Research Article

The Mutual Gain Perspective and Relationship between Employee Commitments to Company

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Abstract

The concept of employee-employer relations will be as old as industry inherent in industry will always be a plume of industrial life. According to industry relations, we speak of the relationships between employers and employees, which are governed by the working conditions of the employees in the organization. Therefore, this topic contains some perspective of the employees which in turn govern by the organization and totally in hand of the employer, and the employers is working on a personal relationship with the organizations and employee regulating these relationships.

Keywords: Employer-Employee Relationship, Management, Financial services, Industrial Relations.

Introduction

Financial services credit unions, banks, credit card companies, insurance companies, accountants, consumer finance companies, stock brokers, including investment funds and economic services offered by the banking sector, including a wide range of business money to manage some government services supported companies(1).

Employer-Employee Relationship

Harmonious relationships between employer-employees are essential for the effective functioning of cooperative banks. Since the cooperative organization that consists of groups of people activated by a variety of motives, if not wholeheartedly support all levels of employees in the cooperative management cannot meet its obligations(3).

The financial services company is present in all of its geographical location and economic development and tends to cluster at local, national, regional and international financial centers like London, New York and Tokyo(2).

In the cooperative relationship between employers and employees it differs from the private sector. While your cooperatives offer members of the private sector services, it is very clear that the goal of maximizing
profits. In any organization, the conflict between the employer and the employee or employees is inevitable(4). Part of the conflict is essential as well as preference. If you do not have a wide range of ideas presented people with different backgrounds, experiences and perspectives innovation is virtually impossible(5).

Conflict can also be an opportunity for personal growth. Administrator to solve the differences and to learn the skills to develop an approach that takes into account the needs of others than cotton. Just like any organization in conflict is undesirable, we need to develop "healthy" conflicts between management and employees(6).

Healthy conflict but swiftly changing ideas for the organization, the conflict is not ropji for health is based on anger, frustration and personal animosity. The core of the actual leadership conflict is an environment that prohibits employees against the idea of attacks by the people(7).

Management must have a standard top(8). If managers from the middle management of senior management have received or feel suppressed charm offensive, the administrator has the ability to deliver a negative attitude to employees.

A positive relationship with your manager is a very important element of satisfaction at work, to measure the effect if an important measure is to be considered.

Complaints are one of the most important means that employees can use to express their dissatisfaction. It is also the way in which management can use the associated diagnostic data on the health of the organization(9).

Formal complaint procedure has the advantage of two facts speaking for themselves, rather than recognition. This is related to the management of the consistent treatment of persons and objectivity(10).

**Industrial Relations In Financial Sectors**

In the financial sector there is an employees union. The objectives of this union are:
1) To protect and promote the interests of members
2) To help and maintain a sense of dignity, discipline and responsibility among Members
3) To suggest ways and means to increase the efficiency of the bank.

**Experimental setup:**

The experiments were setup in a financial company GIC housing Finance Limited, in which the questionnaire were done on the basis of satisfaction percentage of the employee worked there on different strata, we stratified the company structure in 5 parts on the basis of salary structure as:

- **G1**- Grade 1 (50,000 and above)
- **G2**-Grade 2 (30,000-40,000)
- **G3**-Grade 3 (20,000-30,000)
- **G4**-Grade 4 (10,000-20,000)
- **G5**-Grade 5 (5,000-10,000)
<table>
<thead>
<tr>
<th>Type of graph</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary</td>
<td>The minimum salary is on the G1 Group while maximum salary was goes to higher managerial rank person.</td>
</tr>
<tr>
<td>Allowances</td>
<td>The minimum Allowances or may call no allowances is on the G1 Group while maximum Allowances were goes to higher managerial rank person G5.</td>
</tr>
<tr>
<td>Incentive</td>
<td>Incentives were maximum for the middle salary taker while minimum for the higher and lower salary taker.</td>
</tr>
<tr>
<td>Promotion</td>
<td>Promotion are not applicable to lower grade while on upper level the promotion will applicable to G2, G3, G4 rank only G1 are beyond the promotion criteria.</td>
</tr>
<tr>
<td>Recruitment</td>
<td>The minimum recruitment will be done in G1 and G5 level while its number will increase from G4 to G2.</td>
</tr>
</tbody>
</table>
But there is some assumption that the G1 persons are lower grade employee and G5 are managerial rank employee, so before we rate their satisfaction we have to understand their number and position we rather changes the interpretation of the result as shown in the graphical table 1 representation.

Table 2: Percentage of employee satisfaction in the companies with some characters taken from their job profile:

<table>
<thead>
<tr>
<th></th>
<th>Grade 1</th>
<th>Grade 2</th>
<th>Grade 3</th>
<th>Grade 4</th>
<th>Grade 5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary</td>
<td>80</td>
<td>40</td>
<td>30</td>
<td>50</td>
<td>95</td>
</tr>
<tr>
<td>Allowances</td>
<td>70</td>
<td>40</td>
<td>60</td>
<td>40</td>
<td>80</td>
</tr>
<tr>
<td>Incentive</td>
<td>10</td>
<td>60</td>
<td>40</td>
<td>50</td>
<td>10</td>
</tr>
<tr>
<td>Promotion</td>
<td>30</td>
<td>50</td>
<td>30</td>
<td>40</td>
<td>80</td>
</tr>
<tr>
<td>Recruitment</td>
<td>10</td>
<td>30</td>
<td>60</td>
<td>70</td>
<td>90</td>
</tr>
</tbody>
</table>

According to table it could be concluded that most of the un-satisfaction will be in the grade 2 and grade 4 persons the main reason predictable is the very ease in the change of promotion. While most satisfied will be the grade 1 people who were already on the higher position and do not worried about the position(11). While a great lave of satisfaction also seen in the 5 th grade employees who are mostly sweepers and peons, they did not try to create any chaos with their position because they very well known that somewhere outside their replacement is ready, so they do not try to do any experiment with their employment.

If we draw a plot on the basis of salary we will found that as shown in Figure 1, 95% employee of 5th grade were satisfied with their salary, as they know they were easily
replaced and outside this company they had to work very hard to earn and had to spend very tough life also. After that the level of maximum satisfaction will be in Grade 1 employee as they know they were earns enough according to their experience and age.

The grade 2 was also quite satisfied but they seem to willing an early promotion to be stable on higher rank officer. While grade 3 and 4 were highly disturbed with their position as there is exam based promotion on this level.

![Allowances Chart]

**Figure 2:** Percentage satisfaction on the basis of Allowance.

If we draw a plot on the basis of allowances we will found that as shown in figure 2, 80% employee of 5th grade were satisfied because of no allowances at this stage, as they know they were easily replaced and outside this company they had to work very hard to earn and had to spend very tough life also.

After that the level of maximum satisfaction will be in Grade 1 employee that is 70% as they know they were earns enough according to their experience and age and do not need allowances their salary structure is also bear very low allowances criteria. The grade 3 was also quite satisfied with 60% but they seem to willing an early promotion to be stable on higher rank officer and earn more allowances. While grade 3 and 4 were highly disturbed with their position as there is exam based promotion on this level and many debits from their salary.

If we draw a plot on the basis of incentive we will found that as shown in figure 3, 60% employee of 4th grade were satisfied because of more work more incentive rule this will also affective on grade 2 employees with 60% satisfaction rate.

After that the level of minimum satisfaction will be in Grade 1 employee that is 10% as
they know they were earns enough according to their experience and age and criteria and so such incentive is on their salary structure. The grade 3 was also quite satisfied with 40% but they seem to willing an early promotion to be stable on higher rank officer and earn more incentives. While grade 2 and 4 were highly earned incentives with their salary and with their position.

![Incentive Chart]

**Figure 3**: Percentage satisfaction on the basis of Incentive.

![Recruitment Chart]

**Figure 4**: Percentage satisfaction on the basis of Position recruitment.

As depicted in the graph 4 minimum recruitment were in grade 5 employees as there is only 3-4 on an average office. While the maximum satisfied position will be on grade 1 as there were on managerial
position, after that grade 4 with 70% as they were trainee employees in the office.

![Promotion Graph]

**Figure 5:** Percentage satisfaction on the basis of Promotion.

In the plotted graph 5 the maximum promotional satisfaction were in grade 5 as they ever know there position and role. They know they were easily replaced and outside this company they had to work very hard to earn and had to spend very tough life also. While the rest of the employees were found moderately satisfied with the promotion strategy of the organization.

**Conclusion**

The challenge for the banks is to people's practice to stimulate thinking apply to their daily work. Employers should always encourage employees to exercise the utmost talents to the success of the institution. Not enough encouragement for the creation of new ideas. If people really try to implement the ideas, you no longer have to try not encouraged.

Otherwise, they will not bother to think and try again. They just follow the manager. Employees get a good treatment of the bank and you can succeed if you fully understand the bank's goals and rationally think about the performance. It is essential. Therefore, management promotes an atmosphere of labor relations that makes this attitude easy without compromising the ability of management to manage the company.

**Reference**


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