

A Study on Effectiveness of Employee and Employer Relationship on Organisational Performance in Beverage Company



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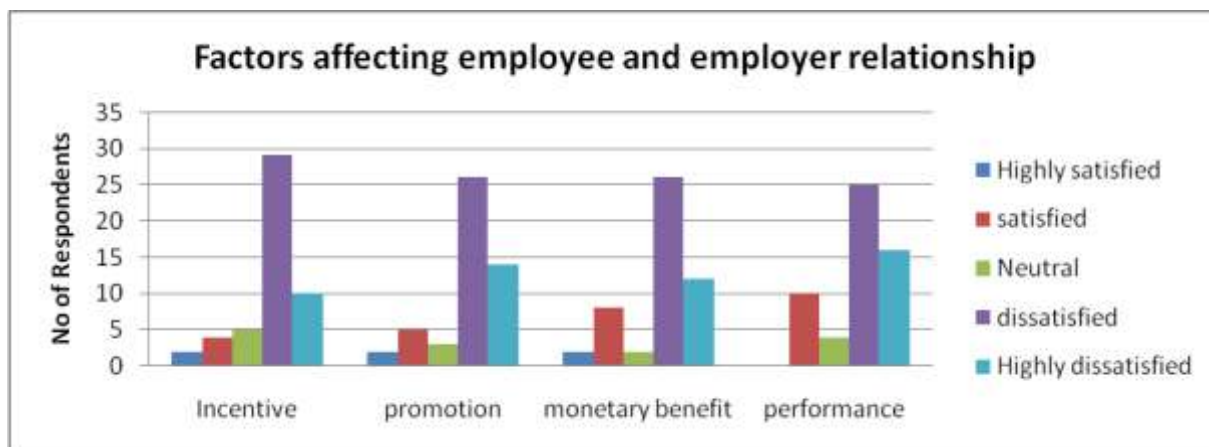
Keywords: Employee and Employer Relationship, HR Activities, MSIL Company, Organizational Performance

Abstract:

The purpose of this study is to develop good and effective relationship between employee and employer in Beverage Company. This papers focuses on the human resources activities involves in MSIL group which influence to build better relationship between employee and employer in organisational performance. Some of the factors which influence employee and employer relationship in organisation are Nature of job, working environment, training and development, monetary benefit, welfare measures, career opportunity, safety and security, timing of work and leave, grievance and redressal and performance appraisal. The research paper also deals the various aspects by which one can elevate.

This research was carried out for a period of 6 months. The data was being collected through questionnaire was provided to the permanent employees of MSIL company with the sample size of 50. Data analyzed using the Correlation in SPSS and Excel. Employees of the MSIL Company are not satisfied with the Current performance Appraisal system which reflects on their salary increment. In all the stages, the organization dedication is important to develop the employee's performance level as well as increment of the salary of the employees after the performance appraisal. Gaps in the present human resource activities were identified which was the input to build better relationship between employee and employer.

This paper represents various factors affecting employee and employer relationship in Beverage Company and suggestions to improve the human resource activities in MSIL.



Proposed talent management framework

Conclusion: In all the stages, the organisation dedication is important to develop the employee's performance level as well as increment of the salary of the employees after the performance appraisal. Gaps in the present human resource activities were identified which was the input to build better relationship between employee and employer.