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A STUDY ON EMPLOYER-EMPLOYEE RELATIONSHIP AND ITS IMPACT ON EMPLOYEES ATTITUDE AND ORGANIZATION EFFECTIVENESS, AHILL KNIT EXPORTS, ANAIKADU THIRUPUR

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ABSTRACT

The Project titled "A study on Employer Employee Relationship and its impact on Employees Attitude and Organization" conducted in Ahil Kent Export pvt.ltd. is to analyze the relationship of employer and employee. The employer-employee relationship is a complex dynamic that exists between an employer, who hires and pays employees, and an employee, who provides labor and services to the employer in exchange for compensation. This relationship is typically governed by a contract or agreement, which outlines the rights and responsibilities of both parties. Key aspects of the employer-employee relationship include job duties, compensation, benefits, working conditions, performance expectations, and the duration of the employment relationship. Maintaining a positive and productive employer-employee relationship is essential for the success of any business or organization, as it can impact employee morale, job satisfaction, productivity, and ultimately the company's bottom line. The study examines the different aspects of the relationship, such as communication, trust, respect, job satisfaction, employee motivation, and organizational commitment. It also investigates the impact of organizational policies and practices, such as compensation and benefits, training and development, and performance management, on the employer-employee relationship. The findings of this research can help organizations develop effective strategies to improve the quality of their relationships with their employees. Such strategies may include improving communication channels, providing fair compensation and benefits, recognizing employee contributions, and promoting work-life balance. A positive employer-employee relationship can lead to increased job satisfaction, productivity, and employee retention, which in turn can benefit the organization's overall performance and success.

Key Words : Employer-Employee Relationship[1]*, Compensation*[2]*,Working Conditions*[3]*, Performance Expectations* [4]*, Employee Morale*[5]*, Job Satisfaction* [6]*, Productivity*[7]