
**A STUDY ON EMPLOYER–EMPLOYEE RELATIONSHIP
TOWARDS WARBLER INDIA LLP**

*¹Shiva T., ²Dr. S. S. Onyx

¹MBA Student, School of Arts, Humanities and Management, Jeppiaar University, Jeppiaar Nagar, Rajiv Gandhi, road, Chennai – 600119.

²Nathanael Nirmal Raj, School of Arts, Humanities and Management, Jeppiaar University, Jeppiaar Nagar, Rajiv Gandhi road, Chennai – 600119.

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*Corresponding Author: Shiva T.

MBA Student, School of Arts, Humanities and Management, Jeppiaar University, Jeppiaar Nagar, Rajiv Gandhi, road, Chennai – 600119.

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ABSTRACT

Employer–employee relationship is a vital aspect of organizational success. A healthy relationship between employers and employees creates a positive work environment, improves productivity, enhances employee satisfaction, and reduces workplace conflicts. The present study focuses on understanding the employer–employee relationship prevailing in Warbler India LLP, Chennai. The study examines employee satisfaction regarding communication, motivation, interpersonal relationships, participation in decision-making, and organizational support.

The research adopted a descriptive research design and collected data from employees through a structured questionnaire. The collected information was analyzed using percentage analysis. The findings reveal that most employees maintain a satisfactory relationship with their employer and appreciate the direct communication and guidance provided by management. However, employees expect greater support in training and development activities. The study concludes that strengthening employer–employee relationships can improve employee commitment, organizational performance, and long-term business success.

KEYWORDS: Employer–Employee Relationship, Employee Satisfaction, Motivation, Communication, Organizational Performance.

INTRODUCTION

Employer–employee relationship refers to the professional and interpersonal association between management and employees within an organization. A positive relationship promotes trust, cooperation, commitment, and effective communication. Employees are valuable assets who contribute significantly to organizational growth and productivity. Therefore, organizations must create a healthy work environment that encourages mutual respect and understanding.

Strong employer–employee relationships reduce conflicts, improve employee morale, and enhance job satisfaction. Effective communication, employee participation, fair treatment, and recognition of employee contributions are essential factors influencing workplace relationships. Organizations that maintain positive relationships with employees are more likely to achieve their objectives successfully.

COMPANY PROFILE

Warbler India LLP is a service-oriented organization established in January 2017 and registered under the Registrar of Companies, Chennai. The company specializes in manpower supply and human resource support services. It provides skilled, semi-skilled, and unskilled manpower solutions to various industries and organizations.

The company offers recruitment services, workforce management, employee coordination, payroll support, and administrative assistance. Through quality service and customer satisfaction, Warbler India LLP has built long-term relationships with reputed clients. The organization continues to focus on efficient workforce management and employee welfare to achieve sustainable growth.

S.No	Particulars	Company Details
1	Name of Establishment	WARBLER INDIA LLP
2	Date of Incorporation	January-2017
3	Partner	Mr. M. VELAYUDHAM BE., Mr. V. ANITHA D.T.ED.,
4	Registered Office	No.278/5, 1st Floor, Old Mahabalipuram Road, Thiruporur, Kancheepuram, Tamil Nadu, 603110, India.
5	Corporate Identity Number	AAI-2011
6	PF Registration No	TBTAM1730128000
7	GST NO	33AACFW4824A1ZN
8	ESI	51001582990000999
9	PAN No	AACFW4824A

10	Contractor Licence Number	CLA/L/KPM07806/006
11	No. Of Personnel Working	Above 12
12	Available Human Resource	On company Roll-100 and above, Graduates/Diploma Holder/ITI's, Skilled/Semi Skilled and Unskilled Workers
13	Online Processing	EPF, ESI, Income Tax Returns, TDS Returns, Staff Wages
14	Company Experience	11 Year Experience
15	Preference of Service	ManPower Services: Engineering Support Services, Security/Watch & Ward and Sanitation Services, Clerical/Stenographic/Data Entry Services, Civil and House Keeping Maintenance Services

REVIEW OF LITERATURE

Reece and Reece (2017) stated that trust and open communication between employees and employers improve cooperation and organizational productivity.

Shaheen et al. (2017) emphasized that supportive employer relationships increase employee engagement and positive workplace behavior.

Brhane and Zewdie (2018) observed that employee relations significantly influence organizational performance through communication, motivation, and mutual trust.

Prasad et al. (2020) concluded that employee satisfaction and positive employer relationships contribute to higher productivity and organizational effectiveness.

Hallowell (2023) highlighted that positive human relations reduce stress and improve employee performance and workplace satisfaction.

RESEARCH METHODOLOGY

The study adopted a descriptive research design to understand employer–employee relationships at Warbler India LLP. Primary data were collected using questionnaires and direct interactions with employees. Secondary data were gathered from journals, books, websites, and company records.

Simple random sampling was used to select respondents. The collected data were analyzed using simple percentage analysis to interpret employee opinions and satisfaction levels.

RESEARCH DESIGN

The research design adopted for the study is descriptive design. Descriptive research includes surveys and fact-finding enquiries of different kinds. The main characteristic of this method

is that the researcher has no control over the variable; he can only report what has happened or what is happening.

SIMPLE RANDOM SAMPLING

This study is conducted by simple random sampling. Simple random sampling is the basic sampling technique where we select a group of subjects (a sample) for study from a larger group (a population). Each individual is chosen entirely by chance and each member of the population has an equal chance of being included in the sample.

SAMPLING DESIGN

Population The aggregate elementary units in the survey are referred to as the population. Here it covers the entire employees of Warbler India LLP, Chennai. **Sample Size** The study is based only on the opinion and expectation of employees. Total number of sample taken for the study is 150 respondents.

DATA COLLECTION

Primary Data These are fresh data which are collected for the first time. The data collection used for this study is Interview schedule and Questionnaire. The following scale development has been used in the questionnaire: Direct Questions, Close End Questions, Dichotomous Questions, and Multiple Choice Questions. **Secondary Data** Secondary data consist of information that already exists somewhere and have been collected for specific purpose in the study. The secondary data for this study are newspapers, journals, magazines, internet etc.

TOOLS USED FOR ANALYSIS

The data collected from the respondents were tabulated and analyzed using Statistical Methods like Simple Percentage Analysis. Simple Percentage Analysis Percentage refers to a special kind of ratio in making comparison between two or more sources of data. $\text{Percentage of Respondents} = (\text{Number of Respondents} \times 100) / \text{Total Respondents}$

DATA ANALYSIS AND INTERPRETATION

TABLE:1

Age	No. of Respondents	Below 30 20 Percentage
Below 30	20	20
31-40	35	35
41-50	22	22
Above 50	23	23
Total	100	100

INTERPRETATION: Above table depicts that 20% of the respondents belong to the below age of 30, 35% belong to 31-40, 22% belong to 41-50 and 23% belong to above age of 50. Thus the majority of respondents belong to the age of 31-40.

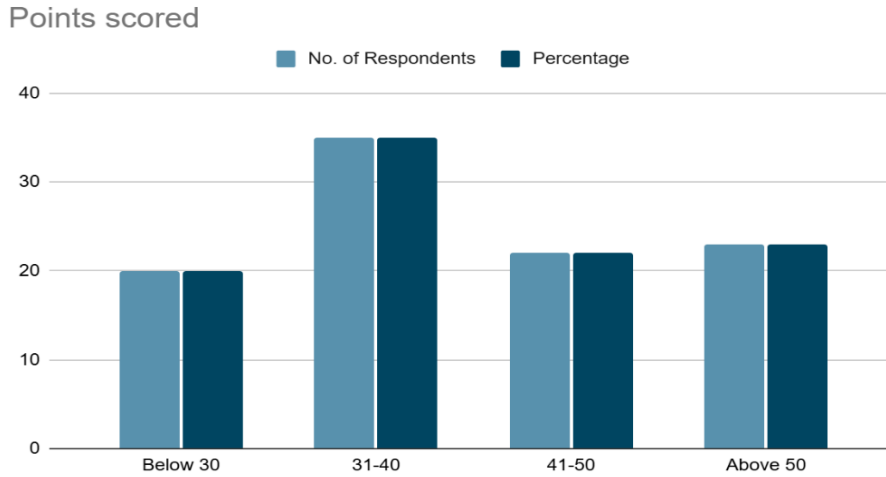
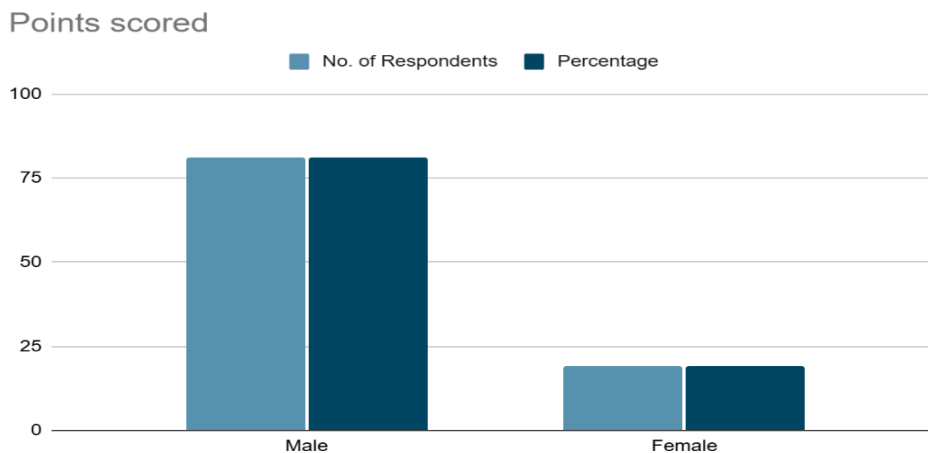


TABLE:2

Gender	No. of Respondents	Percentage
Male	81	81
Female	19	19
Total	100	100

INTERPRETATION: Above table depicts that 81% of the respondents belong to male and 19% belong to female. Thus majority of the respondents belong to male.



OBJECTIVES OF THE STUDY

- To study the employer–employee relationship in Warbler India LLP.
- To evaluate employee satisfaction regarding interpersonal relationships.
- To analyze the effectiveness of employer communication.
- To identify the level of motivation provided by employers.
- To assess employee participation in organizational activities.
- To provide suggestions for improving workplace relationships.

SCOPE OF THE STUDY

The study focuses on understanding employee perceptions regarding workplace relationships in Warbler India LLP. It helps identify strengths and weaknesses in communication, motivation, and employee engagement practices. The findings can assist management in improving employee satisfaction and organizational performance.

LIMITATIONS OF THE STUDY

- The study is limited to employees of Warbler India LLP.
- The findings are based on employee responses only.
- Time constraints limited extensive data collection.
- Employee opinions may vary over time.

FINDINGS

- Most employees are satisfied with their interpersonal relationship with employers.
- Employees appreciate direct motivation and guidance from management.
- Communication between employer and employees is generally effective.
- Employee participation in organizational suggestions is encouraged.
- Training and development opportunities require further improvement.
- Clear instructions from employers contribute to better job performance.

SUGGESTIONS

- Conduct regular training and development programs.
- Encourage more employee participation in decision-making.
- Strengthen communication between employers and employees.
- Promote teamwork and cooperation among departments.
- Recognize employee achievements through rewards and appreciation.
- Create a more supportive and employee-friendly work environment.

CONCLUSION

Employer–employee relationship is a key factor influencing organizational success. The study reveals that Warbler India LLP maintains a generally positive relationship with its employees through communication, motivation, and guidance. However, additional focus on employee development and engagement can further improve workplace satisfaction. A strong relationship based on trust, respect, and cooperation will help the organization achieve higher productivity, employee retention, and long-term growth.

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