

A Study on Employees Relationship Management and its Impact on Employee Performance with Respect to Orange City Alloye Pvt Ltd, Nagpur

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Abstract: *This study focuses on exploring the concept of Employee Relationship Management (ERM) and its impact on employee performance within the context of Orange City Alloye Pvt. Ltd., Nagpur. Employee Relationship Management refers to the strategies and practices implemented by an organization to build and maintain positive relationships with its employees, fostering a conducive work environment. The primary aim of the research is to assess how effective ERM practices influence employee motivation, job satisfaction, engagement, and overall performance in the company.*

Data for this study is gathered through both primary and secondary sources. A structured questionnaire is administered to employees of Orange City Alloye Pvt. Ltd. to collect insights into their perceptions of the organization's ERM practices. Additionally, employee performance metrics are analyzed to understand the correlation between ERM initiatives and performance outcomes. The research highlights key factors like communication, conflict resolution, recognition, and support systems as integral elements of ERM, which directly impact employee productivity and morale.

The findings suggest a strong positive relationship between effective Employee Relationship Management practices and improved employee performance. The study emphasizes the need for companies to prioritize transparent communication, recognition, and employee engagement to foster better performance outcomes. The research concludes with recommendations for enhancing ERM practices, which can lead to higher job satisfaction and improved performance levels among employees in the organization.

This study contributes valuable insights to organizations looking to refine their human resource strategies and enhance overall productivity through stronger employee relationships..

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