

Employer–Employee Relationship and Its Impact on Organizational Performance: A Study at Victus Apparel Private Limited

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Abstract

The employer–employee relationship plays an important role in maintaining organizational stability, employee satisfaction, and overall business performance. A healthy relationship between management and employees creates a positive work environment that improves communication, cooperation, and productivity. The present study titled “A Study on the Relationship between Employer and Employees of Victus Apparel Private Limited at Sivagangai” focuses on analyzing the quality of relationship between employers and employees and its impact on employee performance and satisfaction.

The study examines factors such as communication, leadership quality, employee welfare measures, discipline, and organizational support. Data for the study were collected through questionnaires from employees of the organization. Statistical tools such as percentage analysis, chi-square, and correlation were used for analysis.

The findings reveal that effective communication, fair treatment, and supportive leadership positively influence employee satisfaction and motivation. The study also identifies that proper recognition, employee participation, and welfare measures improve the relationship between management and employees. However, lack of communication and insufficient support may create dissatisfaction among employees.

The study concludes that maintaining a strong employer–employee relationship is essential for improving productivity, reducing conflicts, and achieving long-term organizational growth.

Keywords: Employee Relationship, Organizational Performance, Employee Engagement, Workplace Communication, Job Satisfaction

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I. INTRODUCTION

Employer and employee relationship is one of the most important aspects in any organization, as it defines the connection between management and workers through communication, cooperation, and mutual understanding. A healthy relationship helps the organization achieve its goals effectively. Management plays a key role in planning, organizing, and controlling activities, while employees

contribute their skills, knowledge, and efforts towards organizational success. When both work together with trust and respect, it creates a positive and productive working environment.

Good relationships in the workplace reduce conflicts, improve teamwork, and increase job satisfaction among employees. In contrast, poor relationships can lead to dissatisfaction, absenteeism, and high employee turnover. Therefore, maintaining

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a strong employer-employee relationship is essential for the overall growth, stability, and success of any organization.

STATEMENT OF THE PROBLEM

- Lack of effective communication between employer and employees leads to misunderstandings in the workplace.
- Employees experience dissatisfaction due to work pressure and inadequate managerial support.
- Poor employer-employee relationship affects employee morale and organizational productivity.
- Lack of appreciation and recognition reduces employee motivation and job satisfaction.
- Ineffective grievance handling systems create conflicts and dissatisfaction among employees.
- Limited employee participation in decision-making affects trust and cooperation.
- Poor workplace relationships may increase absenteeism and employee turnover.

II. Objectives Of The Study

- To study the relationship between employer and employees in Victus Apparel Private Limited.
- To identify the factors influencing employer-employee relationship in the organization.
- To examine employee satisfaction towards management practices.
- To analyze the effectiveness of communication between employer and employees.

NEED OF THE STUDY

The study is important because employer-employee relationship directly affects employee performance and organizational success. Understanding this relationship helps management to create a better work environment and improve employee satisfaction.

A strong employer-employee relationship promotes trust, loyalty, and commitment among employees, which are essential for long-term organizational stability. When employees feel valued and supported by management, they are more

engaged in their work and willing to contribute beyond their basic responsibilities. This not only enhances productivity but also reduces absenteeism and employee turnover. Therefore, studying this relationship helps organizations identify gaps and implement effective strategies to build a positive and harmonious workplace environment.

SCOPE OF THE STUDY

- The study focuses on the relationship between employer and employees in Victus Apparel Private Limited at Sivagangai.
- It examines employee satisfaction towards management practices and workplace environment.
- The study covers factors such as communication, leadership quality, discipline, and employee welfare measures.
- It helps in understanding employee opinions regarding organizational support and management behavior.

RESEARCH DESIGN

The study uses descriptive research design to analyze the relationship between employer and employees.

SAMPLE DESIGN

Sample size consists of 80 respondents selected from the organization.

SAMPLING METHOD

Simple random sampling method is used.

III. Research Methodology

Data is collected using:

- Questionnaire
- Interview
- Observation

SOURCES OF DATA

- **Primary Data:** Collected through questionnaire
- **Secondary Data:** Journals, books, websites.

ANALYTICAL TOOLS

- Percentage Analysis
- Chi-Square
- Correlation

QUALITY OF LEADERSHIP IN THE COMPANY

S.No	Particulars	No. of Respondents	Percentage to total
1.	Excellent Leadership	67	33.5%
2.	Good Leadership	108	54%
3.	Average Leadership	19	9.5%
4.	Poor Leadership	6	3%
5.	Very Poor Leadership	0	0
	Total	200	100%

COMMUNICATION BETWEEN EMPLOYER AND EMPLOYEES IS EFFECTIVE

S.No	Particulars	No. of Respondents	Percentage to total
1.	Very Effective	117	58.5%
2.	Effective	46	23%
3.	Average	25	12.5%
4.	Ineffective	8	4%
5.	Very Ineffective	4	2%
	Total	200	100%

EMPLOYER PROVIDE ADEQUATE FACILITIES TO EMPLOYEES

S.No	Particulars	No. of Respondents	Percentage to total
1.	Strongly Agree	93	46.5%
2.	Agree	97	48.5%
3.	Neutral	10	5%
4.	Disagree	0	0
5.	Strongly Disagree	0	0
	Total	200	100%

EMPLOYER ENFORCES DISCIPLINE IN A FAIR WAY

S.No	Particulars	No. of Respondents	Percentage to total
1.	Very Fair	108	54%
2.	Fair	61	30.5%
3.	Moderate	28	14%
4.	Unfair	3	1.5%
5.	Very Unfair	0	0
	Total	200	100%

IV. Findings

- Majority of the employees expressed satisfaction with the leadership quality in the organization.
- Employees felt that communication between management and employees was effective.
- Most respondents agreed that adequate facilities and welfare measures were provided by the employer.
- Employees believed that discipline was maintained fairly within the organization.
- Positive employer-employee relationship improved employee motivation and job satisfaction.
- Supportive management practices contributed to better teamwork and cooperation among employees.

- Employee participation and recognition increased morale and organizational commitment.
- Poor communication and work pressure were identified as factors causing employee dissatisfaction.
- Strong workplace relationships helped in reducing conflicts and improving productivity.

V. Suggestions

- Management should improve communication channels with employees for better understanding.
- Regular training and development programs should be conducted to improve employee skills and confidence.
- Employees should be encouraged to participate in organizational decision-making processes.
- Fair reward, recognition, and promotion systems should be maintained to improve employee motivation.
- Effective grievance handling mechanisms should be implemented to reduce workplace conflicts.
- Management should provide better support and counseling to employees facing work pressure.
- Employee welfare measures and workplace facilities should be continuously improved.

VI. Conclusion

The study on the relationship between employer and employees at Victus Apparel Private Limited, Sivagangai, concludes that a healthy employer–employee relationship plays an important role in improving organizational performance and employee satisfaction. Effective communication, mutual respect, trust, and supportive leadership help employees feel motivated and committed towards their work.

The study reveals that employees are generally satisfied with the leadership quality, workplace facilities, and communication practices followed in the organization. Fair treatment, proper discipline, and employee welfare measures contribute to a positive working environment and better teamwork among employees.

The findings also indicate that strong employer–employee relationships reduce conflicts, improve productivity, and increase employee

morale. However, factors such as work pressure, lack of recognition, and communication gaps may affect employee satisfaction if not properly managed.

Therefore, the organization should continue to strengthen communication, employee participation, and welfare practices to maintain a positive workplace environment. Overall, the study concludes that maintaining a strong and healthy employer–employee relationship is essential for achieving long-term organizational growth, employee retention, and business success.

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