



NEED OF EMPLOYEES RELATION MANAGEMENT FOR DECISION MAKING IN ORGANIZATION

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Abstract:

The value of employees in an organization is most important in the same way as human beings in society. No institution can function only on the basis of capital, property and physical equipment. It is the responsibility of an administration of the institution to have decided the administrative and business policy of the institution. It is the administration's responsibility to make a decision in all these matters that they take their employees into confidence and then implement the decision related to them. Administration and Employee are two aspects of coin without which it have not any significance. It is important that there is good relationship between the administration and the employees as it will not be administered by the administration without taking into consideration the needs and facilities of their employees. The person can work with sincerity and hard work in the place where he feel familiar and is respectful. To set up a healthy environment in the workplace

there should be full reliability and cooperation in the administration and staff. As a result of this, there will be better mutual relations between Employees.

Index Terms: Employees relation, Management, Organization.

I. INTRODUCTION

Organization is a group of individuals, where an administrator decides to take the decision to achieve a certain objective and performs successful implementation through the employees. This objective is related to organization and financially business activity. In every organization administration play the role as a planner and decision maker. It can only be possible to take an effective decision by the administration in any organization. when administration assure to our employees that, the decision taken it have beneficial to both of organization and employees.

In the modern era, using the pressure and suppression policy over the employees doesn't useful; it may negative effects on organization and its action. That's why it is important to have better relations with the employees. There should always be a good and trustful relationship between the administration and employees, so that the policy made by the administration or decisions taken from organization are accepted with interest by the staff.

Effective development reforms and business momentum in the work it may be successful in the organization with the mutual understanding and coordination of employees and administration in an organization. Administrative decisions between the administration and the employees in the organization can be easily done by them. Employees are working in the organization for the growth and development of business and institutional work so that it's important to get a friendly environment. Through this way they can express their views, plans, problems and feelings, they can solve all these with the help and guidance of other colleagues. It is needful to be a mutual understanding relationship between the employees in any organization. It has very important to have good and faithful relationship between administration and employees. To achieve a certain common goal by teamwork there have essential to apply always right strategies and decision by administration.

The organization take decisions according to discuss with trustful employees and in conformity with the problems of employees. It gives positive message to the employees. Employee's involvement in decision making has motivated to employees in the workplace. In this way, the sense of understanding between each

other of administration and the employees encourages to doing equal work for understanding and achieving decided objectives.

It is often seen that differences between the administration and the employees spoil the workplace environments. It create hindrances or obstacle and difficulties in routine activities of the institution. In all this, whether defects and faults having administration or the employees; loss is always about the organization and the business itself.

The administration needs good staff to work and employees need good pay and a respectful job. With the complement of each other, the work of relation management is essential between the administrative level and the Employees. Role of employees relations management in Decision Making in Organizations is very important for this. The purpose of the decision taken by the administration is to be implementing them in a successful manner. This cannot be possible without faith and dedication of employees for their institution. Role of Employee Management in Decision Making in Organizations is very important for this. The purpose of the decision taken by the administration is to be implementing them in a successful manner. This cannot be possible without faith and dedication of employees for their institution. That's why today is a need for proper management of interrelation between the administration and the employees that is needed in every organization.

II. OBJECTIVES

1. Find the need of administration & employees relation in decision making.

2. Find the factors which effecting on Employees relation management.
3. To study the importance of employee relation management (ERM) in modern age.
4. To study the status of Employees in Organization.

III. RESEARCH METHODOLOGY

This study has a descriptive nature about the Employees relation management in decision making in organization. To find the effective factors on ERM and need to ERM in organization to empowers productivity and quality of employees. This study based only on secondary research documentary. The source for this paper is secondary data read from various articles, websites, journals, government agencies reports, newspaper and other related published and unpublished documents etc.

IV. IMPORTANCE OF ERM IN ORGANIZATION

It is essential that people are feel comfortable with each other & work together as a team member with honesty towards a common goal. Human being or not machine who can start working just at the pressing button. They have emotion and status, they need motivation and respect for the better performance.

Every organization must be careful for the relation between employee and administration. Employees having friendly environment to their work in their workplace. Then need people to talk, to discuss and share their ideas and concern one another about their complication. They want to share sorrow and happiness with the employees or colleagues. So it's most

important that every organization make the relation between their employees and administration.

■ Work became easy:

Mostly employee having too much workload to complete in limited time. They have lot of burden of office assignment. One cannot do everything on his own. Responsibility must be divided among team member to accomplish the assignment task within the time frame. Relation between employees would increase the productivity and make easy work in their office.

■ Guidance & Advice to take decision:

There are various issues on workplace which employees cannot take decision alone. They have need the advice and guidance of experienced or other colleagues and administration. Before implementation any plan and strategy. The Pros and cons must be overlooked and evaluated on staff in organization so that they openly express their thought and ideas. It may easy to take right stratey and decision about organizational plan. It all may possible by the fluently relationship between employees and administration. It may also helpful to prepare future strategy and taking decision of Managerial post. On other words we never analysis our own fault, we need friendly zone of well wishers who helps to correct the mistake of anyone.

■ Reduced the problems at work place:

Every organization and workplace having some problems & barriers on day to day routine work. seris issues may harmful to growth of any organization. Effective employees relation management may help to

build fluently and healthy relation between Administration and employees. it increase social understanding, Problems and misunderstanding in institutions may reduced. Employees do their work with honesty with respect in organization or workplace.

V. NEED OF EMPLOYEE'S RELATION MANAGEMENT IN DECISION MAKING:

It's basic human nature to build relationship whether personal or professional maintaining a strong employer and employee relationship can be the key to the ultimate success of an organization. Strong employee relation and also relation between employees create a pleasant atmosphere within the workplace. It motivates the employee and can also increase employees' moral. Therefore the increased productivity leads to increase in a profit for the business.

■ Build up teamwork:

Friendly and healthy relation between employees and administration create teamwork nature in organization, it help to enable them to share knowledge with others. They can exchange ideas and experience with their fellow or colleagues. So that it motivate to make a culture of teamwork in workplace. Also maybe growth of trust in our employees by the administration. It has need to employees' relation with the administration to develop teamwork for the encouragement of open culture of dialogue, hearring ideas and their problems among their colleagues that may solve it simply.

■ Achieve decided goal:

Employees Relation Management helps to achieve the decided goal in an organization.

Administration and employees fair and cooperative relation reduce the Complaints of other. Having molality about organizational objectives these are important to successfully achieve decided goal. Good working behavior toward another employees, be it a subordinate or line manager resonate the message of better productivity when it comes to work.

■ Reduction of complaint and conflict:

When a work environment is efficient and friendly the extent of complaints and conflict in organization is reduced. Reduction of conflict may helpful to concentrate on the task by employees. It would encourage efficient productivity cannot be made possible when there isn't a better employee relationship in organization. Less conflict results in the employees to be able to share new ideas and plans to develop our organization and more productive. Administration and employees having mutual understanding help to acquire more knowledge that would prove beneficial two decision making in organization. Strong employer- employee relation can be the vital key of any business in success or failure.

■ Gain trust:

When an organization would not perform transparent decision making process and tend to keep employees in the dark, it could loss the employees trust. Employer and employees relationship should never be a form of dictatorship, employer should not act as a dictator. Both parties should work together to form a solid team and partnership. It have need to Create friendly and respectful workplace culture that empowers employees to initiate, to motivate by establishing a system where everyone can express their opinion and ideas for

the greater good. It would allowed to gain trust between administration and employees in an organization also employees participate in decision making process main help widen their views of the organization.

■ Motivate to employees:

To Makes managing human relation in the workplace very important, in order to maintain good and healthy personal and professional relationship among workers. It is not only Motivate to employees in workplace also beneficial to whole organization to improve business and decision making. It makes able to make better business environment, but will also strengthen employee's working ability with organization.

■ Embracing equality:

Embracing equality for all employees will create a fair and equal workplace environment for all. If employees will feel respect full and equally importance, they are more like to work hard and productive. Better relationship in employees, its promotes the sharing of product knowledge between manager and workers who are closed to the organization. It becomes maintain an open channel of communication will make you aware of problems quickly which is beneficial for a quick resolution. Most cases favoritism about any employee or group main harmful for teamwork in organization. Organization having Equal opportunity to growth and respect for employees may being forward effective achievement of goal.

VI. FACTORS AFFECTED EMPLOYEES RELATION MANAGEMENT

1) Peoples:

In any organization there have certain values, on the basis of it they established and implement the organizational policy. Administrations do their organizational work & Business with saving their organizational values. It effects on relation between Administration and employees. The acceptance of the values and beliefs of the organization by the every employees is the rule of any organization and its effects on relation of employer and employees.

2) Social:

In the organization social elements effects on employees and administration. If the image of organization is good in society, it may increase growth of organizational business. Organization or employer will give best salary and facilities to employees. If social factors are against or not favorable to business then employee's salaries, essential facilities and ease of comfort can be reduced. which can have a negative impact on Administration & employees. Social organization, labor unions, environment association and other social organization and unions will effects on various level of organization. It effects on organizational relation of Administration and employees.

3) Financial:

The main purpose of employees is to get right value of their hard work and earning maximum money and there is nothing wrong in it. The employer should be given the salary to employee's hard work with according to his work and post. Employee get good salary at right time, they maintain their credibility with

organization. If this does not happen, then arises interrupted between Administration & employees relation. Fixed salary given on right time to employees will be increase the credibility of organization and its administration. "As you pay as you received" this rule also applicable to organization and business. If extra work given to employee either their regular work, it is necessary to give bonus and extra payment to employees according to extra service. Financial factor also affects the relation between employees and management.

4) Political:

The influence of political parties and political leaders is always on business and organization. To carry out the demands of the employees, political parties use the movement, protests and detention as a weapon against the organization. As a result business and internal organization's work would be affected. It happens loss in business and the company's brand value will decrease in society. Defective the company by political parties or promote a company to its advantage and provide a favored condition. In this situation, the problem arises in the organizational relationship of the employees and the administrator. Political constituents are either directly or indirectly affecting to relations management of the organization.

5) High level Administration:

High level management and departmental manager have a special effect on the organizational relation of the employees, due to lack of coordination between them. The high level administration works to make rules and decisions related to organization, while the departmental administrators implement them on

the staff. If there is a tense situation between them and organization will not work properly and business position goes down, then it can also affect the relationship between the administration and employees.

V. RECOMMENDATIONS

1) Being friendly attitude at workplace:

For better relationship with the colleagues, it has needful thing to being a friendly behavior to each fellow of workplace. One should not interfere in each other's work. Learn To be disciplined. Don't unnecessarily talk to sensitive topic with any fellow. Friendly attitude made easy to work burden at office. Administration and employees friendly relation make easy to understand decision and implement strategy in organization.

2) Effective communication:

Top to bottom step of organization having transparency in speech at all levels for a healthy relationship between employees and administration. It is the needful thing to avoid confusions and better understanding at workplace. Never manipulate the truth. Effective communication it's not an inborn quality in everyone but learning techniques and experience of communication field make better perfection in communication skill in employee's relation management. Easy way to convince any fellow is the friendly and understanding way.

3) Be positive nature:

A professional must avoid taking foul words or abusive language against anyone. In the organization do respect to each employee because no one have slave of your salary. Remember that up for their hard work not for your unwanted arguments. If you do not agree

to someone it is better to sit with them and discuss about problem or confusion to solve misunderstanding. Rather than unnecessary rumors at workplace. Talk to politely at organization without spoiling relationship with employees. Your respect and politeness make the positive bond with administration and employees. It help to growth of organization.

4) Help to colleagues at workplace:

If someone has done well, one should avoid being jealous and selfish at work. Do appreciate to our employees. Greets to employees and other colleagues with warm smile. Celebrate festival at the workplace. Don't miss guide or barricade in your employees work. Help to our fellow at workplace don't forget to wish your colleagues on his birthday. Healing nature make strong relations with employees and administration. Which make positive impact in organization.

5) Discussion meeting after program seminar and presentation:

Administrator or head of workplace arrange the meeting after the programs and seminars and discuss about the arrangement and give the warm regards to our employees. It makes encourage their work. Every person wants to praise for their work. Administrative manager or head office must to guide and giving thanks to employees for their corporation, it make healthy and trustful relation between employee and organization. Employees may reliable and dedicated to organization because of faithfully and positive behavior of admit in working place. Celebrate and give the small party after the program and success of any assignment to employees. It may feel their

friendly environment in an organization. Healthy relation among the employees goes a long way in motivating the employees and increasing their confidence.

VI. CONCLUSION

The value of employees in an organization is most important, in the same way as human beings in society. No institution can functions only on the basis of capital, property and physical equipment. It is the responsibility of an administration of the institution to have decided the administrative and business policy of the institution. It is the administration's responsibility to make a decision in all these matters that they take their employees into confidence and then implement the decision related to them. Administration and Employee are two aspects of coin without which it have not any significance. It is important that there is good relationship between the administration and the employees as it will not be administered by the administration without taking into consideration the needs and facilities of their employees. The person can work with sincerity and hard work in the place where he feel familiar and is respectful. To set up a healthy environment in the workplace there should be full reliability and cooperation in the administration and staff. As a result of this, there will be better mutual relations between Employees. In today's situation the business has to face many problems and challenges as per the physiological conditions at the official workplace. In such a situation, no one single person of any position would handle it.

He needs guidance and cooperation with his colleagues and officers. This is possible only

when there is a good and reliable relationship between administration & employees.

Employee is the base of center in any organization. How much better the administration can be but without the good reliable staff, organization never go forward. In condition of business competition, employees need a friendly environment at the workplace, with good facilities, good behavior and fixed salary, otherwise they can go to work at another company, institution or workplace. Appreciation of the employee's attempt and hard work makes motivation for them to work better and better. By the inspiration and praise, the administration can be successful in administering the work with interest in the organization.

It is also necessary that, the Comfortable Friendly Zone is available on the workplace for any Employees to focus on their work and to reduce the mistakes. Due to good relationships between administration and Employee, it is easy for the organization to understand the changes in the workplace, their needs and the problems of the employees. On the basis of these, organization may take favorable decision related to employees and implement the suitable policy and administrative strategically decision through the employees.

Better relation between staff and trust in the organization prove to be helpful in decision-making process. On the basis of Employee Relation Management, the organization is able to do its defense among the competing business circumstance. Through the Employee Relation Management, the organization or company may be able to grow its business.

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