

## A Study of Impact of Employer Employee Relationship on Organisation Growth

**Mr. VASANTHARA DASS A**

MBA Student, School of Management, Sathyabama Institute of Science and Technology, Chennai,

Tamil Nadu, India – 600119

**Dr. R. BLESSIE PATHMU B.COM; MBA; PhD**

MBA, Ph.D., Assistant Professor, Sathyabama Institute of Science and Technology, Chennai,

Tamil Nadu, India – 600119

### ABSTRACT

Employer- Employee relations generally deal with avoiding and resolving issues concerning individuals which might arise out of or influence the work scenario. Understanding the dynamics of employer-employee relationships holds significant importance for organizations seeking sustainable growth and success. The need for this study arises from the critical role that a positive employer-employee relationship plays in fostering a conducive work environment, enhancing employee morale, and ultimately driving organizational growth.

### Introduction

In the fast-paced business world, companies no longer compete on the strength of technology, products, or prices. Rather, the actual competitive advantage lies in how efficiently they leverage and develop their greatest asset people. The employee-employer relationship is the core of any organization's internal ecosystem and plays a significant role in determining its trajectory of growth. In SVJ Laser Tech, Chennai, which is in the highly niche laser technology industry a company a high-quality connection between the client and the producer isn't just a human resource issue; it's a strategy."

This research examines the complex dimensions of the employer-employee relationship, highlighting the ways in which critical factors such as communication, motivation, collaboration, and conflict resolution have direct implications on employee satisfaction, turnover, and productivity. Through an empirical study involving 150 workers, the research demonstrates how healthy workplace interactions can lead to organizational efficiency, creativity, and sustainable success.

### Review of Literature

AlKhozondar, N. Stressed that positive employee relationships are a condition for organizational success. The research revealed that participation promotion, better communication, and proper conflict management result in higher motivation, commitment, and productivity among workers Asamani , L. Underlined that open-door policy and respect towards employee input foster good workplace culture. Organizations that engage employees as partners witness improved loyalty and performance and spur long-term growth .F. Hussain & P. Thomas Examine SMEs and discovered that transparent communication and participatory decision-making made employees feel a sense of belonging, enhancing organizational agility .Lakshmi & Rao Their studies in the education industry revealed that structured grievance mechanisms and collaborative settings promoted innovation, lowered conflicts, and enhanced institutional performance

### Methodology

The research study employs a descriptive research design to analysis how employer-employee relationships affect organizational growth in SVJ Laser Tech, Chennai. The main emphasis is on aspects like communication, motivation, effectiveness of teamwork, and grievance redressal mechanisms.

- Sample Size: 150 employees
- Sampling Technique: Random sampling
- Data Sources:

Primary data: Gathered through structured questionnaires using a Like five-point scale.

Secondary data: Obtained from journals, textbooks, reports, and online publications.

- Tools Used for Analysis:

Chi-square test

Correlation analysis

- Hypotheses Tested:

H<sub>0</sub>: There is no significant correlation between respondents' age and satisfaction with communication effectiveness.

H<sub>1</sub>: There is a significant correlation between respondents' age and satisfaction with communication effectiveness.

### **Interpretation**

According to the above table, it can be concluded that the P value is 0.148; it is significant at 5% (0.05) significant level. The minimum expected count is 0.08. Therefore null proving that age doesn't have significant with employee satisfaction 46.0% of the respondents fall in the age category of 30-40 years.61.3% of the respondents are male respondents.52.7% of the respondents are UG degree holders.36.7% of the respondents possess 5-10 years experiences .40.0% of the respondents possess Rs. 20,001 – 30,000 salaries of the respondents.3.7% of the respondents mentioned that functional level executive towards the mention the level of working.41.3% of the respondents are satisfied towards the free flow of communication between employer and employees.27.3% of the respondents are dissatisfied towards the management conducts frequent meeting for employee.

### **Conclusion:**

The research establishes that a healthy employer-employee relationship plays a significant role in organizational development in SVJ Laser Tech, Chennai. Major determinants like communication, motivation, team spirit, and a satisfactory grievance redressal system significantly impact employee satisfaction and performance. Enhancing these areas helps in building trust, enhancing productivity, and maximizing organizational success. Sustained growth and retention of employees require maintaining healthy employer-employee relationships.