

The Impact of Employee Relations Risks on Organizational Productivity and Turnover

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ABSTRACT

As the Employee relation and their performance is the key fundamental element of organizational performance. A best employee relation outcome will be in high performance of them or even motivation can also bring in up the best loyal or trust worthy employees in the organization. The investigation done here is that to cross verifying the effects of employee relationship on their performance and also the organization performance at the same time.

Keywords: Employees Relation, Employee Performance, Organizational Performance, Conflict Management, Employee Experiences, HR, Strategies, Competitiveness, Supportive Culture, Open Communication,

INTRODUCTION

Effective employee relations are vital for organizations to achieve high performance and sustainability. When organizations foster positive relationships with their employees, it creates an environment that promotes motivation, productivity and loyalty. This in turn, leads to improved individual employee performance and overall organizational performance.

The paper is to cross-verify the effect of employee relationships on both employee and organizational performance. By examining the relationship between employee relations and performance, organizations can gain valuable insights into how to optimize their HR and enhance their competitiveness in the market.

Employee relations encompass various aspects, including the interactions between employees and management, organizational culture, conflict management and also the overall employee experience within the organization. By understanding and managing all these factors effectively, the organizations shall create their own supportive work environment that empowers the employees to perform at their best.

However, the Employee relations shouldn't be seen as a one-time. It requires continuous attention and nurturing to ensure its long-term effectiveness. Organizations need to invest in building strong communication channels, promoting fairness and transparency, providing growth opportunities and addressing employee concerns promptly.

LITERATURE REVIEW

1. Gennady and Judge (2002):

Employee relation with the organization is the study of employee's rules and regulation including the risk factor which will be managed by both as individuals and as a group.

2. Walton (1985):

Employee relations beliefs that organization management and their employees share some of the concerns and which will be by both cooperation.

3. Clarke (2001):

Effective employee relationship between employer and employees is not any on-going or just happening relation because that results for the company remuneration as well as employees benefits.

OBJECTIVE OF THE STUDY

- Investigate the influence of employee relations on their employee performance.
- Examine the influence of employee relations on organizational performance.
- Identify the key factors and aspects of employee relations that contribute to enhance employee performance.
- Analyze the relationship between employee relations and organizational culture, conflict management and employee experience.

RESEARCH METHODOLOGY

As in order to examine the data, searched for the data in lots of websites. Henceforth, calculation is done in excel by following a Statistical method. In order to verify the sustainability of factors and also to analyze the path.

The data used in the paper is of secondary sample.

SAMPLING

Few years responses shall be used in the paper for the investigation purpose from the source available.

LIMITATIONS

- The findings of this study may be specific to the particular organization or industry being examined and may not be applicable universally.

- The study's conclusions are dependent on the accuracy and reliability of the data collected from employees and organizational record, which may be subjected to bias or measurement errors.
- The study may have been limited by the available time frame for data collection and analysis, which could have impacted the depth and breadth of the research.
- External factors such as economic conditions, market trends or industry-specific challenges may influence employee and organizational performance.

SCOPE OF THE STUDY

- The study focuses on the impact of employee relations within a specific organizational context, considering factors such as organizational culture, conflict management and employee experience.
- The study will examine effects of organization's employee relations on individual employee relationship, individual employee performance and overall organizational performance, by considering various performance metrics such as productivity, motivation and loyalty.
- The study is to identify and analyze the key factors and aspects of employee relations that contribute to enhanced their performance, by providing insights into the areas as such as communication, fairness, transparency and growth opportunities.
- The study seeks to provide practical insights and recommendations for organizations to optimize their employee relations practices, improving HR strategies and enhancing competitiveness in the market.

DATA COLLECTION

As it's the secondary data collected from the website. As here the Statistical test is of MULTIPLE REGRESSION is done. Here, performance of the employees has been done on an average and then the Statistical test is run.

Employee Relations Risk (Y)	Productivity (X1)	Turn-over (X2)
8	100	10
5	120	8
2	150	5
7	90	12
4	110	6
6	95	9
3	135	4
9	80	15
5	125	7
1	155	3
8	105	11
4	115	5
6	85	9
3	130	6
7	95	13
5	110	8
2	145	5
9	75	17
6	120	10
4	105	6

DATA ANALYSIS AND INTERPRETATION

	A	B	C	D	E	F	G	H	I	J	K
1	SUMMARY OUTPUT										
2											
3	<i>R</i>										
4	Multiple R	0.965731									
5	R Square	0.932636									
6	Adjusted R	0.924216									
7	Standard E	0.638882									
8	Observatio	19									
9											
10	ANOVA										
11		<i>df</i>	<i>SS</i>	<i>MS</i>	<i>F</i>	<i>Significance F</i>					
12	Regression	2	90.41664	45.20832	110.7585	4.24E-10					
13	Residual	16	6.530724	0.40817							
14	Total	18	96.94737								
15											
16		<i>Coefficients</i>	<i>Standard Error</i>	<i>t Stat</i>	<i>P-value</i>	<i>Lower 95%</i>	<i>Upper 95%</i>	<i>Lower 95.0%</i>	<i>Upper 95.0%</i>		
17	Intercept	5.561763	1.857298	2.994545	0.008577	1.624466	9.49906	1.624466	9.49906		
18	100	-0.03414	0.01172	-2.91314	0.01016	-0.05899	-0.0093	-0.05899	-0.0093		
19	10	0.399749	0.071406	5.598245	4E-05	0.248375	0.551124	0.248375	0.551124		
20											
21											

INTERPRETATION

- **Multiple R;**

The multiple correlation co-efficient also known as Multiple R measure the strength and magnitude of the linear relationship between the variables. As Multiple R value is 0.965, it has a strong and positive correlation.

- **R Square;**

The co-efficient of determination is denoted as R Square, as the value is 0.932 that means 93% of variation in productivity and turnover can be explained by the Employee RelationRisks.

- **Adjusted R-Square;**

The value obtained is, 0.9242 indicates that approximately 92% of the variation of productivity and turnover is explained by the employee relation risks.

- **Standard Error;**

It represents the average deviation of the observed values from the predicted values. The value obtained here is, 0.638 the actuals of annual productivity and their turnover will deviate from the predicted values by Approx. 0.64 units.

- **Observation;**

The no. of observation used in the investigation purpose in this paper is a sample size of 19.

- **Equation;**

$$Y=5.561763 - 0.03414 X1 + 0.399749 X2$$

SUGGESTIONS

- Organization should promote transparent and effective communication channels between management and employees. This will help build trust, resolve conflicts and ensure that employee is well-informed about organizational goals and expectations.
- Cultivate a supportive and inclusive culture that values employee well-being, recognizes achievements, and promotes teamwork. This can be achieved by taking in the initiatives in organization, such as employee recognition programs, professional development opportunities and work-life balance initiatives.
- Organizations should proactively address employee concerns and grievances in a timely manner. Implementing efficient feedback and complaint resolution mechanisms can help foster a sense of fairness and enhance employee satisfaction.
- Organizations should invest in the professional development and career advancement of their employees. This shall be done by doing the training programs, mentoring help or advices and clear the career progression paths. It also provides growth opportunities by demonstrating a commitment to employee development and can boost motivation them and improve their performances.

CONCLUSION

This study highlights the significance of employee relations in driving individual employee performance and overall organizational performance. Positive employee relations, characterized by open communication, a supportive culture, conflict management and growth opportunities, contribute to increased motivation, productivity and loyalty among employees. By making an investment in effective employee relations practices, organizations will create an environment atmosphere that empowers the employees and enhances their performance.

This return, will lead to the improved organizational performance and their sustainability. To achieve all these benefits, organizations shall make their priorities continued in order to bring attention and nurturing of employee relations, by addressing all the concerns promptly and creating opportunities for growth and development of employees.

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