

INTRODUCTION

The employer and employee relationship plays a very crucial role in the success of every organization. A healthy relationship actually helps the company to achieve its goals and also creates a great positive working environment for the people. When employers treat employees in a good manner, employees mindset feels more motivated and satisfied with their assignments.

A Good communication, a proper guidance, and also mutual respect are the key elements that actually build a strong employer and employee relationship. When all these factors connect, employees literally trust the management and work with great confidence. It also helps in reducing clashes and wrong impressions between the management and the employees within the company.

In Koothuparamba – Valiyavelicham, there is a food manufacturing company name Allay food Pvt. Ltd that is established in 2021. This company produces different type of food products and provides great employment opportunities to many workers in that region. since its growing workforce, understanding the relationship between employers and employees here is important.

A proper study between employer and employee relationship at Allay Foods helps to identify how well the interaction, support, and work environment are maintained in the company. It also helps to find out that if employees are satisfied with policies given by the management and workplace practices.

SCOPE OF THE STUDY

The study focuses on the interaction between employers and employees and how they work together in the organization. It covers areas like communication, cooperation, trust, motivation, and satisfaction. The study explains the present condition of their relationship, the problems they face, and how these issues affect the company's performance.

The study is limited to the employees and management of the selected organization, and the information is based on their responses. It does not compare with other organizations. The study also aims to suggest ways to improve the relationship so that the work environment becomes better and more productive.

OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE

- To study the effectiveness of the employer–employee relationship in Allay food pvt ltd.

SECONDARY OBJECTIVE

- To find out how satisfied employees are with management support.
- To study the level of trust, cooperation, and understanding between both sides.
- To know how well the company, maintains the relation with the employee.
- To give suggestions to improve the employer–employee relationship.

LIMITATION OF THE STUDY

- Some of the respondent refused to answer on the ground that it may affect their job adversely
- Officials were busy with their routine engagement. It was difficult to spare time for detail discussion
- Only a small number of employees and employers were included
- The study is based on a limited number of employee responses

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