

Analyzing the Impact of Employee-Employer Relationship on the Efficiency of Company

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ABSTRACT

Indian banking is the lifeline of the country and its people. Banking has helped in developing the vital sectors of the economy and introduces another first light of advancement on the Indian skyline. The sector has translated the expectations and desires of millions of people into reality. In any case, to do as such, it has needed to control miles and miles of difficult landscape, endure the insults of outside rule and the aches of segment. Today, Indian banks can confidently contend with present day banks of the world. The investigation attempts to deliver the relationship between employee and employer and its effect on their working efficiency in company. These variables play major in molding demeanor and conduct of employees and influence the inspiration and responsibility dimension of employees towards the hierarchical objectives and goals.

1. Introduction

The example of employer - employee relations in India has progressively been organized by the legislature for recorded reasons. The Industrial Disputes Act, 1947, with consequent alterations, is the fundamental work law which grants governments intercession in labor debate. The Act accommodates settlements of debate through assuagement and mediation. A refinement is made between question emerging out in the open utility services are to be settled through mollification and arbitration. The administration can likewise establish a leading group of request settle and modern debate. The Act places confinements on strikes and secure outs open utility services amid the assuagement and arbitration procedures.

The Indian Trade Union Act, 1926 empowered associations to attempt and release ordinary, real association capacities and shield association reserves. Despite the fact that, it was corrected a few times, the change of 1947 was of expansive nature and out of the blue an arrangement was made for the obligatory acknowledgment of associations and for punishing out of line work rehearses. In any case, this arrangement was not implemented on the grounds that 6 of its unacceptability for organizations of common employees

The destinations of the administration's mechanical and work relations are articulated in the Five Years Plans too. Amid the initial Five Year Plan the administration needed to arm itself with legitimate forces to allude question for settlement by assertion or arbitration. In the meantime it tried to energize regular settlement, aggregate dealing, and intentional discretion. To decide the fitting dealing organization and to fix the duty regarding the authorization of aggregate assentions, the making of statutory apparatus was viewed as fundamental. The significance of a solitary haggling specialist for the achievement of aggregate dealing was perceived.

2. Importance and need of employer and employee relation

Employer employee relations are of central significance for the development, survival and smooth working of an administration. In this way, it is basic that agreement be kept up among employees and businesses. It is doable just when there is no contention between these two important organs of the administration. Creative and dynamic joint effort among employees and business results, both, in enhancement in the dimension of genuine wages and the working conditions/service states of the employees and furthermore in more noteworthy or increasingly practical generation or conveyance of service advantageous to the all out network. The issue of boss employee relations has dependably been a point of genuine discussion in every one of the nations of the world. Any research on employee-business relations for the most part endeavors to advance sound comprehension of employees' issues and to propose reasonable measures guaranteeing authoritative concordance. Accordingly, investigation of employee-employer relations dependably concentrates on understanding the methods, the measures and the strategy by which security in the connection among specialist and the organization is kept up. The requirement for the present examination was additionally felt on these lines.

The majority of the investigations attempted in the field of mechanical relations are identified with work - the executive's relationship in a modern endeavor. Henceforth, there existed certain holes which legitimize the scholarly need of taking up the present investigation. We propose to develop a case for the need of concentrate the business employee relations in Himachal Pradesh government. It will be seen that such an investigation of employer employee relations has its very own significance. Indeed, even in this time of advancement and privatization, the State governments in India give about all the basic services, for example, water, power, gas, transportation, keeping money, and so on. In such a circumstance, agreeable employer employee relations in government offices are basic for individuals' welfare. 93% of the ordinary employees in Himachal Pradesh are arranged Class-III (non-gazetted) and

the examination is centered around them. Likewise, Government service is just about an "industry" in the State which is uncovered from the way that 8.36% of the laborers are occupied with such service; this extent shoots up to 10.40% if the peripheral specialists are barred; subsequently, the significance of smooth relations between the State and its employees without anyone else's input as well as towards advancing general welfare of the general population to which afflict the units of the Indian Union are submitted under Article 38 of the Constitution. This adequately legitimizes the examination.

The managing an account area has been described by evidently agreeable mechanical relations and has not experienced the —British Diseases of modern activity and division issues related with parts of assembling industry. Banks have advanced unitarism empowering an ethos of collaboration, shared premium and unwaveringness, needing duty past the money nexus. While banks are for the most part observed as having a uninvolved way to deal with employee relations, paternalism underpinned the framework and especially critical was the arrangement of inside advancement bolstered by an unwritten assent between the significant UK Banks on no poaching. The interior work showcase made two classifications of employees: vocation and non-profession which likened to a male/female partition. Retail saving money is an exceedingly work serious industry with work costs framing 70% of all out working consumption and —involvement in reserve transmissions implied that a dominant part of administrative staff have not been utilized as a methods for showcasing the bank's items nor specifically to build business yet to process existing records. They have been viewed as an overhead instead of an asset.

Until the 1980s, rivalry between the Banks has been restricted, banks working as an oligopoly & Government's worry with keeping up financial solidness with breaking points to loaning, & control over loan fees encouraged this. The oligopoly encouraged through to the administration of staff as national wage haggling limited challenge for work. Anyway deregulation prompted the crumple of the national framework and a scrutinizing of the old business rehearses.

3. Review of literature

Purohit Manisha (2012) contemplated the current arrangements rehearsed in co-agent banks to evaluate the dimension of HRD rehearses, to survey the satisfaction dimension of employees about HRD rehearses especially preparing and improvement and reward and acknowledgment of employee and uncovered that preparation encourages employees to increase better comprehension in the territory of occupation and this will upgrade their load of information.

Sekhar Dr. B. Muniraja et. al. (2014) ponders a survey of human asset the board rehearses in the managing an account segment in India especially out in the open part save money with thought of five essential pointers of saving money segment, for example, work examination, enrollment and determination, preparing and improvement, execution evaluation and remuneration and inferred that the accomplishment of banks to a great extent relies upon the

scholarly advancement of the employees. Alongside scholarly improvement of the learning laborer, specialized foundations of the bank must be guaranteed to upgrade the viability of the employee and the bank. He additionally proposed general society division banks need to take inception to adjust in their HRM approaches and practices, so as to contend the private/remote banks in present situation.

Akilandiswari D. and, Jayalakshmi (2014) reasoned that the preparation and improvement are proceeds with process in enhancing the bore of employee. It is an efficient procedure of adjusting the conduct of employees toward a path to accomplish the hierarchical objectives. This investigation additionally demonstrated that the preparation and advancement programs help to accomplish the consumer loyalty.

Sharma Ramphool and Mehawat Seema (2011) concentrated on how any association can utilize, oversee and control the entire asset legitimately just with the assistance of successful human asset the board methodologies and Business techniques. The finish of this examination is that, those banks which have advanced the human asset the executive's procedures and Business methodologies in the field of advancement, preparing, remunerate framework, efficiency, employer stability and situation are performing better in the present time. The outcome is that the effect of business and HR methodologies is significantly more on the banks execution.

Mellacheruvu Sujata and Krishnamacharyula C.S.G, (2008) Explained the enlistment was not satisfactory in broad daylight area banks and there was a deficiency of employees according to necessity of the banks. They likewise pointed that evaluation arrangement of the employee had been in vogue and it should have been improved by making it progressively target and connected to the bank objective. They found that unbending nature in the arrangement of remunerations and advancement had no linkage with the execution of employees and banks were giving less pay to their employees when contrasted with other organization. They additionally proposed that banks ought to be offered self-rule to initiates and give quicker advancement to commendable employees.

4. Hypothesis of the study

- H1: There is a relationship between the behaviors of the employee affecting the efficiency of the employee in public bank as well as private bank.
- H2: There is the significant relation between the behavior of the employer and the efficiency of the employee.
- H3: There is the significant difference in the attitude of employees working in private and public Sector banks.

5. Research design

The examination depends on a poll study of 800 employees. It comprises 400 reactions from public part banks and 400 reactions from private part banks. A two level research methodology has been utilized. The main level includes of collection of genuine information from print media

and from talking and addressing through calendar/surveys, arbitrarily chosen upper, center, and lower the executives. The second level involves collection of data from books and diaries of the executives. The key zone of investigation incorporates staffing, training, development, performance appraisal, internal career opportunities, job security, employee relations, job definition, communication, level of job satisfaction on the employees and the correlation of employee relationship practices with job satisfaction.

6. Results & discussion

In order to find the relationship between the behavior of the employer and the efficiency of the employee, a chi-square test was employed and the result of the test is given below.

H1: There is a relationship between the behaviors of the employee affecting the efficiency of the employee in public bank as well as private bank

Table 1: Relations of Employer and Employee towards efficiency of employee

Efficiency of employee	Calculated χ^2 value	Degree of Freedom	Table value	Significant level
Private banks	4.906	10	18.730	Not Significant
Public banks	21.168	10	18.730	Significant at 5% level

The above table divulges that the calculated chi-square value of private sector (4.906) is less than the table value (18.307) and the result is not significant. On the other hand the calculated chi-square value of public sector (21.168) is greater than the table value (18.730) and the result is significant at 5% level. Hence, the null hypothesis H0 is accepted in private sector and rejected in public sector. From the analysis, it is concluded that there is close relationship between the age of the respondents and the level of satisfaction towards work life balance among public sector banking employees.

H2: There is the significant relation between the behavior of the employer and the efficiency of the employee

Table 2: Relationship between the behavior of the employer and the efficiency of the employee

Attitude of Employees	Calculated χ^2 value	Degree of Freedom	Table value	Significant level
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Private banks	30.281	6	16.118	Significant T 1% level
Public banks	51.552	6	16.118	Significant at 1% level

The above table infers that the calculated chi-square value of private sector (30.281) and public sector (51.552) both are greater than the table value (16.118) and the result is significant at 1% level. Hence, the hypothesis is accepted. From the analysis, it is concluded that there is a close relation between the behavior of the employer and the efficiency of the employee.

H3: There is the significant difference in the attitude of employees working in private and public Sector banks

Table 3: Relation among attitude of employees working in private and public Sector banks

Attitude of Employees	Calculated χ^2 value	Degree of Freedom	Table value	Significant level
Private banks	27.180	2	9.102	Significant T 1% level
Public banks	26.770	2	9.102	Significant at 1% level

The above table infers that the calculated chi-square value of private sector (27.180) and public sector (26.770) both are greater than the table value (9.102) and the result is significant at 1% level. From the analysis, it is concluded that there is a significant difference in the attitude of employees among both private and public sector banking employees.

7. Conclusion

This work was intended to investigate and compare employer and employee relationship in Indian Private and Public Sector Banks it is concluded that It has gigantic importance in service division area like Banks. The employer and employee relationship policies and practices of private and public part banks have been concentrated to decide with respect to how employee relationship practices and policies can help in qualitative just as quantitative enhancement of the standard, performance and reach of services of private and public area banks which would prompt enhancement and development of the banking part in general.

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