

National University of Computer & Emerging Sciences (FAST-NU)

Course: Professional Practices in IT

Project Report

Relationship between a company and employee

Course Instructor: Ms. Mubashara Fayyaz  
Prepared by:

Syed Umer Hasnain Zaidi (19K0304)

Hassan Mustafa(19K0344)

Muhammad Usama Khan (19K1458)

Mudassir Ahmed (19K0327)

**What is Company-Employee Relationship?**

When an employer recruits a new employee, he is beginning a new relationship as well as adding a new worker to the team. Because they frequently share space at work, bosses and employees inevitably form bonds. Since healthy relationships can result in greater employee happiness and even higher productivity, managing these relationships is essential to corporate success.

**Methods for Good Employer-Employee Relationships**

Employer-employee relationships should be mutually respectful in general. The level of intimacy in these relationships will be determined by both the employer and the employee. Some employers choose to keep their employees at a distance in order to avoid confusion about the hierarchy that exists between them. Others choose to befriend their employees as a means of increasing employee happiness. While neither option is completely correct or incorrect, it is best to avoid getting too close to employees, as this can cause the line between employer and employee to blur. The employer-employee relationship has many facets. It is particularly evident in the benefits area. On the one hand, employers want to control mushrooming benefit costs. On the other hand, they face a clamor for new benefits such as child care, elder care, and long-term care that are geared to the needs of today’s more diverse workforce [1]. Emaar has learned this and has implemented insurance for the family and many other reforms to ensure an employee leaning bias to ensure employee happiness. According to another paper, results strongly support that more respondents view trust as a belief in the integrity, character, and ability of others followed by the perception that trust is a feeling of confidence and support shown to me by my employees/employers [2]. Hence, Emaar organizes many different employee engagement activities in which the corporates are very involved in to reduce workplace toxicity such as Cricket and Football matches between departments which also help ensure employee trust in the company and brand image and make them feel they are a part of it. It also celebrates its employee’s achievements and reward them to ensure a positive relationship such as Certificates, Cash Rewards, etc. Employees cannot be expected to know what is happening to their company unless they hear it from an authoritative source, and management is the only source that qualifies. A lack of understanding by employees about their company’s economic health is almost certain to produce resistance that will impede the implementation of much needed change [1]. To counteract this, Emaar has a robust process for yearly appraisals. They are given yearly goals which are evaluated quarterly with project completion. This is easy to understand for employees who can understand how the company projects are faring and which projects require further inspection. Trust starts at the top of an organization and filters down. Trust, like most elements of corporate culture, must have a strong and visible commitment from top management. Primary responsibility for creating a climate of trust falls on the manager who enjoys hierarchical advantage and greater access to key information. Management must trust employees with information. Whether good news or bad news, this should be shared openly and frequently with employees. An improvement in communication improves credibility and trust [2]. The most prevalent type of development activity is the training of employees in skills required in their current job or the next higher job. This is generally true for management and nonmanagement employees alike. The fact that most businesses don't do more probably reflects the view that development is an intrinsic part of being human and accounts for our progression from infant to adult. The adage about old dogs and new tricks, however, suggests that many people do not learn easily and may find it difficult to acquire the information and skills on which professional development depends in the absence of programs specifically designed for that purpose [1]. Emaar, on the other hand, arranges training sessions for skill development from renowned trainers/motivational speakers and experts.

**Our team suggestions to possible issues:**

Emaar can ensure better risk mitigation techniques by having a very basic NDA in the employee contract to ensure their business secrets are not leaked and implemented by rival groups.

# REFRENCES

■ Clifford J. Ehrlich (1994). *Creating an employer-employee relationship for the future., 33(3), 491–501.*doi:10.1002/hrm.3930330313

■ Mishra, Jitendra; Morrissey, Molly A. (1990). Trust in Employee/Employer Relationships: A Survey of West Michigan Managers. Public Personnel Management, 19(4), 443–486. doi:10.1177/009102609001900408