Abstract

Maintaining good relations that should reduce conflicts and it also affect the productivity. Employee relations have a vital role in industrial relations also. The employment relationship is the main part of the human resource department. Good employee relations is an essential part of the organization and helps to reduce absenteeism, avoid costly disputes and increasing commitment and effectiveness changes are necessary for the organization and it also influence employee training, remuneration and motivation. Finding from this article reveals that employee relations affect good employee’s concepts and how companies are balancing these relations and how effectively they are managing these relations in organization. Other findings include various challenges that employees face in workplace and various ways to enhanced the relationship between employees in the organization.

1. Introduction

Employee relations are mainly focused on industrial relations. It is mainly occurred between the employer and employee. The terms of industrial relations emerged from the industrial relations and it makes a proper communication between the management and also influence the resolution of the problems, unions, issues that dealing with collective bargaining. Employees are the assets of the work organization, through this employee they can work well and perform to achieve the goals and objectives. The human beings working together to attaining a common goal with common place are the employees. The success of the organization depends on employee of the organization.
1.1 Objective Of The Study
- To study the importance of employee relations in an organization
- To improve employer-employee relations in the work place.
- How effectively companies balance employee relations
- Factors affecting employee relations in an organization
- How organization is making excellent awards in the field of employee relations

1.2 Research Methodology
The analysis of this paper is based on secondary data collected from the related websites, books, and articles from different journals.

2. Importance Of Employee Relations In An Organisation
An individual is a social person, so he needs to get relationship with his fellow beings. An individual cannot work alone; he wants to get the people around. An isolated atmosphere will emotive the individual and it also spreads a negative energy. It is the main fact that individual should share a healthy relation with their fellow beings.

- An individual cannot take decisions as his own.
- Work should be more productive when it is discuss with others.
- If the organization is in social way, it should affect the working environment.
- Healthy relations will reduce conflicts.
- It also plays a vital role in absenteeism.
- Make a good relation also increase production.

3. How To Improve Employer-Employee Relations
Basic steps for employee relationship are that it wants to make constant nutrition and make evaluations. Hard work is the main factor that needed from the employee-employer relations. Benefits of this relationship emphasis job satisfaction, less absenteeism, better customer service and high quality production.

![Figure 1: Basic Steps For Employee Relationship](image-url)
i.) **Open Communication:** Good communication between an employer and employee is very useful for structuring a positive workplace culture. Always make the members in the loop with proper behavior with a positive attitude.

ii.) **Be polite and appreciate:** Make a polite nature while talking with others. Appreciate each of the employees while they are running good profits for your company. Be grateful at the workplace. Arranging parties in order to appreciate your fellow beings.

iii.) **Feedback:** To improve work performance, you should give feedback to your employees in a positive and negative way. Employees grow in their path by getting frequent feedback. To plan monthly or weekly meeting to check their programs.

iv.) **Following Through:** Employee is an important part in your company. So follow with their path to achieve your destination.

4. **How Effectively Companies Balance Employee Relations**

Building a healthy relationship is very much essential for attaining ultimate success for the business. It also should create uniformed vision, embracing equality and being a great leader is also important factors for attaining good relations.

- **Embrace Equality**
  Equality promotes a fair and uniform working condition. It also creates an atmosphere where employees feel relaxed and comfortable and they are getting promotions based on goal achievement.

- **Effective Communication**
  Encompassing a working atmosphere with a proper communication is very much essential for all the employees. It leads to clear all the grievances, resolve misunderstandings and reduce internal conflict.

- **Shared Vision**
  Policies, goals and objectives should be clearly analyzed and understandable with the employees. This allows employees to work towards the same vision and drive company forward.

- **Motivate The Employees**
  Respect the employee’s values and morals and it also provide incentives and rewards.

- **Be an Inspirational Leader**
  Being the boss it doesn’t entail telling people to do their work properly, but being a leader only it can make targets and demands results.
5. Factors Affecting Employee Relations In An Organisation

Different factors are affecting for employee relations. Mainly it consists of three factors.

i.) Internal
- Management ability to take issues in a smooth way
- Motivation take place in the workplace should influence employees
- Human resource affects the employees relationships and also internal promotions with respect to their seniority
- A system is needed to give rise their grievances and resolve conflicts

ii.) External
- Economical and legal rules that is provided by government agencies
- It also try to improve economic growth and make a direct relation with employer relations.
- Government could also pass the law that restrict the activities of trade unions

iii.) Technical
- Economy created new jobs and made more industries
- More capital intensive
- Increase the bargain power of the employees

5. How Organisation Is Making Excellent Awards In The Field Of Employee Relations With Examples

I. Example 1: Thales is a French multinational group of companies that manufactures systems and making available services to the spaces, transportation and security. It also employs 65000 employees across 56 countries.

Innovative Steps
- Spent year planning and data modeling for the year
- A five stage process for the purpose of staff, consult with employees, communicate the changes, issue new contracts and implemented the new members
- Giving leadership programs to give managers more confidence
- Review new HR policies
- On specific issues staff was asked to complete their projects on time.
- An coordination with trade unions
- Offering new HR strategies for line managers

II. Example 2: Landmark hotel is an organization that delivers memorable moments to guests and makes each other as a team. It ranks one of the best luxury hotels in London.
- New starters attend an learning and training programs during their probation period
• After their probation they are getting learning log and develop personal development plan
• Departmental coaches were placed in each department
• Learning and development figures should be presented in monthly management meeting
• Introducing a new quarterly performance management process
• Training sessions in various departments

III. Challenges Of ERM

• Reduction in new talent opportunities to complete with skill shortages
• Voluntary turnover
• Legal issues relate to workplace and giving opportunity to everyone.
• Conflict management, it occurs between co-workers and employers. When conflicts arise managers should take resolution for making optimal working relations.
• Attendance is an important factor to stick on the working conditions
• Disciplinary Action, when a desirable behavior occurs the employees should correct this behavior.

6. Conclusion
Employee relations are giving a great concern from different relations. Employee engagement also enhances employee motivation and gain more commitment to organization. For the organization is working better it is important that employees are comfortable with each other, share their ideas and working for a common objective. Healthy employee relation should increase the satisfaction level and also make productivity. It also shares a warm and healthy relationship with in the organization. For making ultimate success it is essential that we need to produce healthy relationship that should continue in future.

7. References
[4] Sage Handbook Of Industrial And Employment Relations Nick Bacon, Paul Blyton, Jack Fiorito, And Edmund Heery, editors chapter 5-values, ideologies, and frames of reference in employment relations, Revised Version Date: July 18, 2006