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# A Study on Relation Between Employer and Employee in IT Companies

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**Abstract:** *An individual who works for an organization and the organization itself have a relationship that refers to mutual understanding and engagement. In the fast-paced IT industry which has marked by high demands for creativity and rapid technical improvements require a strong employer and employee connection. The core stone of this bond is trust, confidence, respect and efficient interaction. This study employs a quantitative research methodology, utilizing primary data gathered through questionnaires. The data was collected from 35 IT professionals. The findings of these paper contribute to the understanding relation between employer and employee in business.*

**Keywords:** *Employer, employee, relationship, organization, engagement, IT industry.*

## I. INTRODUCTION

A Good relationship is necessary for smooth running of any business that is the relation between the employer and employee for building a positive work place culture. the relation between the employer and employee contribute to the achievement of organizational goals. These relationships play an important role towards their business growth. these relationship between the employer and employee is critical component of success in any organization. these is important as companies rely on the employee's creativity and innovation to stay competitive. these leads to efficiency in organization. When a company hires a new employee, it adds a new member to the workforce and he begins relationship with organization, build a relationship with employer, and engage closely to manage this relationship. It is vital to business success. A solid relationship can make employees happier and enhance productivity.

Employer-employee relationship in IT firms is crucial for backing innovations. In an industry featuring quick technical improvements and an aggressive competitive environment, this partnership is based on mutual confidence, teamwork & collaborative objectives. Employee's links with employers often involve access to modern resources, possibilities for skill development and an empowering atmosphere that fosters originally and solving challenges. Employers on the other hand rely on the employees to inspire creation, accomplish project deadlines, and preserve their firm successful.

This objective is to give an information about the worth of the employer-employee relationship in IT companies. It addresses the job satisfaction in generating a positive relationship between the two parties on how the relationship is overseen.

## II. REVIEW OF LITERATURE

Gallup (2019): Found that highly engaged employees in IT companies are 21% more productive and have stronger relationships with their employers. Pfeffer (2018): Highlighted that workplace stress negatively impacts employee performance and retention, urging organizations to focus on well-being programs. Deloitte (2021): Stressed the importance of mental health resources during the pandemic, with 80% of IT employees prioritizing employers who valued their well-being. Deci and Ryan (2020): Advocated for autonomy-supportive environments, which boost intrinsic motivation and improve job satisfaction. Gartner (2023): Reported that trust in leadership is a key driver of employee engagement, particularly in remote work environments.

Rousseau and McLean (2022): Revisited psychological contract theory, emphasizing that trust builds when organizations meet implicit promises. Tarafdar et al. (2020): Discussed "technostress," where overuse of digital tools like Slack and Teams negatively impacts employees' mental health. Orlikowski (2019): Explored how digital tools have reshaped communication but emphasized the need for boundaries to avoid burnout. Huang et al. (2023): Found that artificial intelligence integration improves efficiency but requires careful management to ensure employees feel supported. Bourke and Dillon (2018): Demonstrated that inclusive IT workplaces experience higher innovation rates and stronger employer-employee relationships.

### III. OBJECTIVES

- 1) To analyse the relation between the employer and employee in IT sector.
- 2) To examine several elements including in employer-employee relationship.
- 3) To enhance how an employer-employee relation boost productivity.

### IV. RESEARCH METHODOLOGY

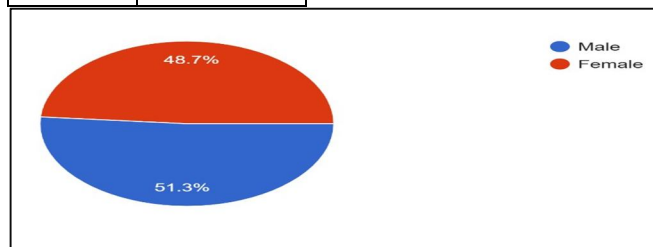
Research technique is the systematic approach and methods used to conduct research and collect appropriate data. It acts as a road map for researchers, defining the measures they will take to answer specific research questions or accomplish research goals. This study uses a mixed methods approach, combining qualitative and quantitative data to understand the relation between the employer-employee in it companies. Primary data was collected through a questionnaire-based survey, which was administered to a sample of 75 participants on the other hand the secondary data comes from the reports, existing literature, including academic journals, books, and online resources. The questionnaire was administered through personal/direct contact, which allowed for clarification of any doubts or questions that respondents may have had. This approach also helped to ensure a high response rate, as respondents were more likely to participate in the survey when approached directly. This data is interpreted with the help of statistical tools like pie charts and bar graph. It helped in understanding the mutual trust and relation between employer-employee and its influence in business productivity.

### V. DATA ANALYSIS

My study was strictly based on the primary data collection method by means of questionnaire dealing and involving the overall sample of 75 IT professionals.

- 1) Gender?

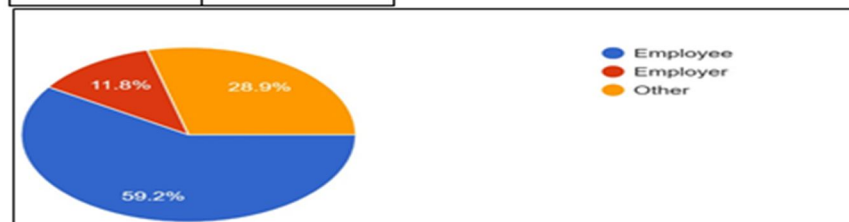
| Gender | Percentage |
|--------|------------|
| Male   | 51.3       |
| Female | 48.7       |



Interpretation: From the above pie chart we can say that 48.7% are female and 51.3% are male.

- 2) What is your role in organization?

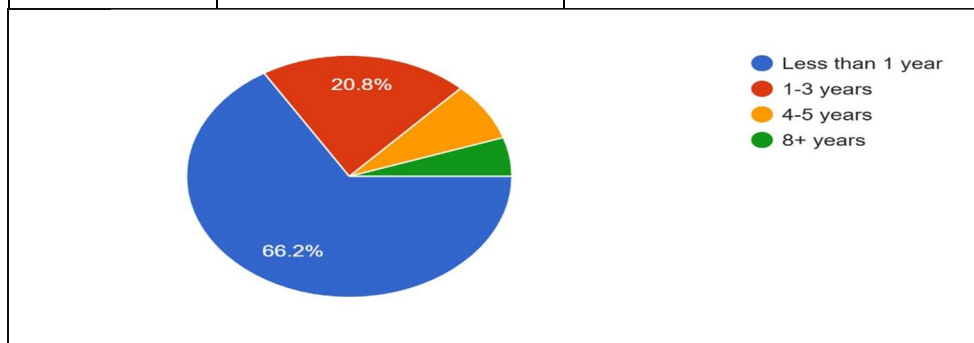
| Role     | Percentage |
|----------|------------|
| Employee | 59.2       |
| Employer | 11.8       |
| Other    | 28.9       |



Interpretation: A majority of the respondents, 59.2%, identify as employees, 11.8% identifies as employers, 28.9%, falls into the other category.

3) How many years have u been working in the IT industry?

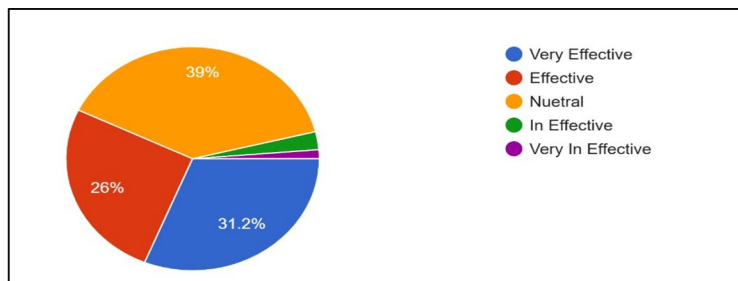
| Years         | Percentage |
|---------------|------------|
| Less one year | 65.80%     |
| 1-3 years     | 21.10%     |
| 4-5 years     | 7.90%      |
| 8+ years      | 5.30%      |



Interpretation: In these 65.8%, have less than a year of experience, 21.1% has 1-3 years of experience, 7.9% has 4-5 years of experience they are Mid-level professionals, only 5.3% of respondents have 8 or more years of experience.

4) How effective is the communication between you and your immediate manager?

| Communication     | Percentage |
|-------------------|------------|
| Very Effective    | 30.30%     |
| Effective         | 26.30%     |
| Neutral           | 39.50%     |
| In Effective      | 2.60%      |
| Very In Effective | 1.30%      |

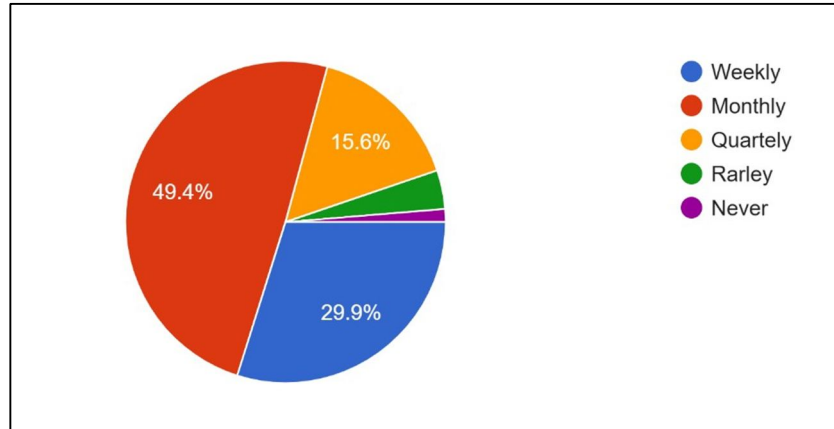


Interpretation: from the above pie chart we can conclude that there is a 30.3 % very effective and 26.3% effective communication, 39.5% neutral and 2.6% ineffective and 1.3% very ineffective communication with mangers.



5) How effective do u receive feedback on your performance?

| Performance | Percentage |
|-------------|------------|
| weekly      | 28.9%      |
| Monthly     | 50%        |
| Quarterly   | 15.8%      |
| Rarely      | 3.9%       |
| Never       | 1.3%       |

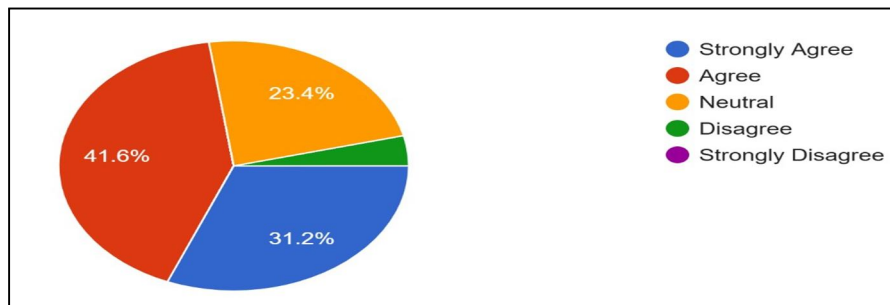


Interpretation: From This We Can Say That There Is 28.9% Weekly Receive Feedback About Their Performance, 50% Monthly Receive Feedback About Their Performance, 15.8% Quarterly Receive Feedback About Their Performance 3.9% Rarely Receive Feedback About

Their Performance And 1.4% Never Receive Feedback About Their Performance

6) Do u feel your values and suggestions are valued in the organization?

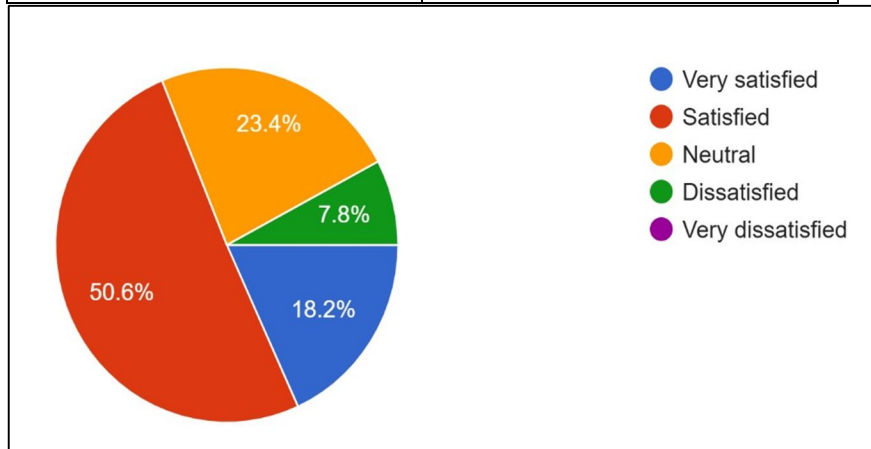
| Values & suggestions | Performance |
|----------------------|-------------|
| Strongly agree       | 31.2%       |
| Agree                | 41.6%       |
| Neutral              | 23.4%       |
| Disagree             | 3.9%        |
| Strongly disagree    | -           |



Interpretation: the above information represents states that there is 31.2% strongly agreed values and suggestions are valued in the organization, 41.6% agree that values and suggestions are valued in the organization, 23.4% that values and suggestions are valued in the organization, 3.9% disagree that values and suggestions are valued in the organization.

7) How satisfied are you with your current job role?

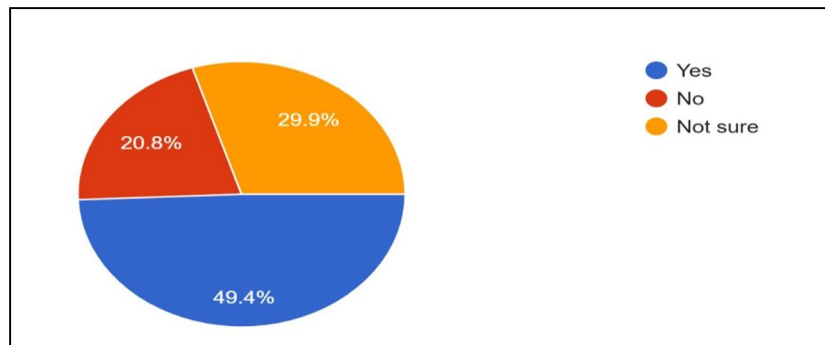
| Your current job role | Percentage |
|-----------------------|------------|
| Very satisfied        | 18.2%      |
| Satisfied             | 50.6%      |
| Neutral               | 23.4%      |
| Dissatisfied          | 7.8%       |
| Very dissatisfied     | -          |



Interpretation: 50.6% Are Satisfied With Their Current Job Role, 18.2% Are Very Satisfied With Their Current Job Role, 23.4% Are Neutral With Their Current Job Role, 7.8% Are Dissatisfied With Their Current Job Role

8) Do you feel adequately rewarded for your work?

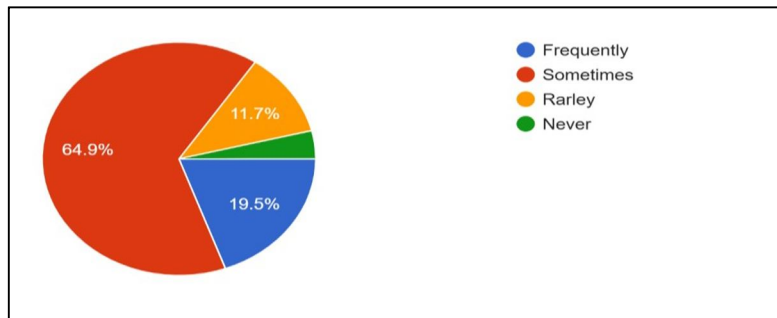
| Rewards  | Percentage |
|----------|------------|
| Yes      | 49.4%      |
| No       | 20.8%      |
| Not sure | 29.9%      |



Interpretation: From The Above Information The Employers And Employees Have Rewarded For Their Work 49.4% Has Agreed, 20.8% Are Disagreed And 29.9% Are Not Sure.

9) How often do you feel stressed or overworked?

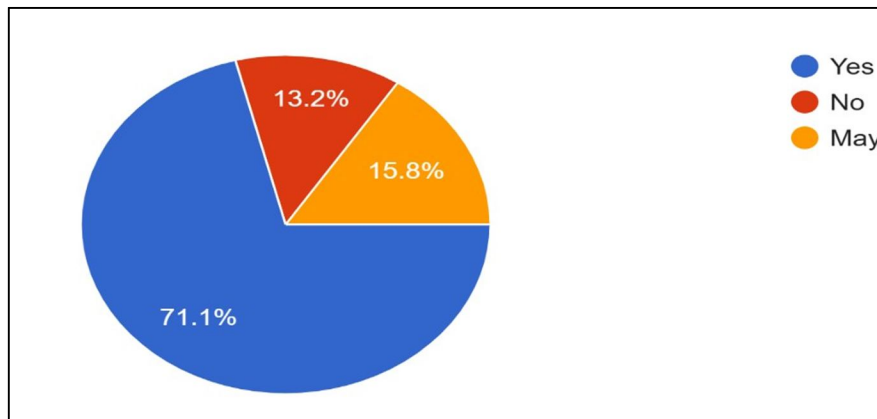
| Stress or overworked | Percentage |
|----------------------|------------|
| Frequently           | 19.5%      |
| Sometimes            | 64.9%      |
| Rarely               | 11.7%      |
| Never                | 3.9%       |



Interpretation: from the above picture we can conclude that only 69.4% sometimes they feel stressed or overworked, 19.5% are frequently feel stressed or overworked, 11.7% are rarely feel stressed or overworked, 3.9% are felt stressed or overworked

10) Do you feel comfortable approaching your manager with your concerns and ideas?

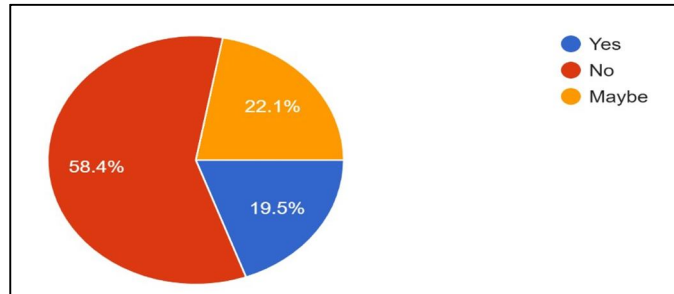
| Concerns & Ideas | Percentage |
|------------------|------------|
| Yes              | 71.1%      |
| No               | 13.2%      |
| Maybe            | 15.8%      |



Interpretation: 71.1% felt comfortable approaching manager with concerns and ideas, 13.2% felt uncomfortable approaching manager with concerns and ideas, and 15.8% may or may not feel comfortable approaching manager with concerns and ideas.

11) Have you ever experienced any biases or discriminatory behaviours in the workplace?

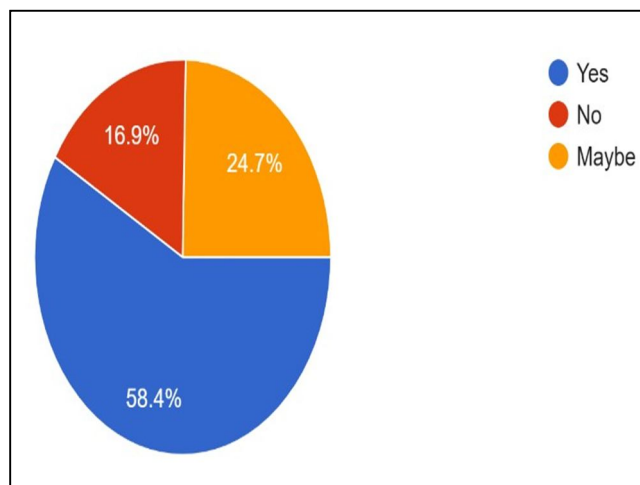
| Behaviour | Percentage |
|-----------|------------|
| Yes       | 19.5%      |
| No        | 58.4%      |
| Maybe     | 19.5%      |



Interpretation: 58.4% has never felt experienced any biases or discriminatory behaviours in the workplace, 19.5% has experienced biases or discriminatory behaviours in the workplace, and 19.5% may be experienced any biases or discriminatory behaviours in the workplace.

12) Do you feel that your employer or employee values diversity and inclusion?

| Diversity inclusion | Percentage |
|---------------------|------------|
| Yes                 | 58.4%      |
| No                  | 16.9%      |
| Maybe               | 24.7%      |



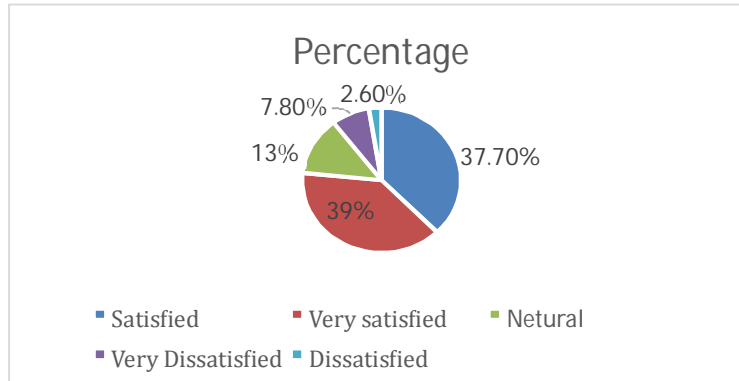
Interpretation: employer or employee felt values diversity and inclusion by 58.4%, 16.9% has not felt values diversity and inclusion, and 24.7% may be felt values diversity and inclusion,





13) how satisfied are you with your job overall?

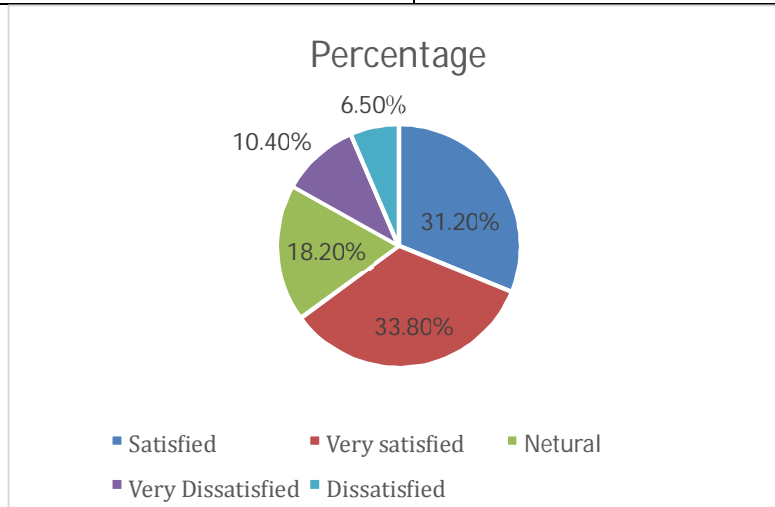
| Scale             | Percentage |
|-------------------|------------|
| Satisfied         | 37.7%      |
| Very satisfied    | 39%        |
| Neutral           | 13%        |
| Very Dissatisfied | 7.8%       |
| Dissatisfied      | 2.6%       |



Interpretation: 39% respondents are very satisfied with their overall job 37.7% respondents are satisfied with their overall job, 13% respondents are neutral with their overall job, 7.8% respondents are dissatisfied with their overall job, 2.6% respondents are very dissatisfied with their overall job

14) how do you rate your relationship with your employer or employee?

| Scale             | Percentage |
|-------------------|------------|
| Satisfied         | 31.2%      |
| Very satisfied    | 33.8%      |
| Neutral           | 18.2%      |
| Very Dissatisfied | 10.4%      |
| Dissatisfied      | 6.5%       |





Interpretation: 33.8% respondents are very satisfied with relationship with employer or employee, 31.2% respondents are satisfied with relationship with employer or employee, 18.2% respondents are neutral with relationship with employer or employee, 10.40% respondents are dissatisfied with relationship with employer or employee, 6.5% respondents are very dissatisfied with relationship with employer or employee

## VI. FINDINGS

- 1) The majority of individuals consist of mid-level professionals possessing 4 to 5 years of experience in the IT industry.
- 2) There exists a neutral mode of communication between the employer-employee relationship and their manager.
- 3) In IT companies, employees and employers receive feedback on their performance on a monthly basis.
- 4) The contributions and recommendations provided by both employees and employers are highly regarded and appreciated within the organization.
- 5) The majority of employers and employees indicated that they receive recognition for their contributions.
- 6) Employers and employees occasionally experience stress and excessive workloads within their respective industries or sectors.
- 7) Employers-Employees do not encounter any discrimination or biases within their workplace.
- 8) The professionals express a moderate level of satisfaction with their overall employment.
- 9) The relationship between employers and employees is generally neutral, with most individuals experiencing an equitable dynamic with one another.

## VII. SUGGESTIONS

- 1) Meet one-on-one to discuss progress, issues, and goals.
- 2) Communicate clearly about firm policies, expectations, and changes.
- 3) Encourage employees to express their ideas and comments without fear of consequences.
- 4) Employers should model integrity, fairness, and responsibility.
- 5) Recognize personal and professional boundaries while cultivating a feeling of respect.
- 6) Recognize and praise employees' achievements on a regular basis.
- 7) Plan activities to improve team cohesion and morale.
- 8) Make sure that diversity and inclusion are prioritized in the workplace.
- 9) Provide opportunities for skill enhancement and professional advancement.
- 10) Match employees with mentors to help them grow.
- 11) Outline career progression opportunities inside the organization.
- 12) Provide remote work options or flexible hours whenever possible.
- 13) Offer resources such as wellness programs and counselling services.
- 14) Involve employees in creating goals and developing strategies.
- 15) Use methods to measure employee attitudes about company activities.
- 16) Delegate decision-making authority to staff when appropriate.
- 17) Recognize and address issues before they arise. Regularly check in to confirm that issues have been properly fixed.

## VIII. CONCLUSION

The interaction between employers and employees in IT organizations is critical for supporting innovation, productivity, and overall organizational performance. This connection is built on mutual trust, transparency, and collaboration. Employers must foster a supportive workplace by providing competitive wages, clear career paths, professional development opportunities, and a positive work-life balance. Employees, in turn, are expected to contribute their expertise, creativity, and dedication to attaining the company's objectives.

Effective communication and adaptability are critical in the fast-paced IT industry, where technical improvements require ongoing learning and collaboration. IT firms can build a pleasant and effective work culture by prioritizing employee well-being and harmonizing individual and organizational goals, ensuring both parties' long-term growth and pleasure. This symbiotic relationship is critical for generating success in the continuously shifting landscape.



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