more variables vary together. A positive correlation shows how much those variables change simultaneously, while a negative correlation shows how much one variable changes when the other declines. The following formula is used to determine the correlation.

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

ANALYSIS OF INTERPRETATION

Correlations

		4. Experience of the respondent	2. Age of the Respondent
4. Experience of the respondent	Pearson Correlation	1	.079
	Sig. (2-tailed)		.434
	N	100	100
2. Age of the Respondent	Pearson Correlation	.079	1
	Sig. (2-tailed)	.434	
	N	100	100

Interpretation:

The presented descriptive statistics display the mean and standard deviation for the two variables of respondent age and experience. The mean age is 1.900 and the mean experience is 2.440, with a standard deviation of 1.1487 and 0.8227, respectively.

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	20.437 ^a	12	.059
Likelihood Ratio	20.957	12	.051
N of Valid Cases	100		



Interpretation:

According to the chi-square test results, there are 12 degrees of freedom and a p-value of 0.059, with a Pearson Chi-Square value of 20.437. With 12 degrees of freedom and a p-value of 0.051, the likelihood ratio value is 20.957.

VIII.SUGGESTIONS

- Encouragement of honest and open communication can make workers feel heard and appreciated. This communication can be facilitated by scheduling regular team meetings or one-on-one check-ins.
- A healthy workplace culture can increase employees' sense of belonging to the company and to their coworkers. A more positive culture can be developed by establishing core values and spreading them throughout the organisation.
- Promoting a positive work-life balance can increase employee job satisfaction and enhance their general well-being. Work-life balance can be encouraged by implementing wellness initiatives or flexible work schedules.

IX.CONCLUSION

- The concept of a relationship is psychological. Relationships are the result, not the cause, of something. Relationships vary from person to person, industry to industry, education level, age, and type of work, among other factors.
- By this study, it is evident that different elements, such as welfare facilities, wage status, bonuses, working conditions, and acknowledgement of effort, are receiving significant attention that affect relationships and productivity of the employees.

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