



A Study On The Role Of Employers In Developing Their Employees' Growth And Relationships In The Indore Region

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ABSTRACT

The employer-employee relationship is characterized by mutual respect, collaboration, and trust, extending beyond mere transactional engagement. Employers play a significant role in developing symbiotic and strong relationships with employees to enhance productivity and drive organizational success. This research study utilized both secondary and primary methodologies to identify the employer's role in fostering employee growth within organizations in the Indore region. Secondary research was conducted through a comprehensive review of literature, providing a conceptual framework and background information by identifying relevant scientific articles, market research, and official documents on employee training and employer-employee relationships. This was complemented by primary research to gain direct insights into the current dynamics between employers and employees. The study highlights the importance of nurturing a positive employer-employee relationship to bolster professional development and organizational success in the Indore region. The findings offer practical recommendations for employers to strengthen their engagement strategies, thereby promoting a thriving and productive workforce.

Index Terms - SPSS, Employer, Employee, Indore Regions, Recommendations.

I. INTRODUCTION

Employee development, often referred to as professional development or staff development, encompasses any professional training or continuing education facilitated by an employer to support workers in advancing their careers. It includes a variety of learning opportunities such as seminars, professional certifications, higher education courses, and mentorship programs. By prioritizing employee development, employers ensure that their team members' skills evolve according to industry trends and best practices [1]. This investment in additional education that complements an employee's career trajectory can result in higher retention rates, more engaged staff, and greater revenue. Professional development aims to enhance employees' skills and knowledge, enabling them to progress in their overall career paths rather than just building a skill set for a specific role. While it is ultimately the individual's responsibility to manage their professional development, it benefits employers to encourage continuing education by providing access to both internal and external learning opportunities [2]. Employers who invest in employee development help their employees hone their strengths and grow their skills, which better equips them for their current roles. This not only adds more value to the work they do but also directly benefits the business.

A significant reason employees quit their jobs is the lack of professional development opportunities. About a third of workers who left their jobs in 2021 cited the absence of career advancement opportunities as their reason for leaving. Developing employees' careers results in improved performance and higher retention rates. Employee development also boosts profitability. Research from the MIT Sloan School of Management showed that an employer's year-long soft skills training program led to a roughly 250 percent return on investment within eight months. Furthermore, upskilling has the potential to boost global GDP by as much as \$6.5 trillion by 2030, according to a 2021 report. Investing in employee development not only benefits the individual employees but also has a profound impact on the organization. By fostering a culture of continuous learning and

growth, employers can create a more skilled, motivated, and loyal workforce, driving sustained success and competitiveness in the marketplace.

II. LITERATURE REVIEW

Sadikoglu et. al. [1] Good Relationship is necessary for the smooth running of any business. The term 'Industrial Relations' means the relationship between employers and employees, A good communication between an employer and its employees is imperative for building a positive workplace culture. To improve work performance, an employee must receive feedback, both positive and critical. Gratitude and Appreciation are very important. Discipline that benefits the company and the employees, Employers will treat their employees with respect and vice versa if they all want to succeed and achieve goals. Spending time with the employees, and listening to employees is important. The negative effects of employer-employee relation, an employer who fails to understand issues concerning his employees might not achieve long-term success in his enterprise. Some businesses fear giving their employees too much buying power. The negative effects show up in three ways in particular.

Shim et. al. [2] Employer-Employee relations are very important in employment relationships and strategy execution in any organization. Employer-employee relationship determines behavior in terms of motivation, communication, and level of commitment which me important in strategy execution in any organization. The main objective of this study was to investigate the factors influencing employer-employee relationships in strategy execution in Non-Governmental Organizations in Nairobi County. In achieving this, tile study sought to achieve the following objectives: establish the influence or communication process on employer-employee relationship and strategy execution among NGOs in Nairobi County; determine the effects of technological changes on tile employer-employee relationships and strategy execution among NGOs in Nairobi County; examine the effects of Working Environment on the employer-employee relationship and strategy execution among NGOs in Nairobi County; and determine the influence of organizational structure on the employer-employee relations and strategy execution among NGOs in Nairobi County.

Dhanesh et. al. [3] defined that the scope of employee engagement is very wide and broader, which is strongly supported by the two-way relationship between management and employees. Indeed, engaged employees are always positive in all respects for the organization; such as employee retention, productivity, profitability, customer satisfaction, and safety etc. Employee engagement is dependent on the personal traits of the employee's knowledge, skills, attitude, etc. Organizational culture, environment, and practices (leadership, social networks, personal respect, process, context component of job performance, etc.). The employee's engagement starts from the first day through an effective recruitment and orientation program, begins from the top management in the organization, and always keeps focus on the top-talented employees to reduce their turnover and continuously maintain or increase the business performance of the organization.

Stronhmeier et. al. [4] trust and respect are earned by an employer through open communication, consistent feedback, and delegation of responsibilities to the staff. An employer who fails to abide by these elements of trust and respect will eventually also put a negative strain on the relationship. Globalization provides the platform for changes in work processes, management style, and technology

Stronhmeier et al. [5] concluded that there are lots of factors that play into the concept of employee relationship with their employer and it differs from situation to situation. The relationship between these two people is based on motivation. Some organizations' guidelines related to motivation may not be effective for other organizations because the motivation is based on various theories. The good environment of the organization and the supervisor's help in performing the tasks of the employees played vital roles for employee motivation i.e. the success of any organization depends on its motivated employees.

Agusioma et. al. [6] studied the impact of the industrial relationship between employee and employer which recognized that now a day's various new technologies and the latest machinery are being introduced in the market for productivity improvement, but human input towards the improvement the productivity, economic growth and development is a very-very crucial factor which organizations cannot overlook. It makes the work of an employee easier than before.

Ansah, R.H. et al. [29]: This research investigates the influence of employer-employee relationships on organizational goals, emphasizing that these relationships can positively or negatively impact productivity. The study highlights the role of job satisfaction in fostering good relationships and offers guidelines for managing them. A survey of Ghanaian business owners and employees revealed that job satisfaction is a key indicator of positive relationships, which are crucial for business growth.

Zhenjing, G. et al. [30]: This study explores the effect of workplace environment on employee performance, mediated by employee commitment and achievement-striving ability. Data from 314 academic staff were

analyzed using structural equation modeling (SEM). The findings show that a positive work environment enhances employee performance, commitment, and achievement-striving ability, which in turn improves performance. The study underscores the importance of a supportive work environment in boosting employee outcomes.

John, Anjali et al. [31]: This study examines the relationship between employer brand and work behavior, focusing on the mediating role of employee engagement. Surveying 400 employees from Indian IT firms, the research found that a strong employer brand predicts innovative work behavior, with employee engagement partially mediating this relationship. The study highlights the importance of an internal employer brand in fostering innovation and engagement in the IT sector.

III. OBJECTIVE

The present research study followed both the secondary and the primary methodology for the identification of the employer's role in developing the employee's growth at organizations. Adoption of both types of secondary and primary methodology helps to address the relationship between employers and employees in the Indore regions. Secondary research was conducted through a review of the literature, which gave the study conceptual framework and background information. This was completed by identifying scientific articles, market research, and official documents concerning the subject of the employees' training and the relationships between employers and employees.

IV. METHODOLOGY

The main type of research study used was a survey and interviews conducted with the employees and employers of the Indore region. This way, the primary data and information collected using various techniques focusing on the employer-employee relationship, from the insiders' viewpoints and impressions. The questionnaires were designed to obtain quantitative information on several aspects of the implemented training and development programs, employer support, and the relationship between the employer and the employees. Furthermore, the study employed a series of focused, open-ended interviews with a sample of employed workers and employers to identify and understand their personal experiences, as well as additional qualitative data on the challenges and successes of employee development and the employer-employee bond. The research study also employed participatory observation practices and this made the research team engage in actual settings of organizations [7]. They observe firsthand the real-life eventualities of Employer and Employee interactions. It also helped better explain cultural variations and organizational and institutional behaviors as well as other unspoken practices regarding the employers and employees and their interactions which play a critical role in defining the growth and development of the employees.

3.1 Research Onion

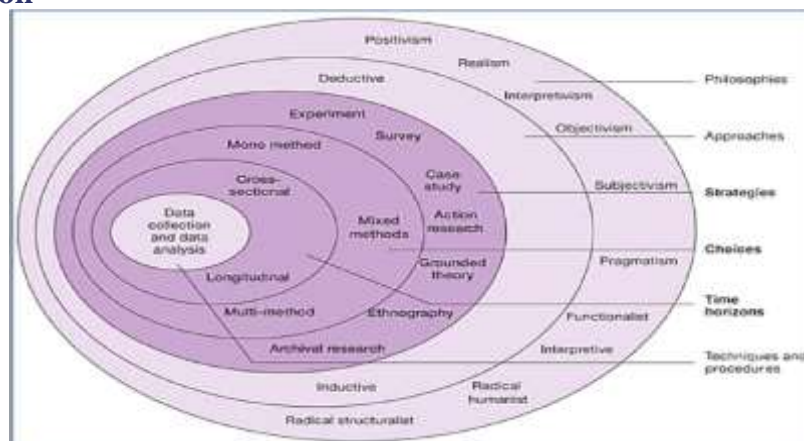


Figure 1: Research Onion

3.2 Research Philosophy:

The research philosophy plays an important role in identifying the gathered data on how the employer's and the employees' growth are interrelated to each other for developing organizational cultures [8]. The positivism philosophy helps to address the key role of the employers in developing the growth of the employees at Indore region. Using this type of "positivism philosophy" delivered the relationship between employers and employees growth in the Indore region. Similarly, this research study also followed the "interpretivism philosophy" from which the root relationship between employers' contribution and the employee's growth can be easily identified for the Indore region's organization. The positivism philosophy made it possible to adopt a more objective and empirical exploration of the issue central to the study, employers and employee growth. From this perspective,

the study sought to reveal practical patterns and figures, through which causal connections as well as generative conclusions [9]. At the same time, the interpretivism philosophy helped to analyze the attitudes and perceptions of employers and employees more thoroughly. This philosophical stance recognized the social intricacies of the subjugating meaning of people to their experiences, the dynamics, and interpretations regarding the employer-employee relation and its influence on growth and development. The application of positivism and interpretivism philosophies also helped the researchers to analyze and expand the study by covering all aspects of the subject. The positivist approach gave an accurate and measurable outlook of the phenomenon whereas the interpretivist view allowed a qualitative analysis of the phenomenon by focusing the research on the experiences and circumstances that define the employer-employee contract dynamism and its influence on the growth of employees.

3.2 Research Approach:

The present research study of detection of the “employer’s role and its impact on employee’s growth” followed the “deductive approach” for addressing the primary analysis at the Indore regions. Adopting these types of “deductive approaches” identified the essential existing relationship between the employers and the employees’ growth. This type of “deductive approach” helps to identify the existing logical and systematic method between the employees’ growth and the employers [10]. Similarly, the “inductive approach” identified the existing social complex type of phenomenon that existed between the “employee’s growth and the employers”. However, the big problems of usage of this type of “inductive approach” is that there exists reliability and the validity between usage of the “employer’s growth” and the employee’s relations for organizational cultures. The deductive approach enabled the research to start with hypotheses and theories about the subject of employers and their contribution to employee development, as well as the nature of the employment relationship. Therefore, using this approach, such theories are applied and substantiated in the said context of Indore [21]. The deductive approach helped design a logical research procedure that formulates hypotheses, gathers the needed data, and analyzes the outcomes to confirm or reject the first hypotheses. On the other hand, the approach used for this research was inductive, and this allowed for the investigation of the phenomenon without prior assumptions or hypotheses [13]. This approach allowed the researchers to capture vast contextual information and abstract the results and hypotheses straight from the employers and employees of the Indore region [11]. However, as it was stated, the use of an inductive approach can be questionable in terms of research reliability and external validity of the results, as they are discussed in the context of the particular study setting only.

3.3 Research Design :

The present research studying the relationship between employers’ role and the relationship with “employee growth” in the Indore region followed both the “quantitative and the qualitative” design approaches.

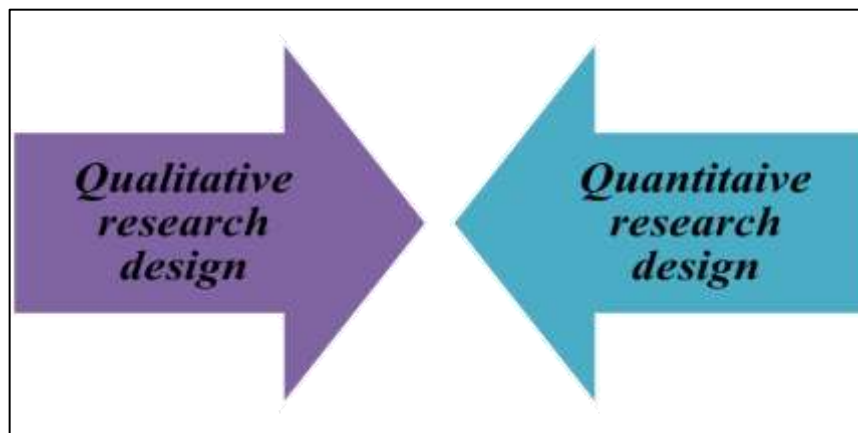


Figure 2: Research design

Adoption of the “qualitative design” helps to address the relationship between the employers and the “employee growth” in Indore region organizations [12]. On the other hand, the “quantitative design” is another approach that helps to reduce the bias analysis and the subjective interpretation of the association between the employer’s role in developing the growth of the employees by giving special reference to the Indore regions. However, the usage of “quantitative data” is a time-consuming process that may create problems in the identification of the relationship between the employer and the employee’s growth. On the other hand, the “quantitative design” is another approach that minimizes the bias analysis and reduces the degree of subjectivity of the association between the employer’s efforts to establish the development of the employees as a major area of reference in the Indore regions [28]. The quantitative design was useful because it offered a balance and another way of gathering and analyzing information through numbers. This was very helpful because the researchers were in a position to have several variables of employee development programs, support from the employer, and mutually beneficial relationship that exists between the employer and the employees [14]. The quantitative research approach was useful in this sense, since it facilitated the gathering

of primary data across large groups of subjects, thus allowing for greater statistical analysis and generalizability of the data obtained. However, applying "quantitative data" takes time, and this may lead to issues arising when determining the connection between employer and employee development. However, quantitative data collection and analysis tend to require more time, effort, and material means, but it provides objective, measurable, and generalizable results, which supplement contextual information and detail, received through a qualitative approach.

3.4 Research Strategy

The present research study of identification of the employer's role and the association with the employee's growth in maintaining the organizational relationship for Indore regions. For identification of the "quantitative design", the present research study followed the survey analysis among the 173 participants. Similarly, for analyzing the "qualitative design", this research study addresses the employer's role and the growth of the employee's growth for the Indore region organizations [15]. The Indore region's organizations followed a mixed culture that provided a strong influence on the internal organizational culture between the "employers and the employee's growth". Therefore, for the secondary, qualitative analysis, this research study followed the case study approaches. The qualitative method included conducting a detailed case study of certain organizations operating in the Indore area. These case studies sought to provide the company's enterprise culture, policies, and bureaucratic practices regarding employee development as well as the employer/employee relationship [16]. Some of the used methods, for instance, interviews, focus group discussions, and document analysis can help the researchers to collect detailed and context analytical data related to these organizations and their dynamics, considering challenges and opportunities for improvement. To ensure documentation of cultural and social factors that affect the employer-employee relationship and the organization's programmers in the promotion of employee growth, the research strategy embraced ethnographic features. Thus, by participants observing the organizational contexts and following the interactions, routines, and practices of the employees, the researchers sought to identify what constitutes the unspoken rules that underpin organizational culture and as such influence the dynamics of the employment relationship.

3.5 Research Method

The relationship between the "employers and the employee's growth" plays an important role because it provides a supportive and prioritized positive workforce for the well-being of an organization [17]. Therefore, this research study followed the "mixed research method" to address the employer's contribution in the context of the organizational culture of the Indore region. Since the "qualitative and quantitative" are both types of research designs used here for the data collection process from the employers of the Indore region organization, the "mixed approach" provides the best fit for addressing existing roles.

The study involved the use of both quantitative and qualitative data collection techniques; thereby ensuring that the cross-sectional study would benefit from the strengths of both research paradigms in giving an enhanced understanding of the research question. The quantitative approaches made it possible to gather and compare numerical value data to be in a position to establish correlations, trends, and eventual reliability coefficients. It also applied the idea of getting an extended and non-biased conclusion. Concurrently, the qualitative part contributed to investigating perceptions and personal stances of the subjects involved in the study regarding the subject, context, and effects of the employer-employee relationship on employee development. It gave deep, grounded qualitative data and enabled me to examine the subtext of employer's and employees' reasons and accepted wisdom as well as the effects of change and best practices in the Indore area. This study used the mixed research method meaning data collected and analyzed both kinetically and qualitatively because the latter gives a more accurate understanding of the findings [18]. In this way, the application of both approaches was intended to compensate for the drawbacks of the separate methodology and to enhance the understanding of the multiple shortages and interconnections between employers, employee learning and development, and organizational culture pertinent to the Indore population.

3.6 Data Collection Method

"Data collection method" is the most important method that measures and gathers the relevant information on how the relationship between "employers and the employee's growth" is the key factor for developing organizations' growth in the Indore region. Therefore, the detailed discussion of both "secondary and primary data collection methods" are discussed as follows.

3.7 The data collection process for the Primary Data

The "primary quantitative" data collection is gathered from the survey analysis process. A total of 173 participants are taken from the "social media survey analysis". The stakeholder of the Indore region organizations participates in various social media platforms like Facebook, and Instagram [19]. A total of 173 questionnaires of 10 questions with 4 alternative options were circulated on different social media platforms. This made it possible to get the primary quantitative data from the cross-section of the respondents who are frequently in touch with social media networks. Social media also allowed for more generalized outreach through surveys, which guaranteed a larger range of views from the employees and stakeholders of the Indore area [20]. The study population was 173 using survey techniques whereby the target population of organizations and employees was partitioned into subgroups based on factors such as job descriptions, the industry type, and the size of the organizations. This strategy was meant to ensure that the approach to data

collection in a way that eliminated bias and made the data collected most credible and reliable. Moreover, the surveys also provided serious considerations about the manner of asking questions, the type of the response scale or items, and the degree of clarity given in the wording of the questions and the responses.

3.8 Data collection method for Secondary Data

The “secondary data collection” was collected from authentic journals, websites, Google Scholar, research articles, and the websites of the Indore government. Data collection was highly beneficial for constructing a sound understanding of the previous research, theories, and context that underpin the proposed study. Through a literature review of scholarly journals and articles, the researchers could study the existing literature on the subject to get an understanding of the current theoretical frameworks, models also prior research studies concerning the focus of the study-employer’s contribution to employee development, and the state of employer-employee relationship [21]. Furthermore, details received from the government website and other reliable sources like other online sites useful in collecting region-specific data and policies and statistics related to the Indore region.

3.9 Data Analysis Method

The “data analysis method” is the most important part that helps to identify the existing relationship between the “employers and the employee’s growth relationship” for the Indore region organizations. There exist different types of techniques for the overall data analysis process for identification of the relationship between “employers and employee’s growth” in the Indore region organization culture. Different types of analysis methods like descriptive statistics, regression analysis, and the “correlation between employers and employee’s growth” are the research methods that are performed here. The 4 key types of analysis diagnostic, prescriptive, descriptive, and predictive are the key analytical processes that might shape a survey analysis method. However, the present research study chose the descriptive analysis for identifying the relationship between the “employers and the employee’s growth” in Indore region organizations. In this present research study, “descriptive statistics”, “correlation analysis”, and regression analysis were done to address the “employers’ role” in analyzing “employees’ growth performances” in the Indore region organizations. This analysis is performed based on the collected survey respondents from 173 employees who worked in Indore region organizations. This type of diagnosis also helped to address the relationship between the “employers and the employee’s growth” in Indore region organizations. Descriptive statistics offered the details of the obtained data; measures of central tendency; mean, median, and modes and measures of dispersion; range variance, and standard deviations. These descriptive statistics provided clarity of the attributes of the sample and the dispersion of responses towards selected aspects of employee development, employer encouragement, and poor quality of the employer-employee relationship [22,23]. The correlation analysis was employed to test the extent and direction of the relationship between two or more variables, for instance, the level of employer support and the rate of growth of the employee or, the quality of employer and employee relations and the levels of retention of employees. The current analysis meant that important relations and links were identified and the foundation for further examination. Regression analysis is used to analyze the correlations between the dependent and independent variables that is, employer actions, employee promotion programs, and firm policies and employee satisfaction levels [24]. More importantly, this analysis helped the researchers to determine the extent of the effects of the numerous explanatory variables of interest on the results of employee growth and the employer-employee relationship while pulling out the effects of other extraneous variables. By using these tools simultaneously, the full picture of the problem was elucidated and the result attested that the researchers came up with sound recommendations for strengthening the connection between employers and employees and prompting their professional development throughout the Indore area.

3.10 Data Analysis Tools

Different types of tools of data analysis play a major role in analyzing the descriptive analysis of the “employers and the employee’s growth” of the Indore region organization. The “Statistical Package for Social Science (SPSS)” is used here to analyze the 173 respondents from the Indore region employees and the participants through social media survey analysis. Excel is also used to rearrange the collected survey respondents from the stakeholders and the participants from the Indore region employee’s respondents. Here, the Statistical Package for Social Science (SPSS) was applied to analyze the data collected from 173 Indore region employees and participants through a social media survey. SPSS is one of the most popular statistical packages that enable a broad spectrum of analytical tools implemented on data sets, inclusive of descriptive analysis, correlation analysis, regression analysis, and many others [25]. The administration and analysis of the quantitative survey data were made much easier by the use of SPSS for this research. Excel was applied to sort the survey respondents derived from the stakeholders and the participants from the Indore region employees’ respondents. Microsoft Excel is an all-around spreadsheet tool that enables a person to enter, sort, process, and perform simple statistical analyses on the data [26]. In this research, Excel was used in data preparation and cleaning by collating the survey data in preparation for analysis in SPSS. Due to this, it was helpful in data pre-processing activities including cleaning the data, coding, and transforming the data into an appropriate format for statistical analysis.

The use of SPSS provided detailed statistical functions to enhance quantitative analysis and Excel was used to arrange, prepare, and represent data hence providing a holistic understanding of the variables under study, the

relationship between employers and employees, and the role of the employers in the growth of the employees in the Indore region. This is shown in Figure 3.

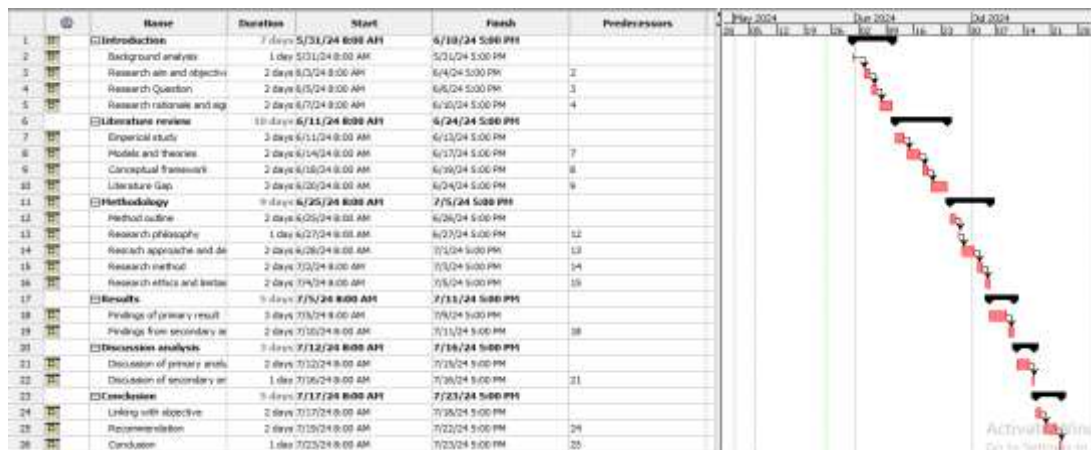


Figure 3: Gantt Chart

The questionnaire for the data analysis is discussed below.

N = 173

Q1. Which social media platform do you believe is most effective for employers to communicate with employees about professional development?

Table 1. Questionnaire 1 for the data analysis

Facebook	Twitter	LinkedIn	Instagram
50	30	70	23

Q2. Have you ever participated in or learned about a mentorship program through your employer's social media channels?

Table 2. Questionnaire 2 for the data analysis

Yes, through Facebook	Yes, through Twitter	Yes, through LinkedIn	No
30	50	80	13

Q3. Have you ever shared your experiences or provided feedback about your employer's employee development initiatives on social media?

Table 3. Questionnaire 3 for the data analysis

Yes, on Facebook	Yes, on Twitter	Yes, on LinkedIn	No, never
40	30	90	13

Q4. Which of the following social media platforms have you seen employers in the Indore region use to promote their employee development programs?

Table 4. Questionnaire 4 for the data analysis

Facebook	Twitter	LinkedIn	Instagram
20	42	80	31

Q.5. Have you ever discovered or applied for a training or development program offered by your employer after seeing it advertised on social media?

Table 5. Questionnaire 5 for the data analysis

Very influential	Influential	Moderately influential	Slightly influential	Not influential at all
51	62	31	20	9

Q.6. Which types of employment development programs is provided in Indore for developing employment development opportunities?]

Table 6. Questionnaire 6 for the data analysis

“Anubhooti Towards Empowerment skill development program	“Career Development Cell” Programme	Skill development services in Indore	All of the above
42	32	22	77

V. RESULTS AND DISCUSSION

The result analysis chapter shaped the survey finding of the roles of the “employees and the employers” in addressing the organizational culture of the Indore region organizations. The next section discusses the “primary and the secondary ” discussion of the existing relationship between the “employer's relationship and the employee's growth” in Indira organizational areas. Businesses in the Indore area understand the importance of developing a healthy two-way exchange between employers and employees. The role of employers is very critical in the process of employee development since it boosts performance and improves human resources benefits. Employer-employee relationship refers to a mutually beneficial contract under which employers provide employees with remuneration, training, and other working conditions, while the employees provide their expertise and effort towards the employer’s organizational goals. The chapter analyzes the result of the findings using analysis of the primary data and secondary data with a focus on the overall significance of employer-employee relationships and employee development in the context of the Indore region. It should state why the study is necessary and highlight the possible positive impacts that could be realized at the organizational, individual, and societal levels. Furthermore, it should describe the research aims and scope of the subsequent sections, thus providing clarity as to what awaits the reader in terms of the main findings and their analysis.

5.1 Discussion on Primary Result

The primary analysis of data was conducted in SPSS with a survey that was survey to 173 participants from the Indore region organizations. Quantitative data was analyzed and summarized using measures of central tendencies; Mean Median & Mode and measures of dispersion (Nagar, and Srivastava, 2020), Range Variance & Standard Devotion. Pearson’s correlation analysis was used to test the strength of the connecting functions such as employer support, employee growth, and the quality of employer-employee relations. Multiple regression analysis was also carried out to analyze the impact of the independent variables on the dependent variables to establish the best approach to enhancing employee growth and employer-employee relations. Shows the figure 4.

Statistics

	With social media platform do you believe is most effective for employees to communicate with employees about professional development?	How do you ever participated in or learned about a mentorship program through your employer's social media channels?	How do you ever shared your experiences or provided feedback about your employer's development initiatives on social media?	How Indira organizations provide the employee training Programme in Indore?	What factors are influenced to manage the quality of the relationship of the employees in Indira region organizations?	Do you agree that there is a communication gap between employee management between the employer and HRM in Indore Region?	Do you think that the Indore region effectively takes the necessary initiatives for facilitating the growth of the career advancement in Indore?	Which types of the employee development program provided in Indore to manage the employee training programs?	What type of business management program is implemented to overcome the communication gap in employment management program in Indore?	Which of the following social media platforms have you seen employees in the Indore region use to promote their employee development programs?	Have you ever discovered or applied for a training or development program offered by your employer after seeing it advertised on social media?	Which types of employment development programs is provided in Indore for developing the employment development opportunities?
N	173	173	173	173	173	173	173	173	173	173	173	173
Mean	0	0	0	0	0	0	0	0	0	0	0	0
Std. Error of Mean	2.38	2.44	2.44	2.23	2.43	2.23	2.55	2.29	2.20	2.71	2.27	2.77
Median	.078	.088	.071	.083	.095	.088	.095	.082	.082	.068	.088	.095
Mode	3.00	3.00	3.00	2.00	2.00	2.00	3.00	2.00	2.00	3.00	2.00	3.00
Std. Deviation	3	3	3	1	1	1	4	1	2	3	2	4
Variance	1.042	.885	.932	1.088	1.249	1.153	1.259	1.078	1.083	.898	1.157	1.249
Skewness	1.887	1.887	1.887	1.179	1.501	1.330	1.588	1.163	1.174	.802	1.328	1.558
Std. Error of Skewness	-.386	-.274	-.414	-.189	-.053	-.204	-.088	.121	.504	-.365	.729	-.325
Kurtosis	1.185	1.185	1.185	1.85	1.85	1.85	1.85	1.85	1.85	1.85	1.85	1.85
Std. Error of Kurtosis	-1.281	-.731	-.966	-1.336	-1.636	-1.477	-1.847	-1.311	-1.013	-.563	-.268	-1.563
Range	.367	.367	.367	.367	.367	.367	.367	.367	.367	.367	.367	.367
Minimum	3	3	3	3	3	3	3	3	3	3	3	3
Maximum	1	1	1	1	1	1	1	1	1	1	1	1
Sum	4	4	4	4	4	4	4	4	4	4	4	4
Sum of Squares	411	422	422	388	421	398	441	397	381	468	393	480
Percentiles	10	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
	20	1.00	2.00	1.00	1.00	1.00	1.00	1.00	1.00	2.00	1.00	1.00
	25	1.00	2.00	2.00	1.00	1.00	1.00	1.00	1.00	2.00	1.00	2.00
	30	2.00	2.00	2.00	1.00	1.00	1.00	1.00	1.00	2.00	2.00	2.00
	40	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	3.00	2.00	2.00
	50	3.00	3.00	3.00	2.00	2.00	2.00	2.00	2.00	3.00	2.00	3.00
	60	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	2.00	4.00
	70	3.00	3.00	3.00	3.00	3.00	4.00	3.00	3.00	3.00	3.00	4.00
	75	3.00	3.00	3.00	3.00	3.00	4.00	3.00	3.00	3.00	3.00	4.00
	80	3.00	3.00	3.00	3.00	4.00	4.00	3.00	3.00	3.00	3.00	4.00
	90	4.00	3.00	3.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00	4.00

Figure 4: Descriptive analysis of the questionnaire

The above figure 4 is the descriptive analysis of the questionnaire for the research. The data analysis is done in the SPSS software properly. The questions are provided for the skills development survey and put in the software. The analysis is done based on the input that was provided from the Excel sheet. The questions are

mentioned in this section properly in the table and the analysis is done systematically for each of the questions through the graph in this section of the data analysis. The proper description is mentioned in this section of this research. The quantitative data was analyzed using the statistical package program of Independent Varsity, named SPSS. A brief explanation of the method of data analysis is about the descriptive statistics that were used including the following measures of central tendencies and measures of dispersion including the mean, median, mode, range variance, and standard deviations.

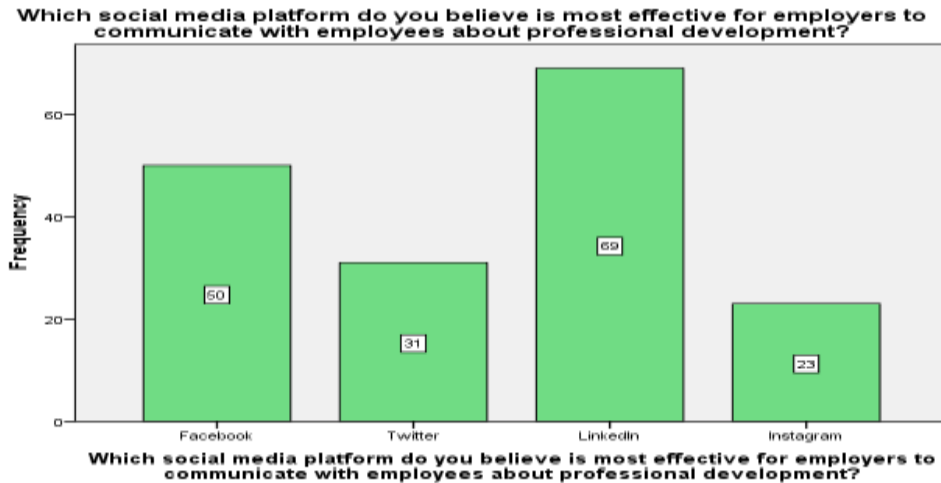


Figure 5: Bar chart frequency analysis

The above Figure 5 displays the first question and the bar chart of the frequency of the analysis. The percentage analysis is displayed in the middle of each graph properly. The skill development process can be understood by this graph. The analysis is done based on the input that was provided from the Excel sheet. The questions are mentioned in this section properly in the table and the analysis is done systematically for each of the questions through the graph in this section of the data analysis. The proper description is mentioned in this section of this research. The graphical representations of the tabular data were very useful in portraying the corresponding frequency distributions. It was for this reason that bar charts, pie charts, and histograms were created to depict the percentage of replies where each choice was offered in a given question. For instance, Figure 5 illustrates a bar chart that focuses on the percentage split of the idea for the first question regarding skill developmental approaches. Such graphical representations are helpful to expedite the identification of reaction patterns and critical areas with comparative ease.

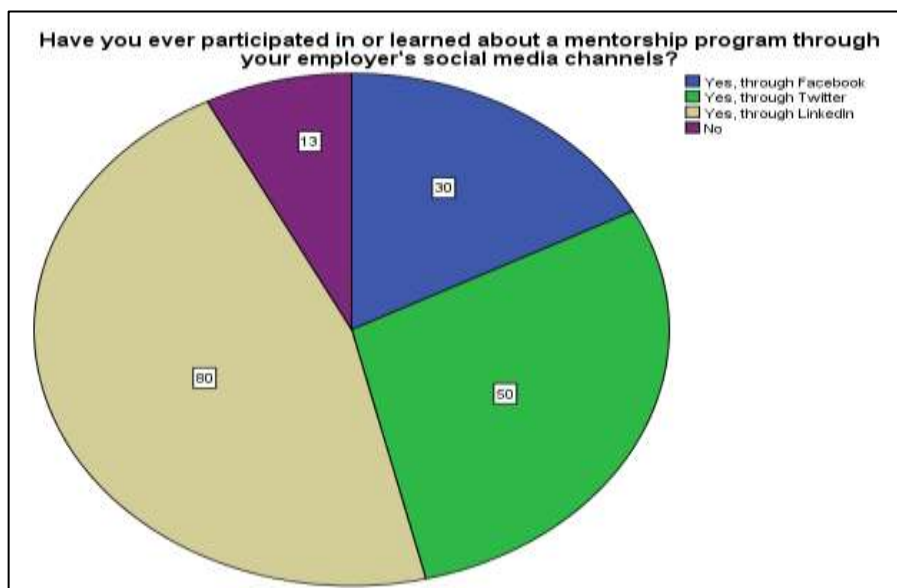


Figure 6: Pie chart frequency analysis

The above figure 6 displays the second question and the pie chart of the frequency of the analysis. Different colors are shown for different responses to the questions. The skill development process can be understood by this graph. The analysis is done based on the input that was provided from the Excel sheet. The questions are mentioned in this section properly in the table and the analysis is done systematically for each of the questions through the graph in this section of the data analysis. The proper description is mentioned in this section of

this research. Also, the application of the coefficient of Pearson allowed us to measure the strength and direction of connections between key factors that can encompass employer support, the state of development of the employee, and the quality of the relationships between the employer and the employee. This statistical way helps to elucidate how shifts in one variable are associated with the changes in another, which is beneficial in strategic planning.

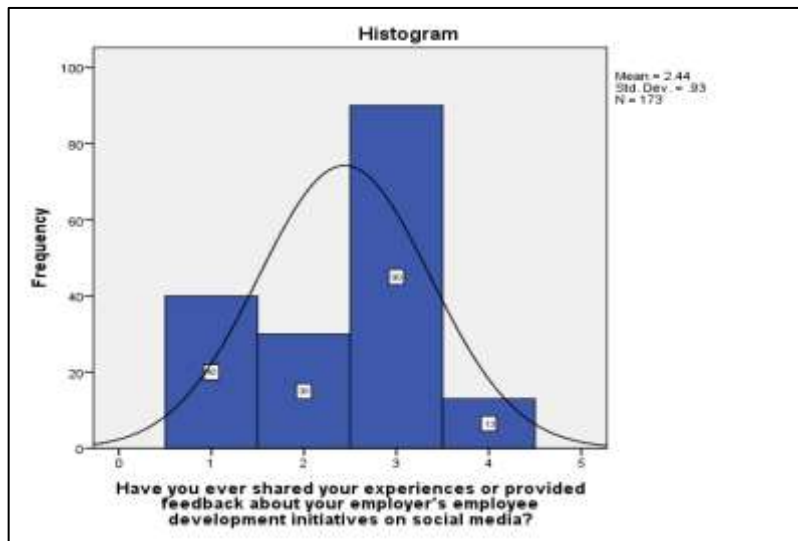


Figure 7: Histogram of the frequency

The above figure 7 displays the third question and the histogram of the frequency of the analysis. The percentage analysis is displayed in the middle of each graph properly. The skill development process can be understood by this graph. The analysis is done based on the input that was provided from the Excel sheet. The questions are mentioned in this section properly in the table and the analysis is done systematically for each of the questions through the graph in this section of the data analysis. The proper description is mentioned in this section of this research. In order to test the impact of numerous independent variables on several dependent variables linear regression analysis was conducted multiple times. Employing this sort of analytical approach using the collected data makes it possible to identify the potential variables and the degree of their influence on the effectiveness of working relations, for instance, the relations between the employer and the employees or employees' promotion. Thus, coefficients and the significance of the changes are quantitatively referred to as regression results when selecting scopes of focused improvements or determining improvement priorities.

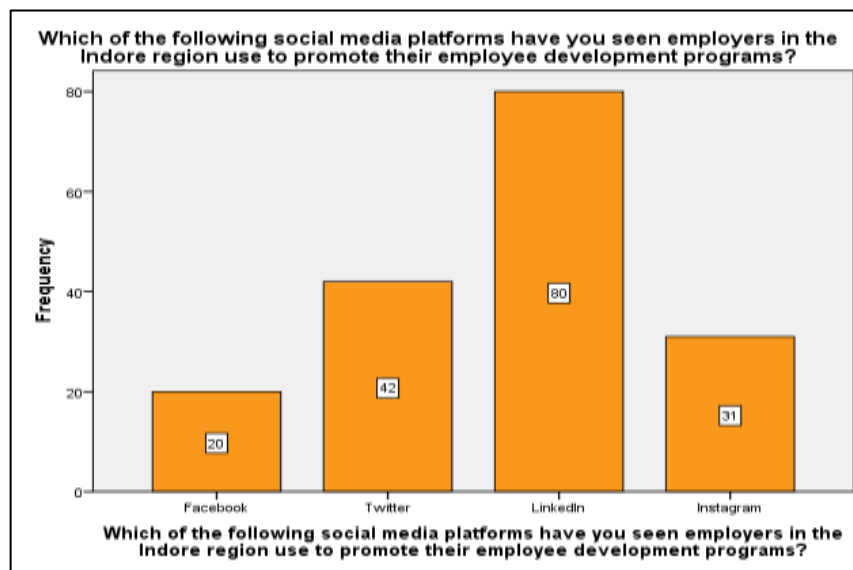


Figure 8: Bar chart of the frequency

The above figure 8 displays the fourth question and the bar chart of the frequency of the analysis. The percentage analysis is displayed in the middle of each graph properly. The skill development process can be understood by this figure. The analysis is done based on the input that was provided from the Excel sheet. The questions are mentioned in this section properly in the table and the analysis is done systematically for each of the questions through the figure in this section of the data analysis. The proper description is mentioned in this

section of this research. The first few questions (5-8) posed to the firms were to elicit an understanding of the current skill development programmers, training, and communication practices adopted by these firms. The responses pointed at some of the organization’s pillars and vulnerabilities, which highlighted directions for enhancing training initiatives, enhancing the ways of communicating, and refining the effort on the development of certain talents.

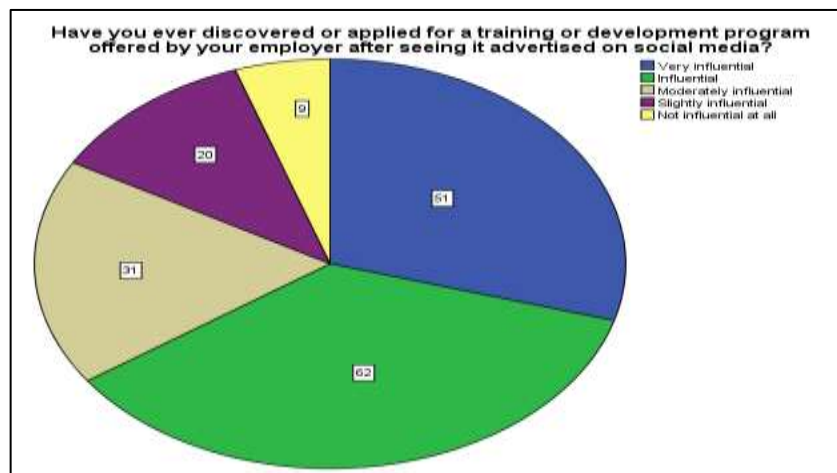


Figure 9: Pie Chart of frequency

The above figure 9 displays the fifth question and the pie chart of the frequency of the analysis. The percentage analysis is displayed in the middle of each figure properly. The skill development process can be understood by this figure. Moreover, aside from the descriptive and regression tests previously employed in the current technical study, very rigid tests like the t-tests, ANOVA, and others were also conducted. These strong tools assisted in descriptively evaluating group differences, and statistically determining relations comprising variables, and hence the programs revealed more complex distinctions that would otherwise be time-consuming to discern. For example, t-tests were used to analyze the difference in the means of various firms that have some sort of systematic training for their human resources as well as those that do not, this could indicate the differences if any in manpower development, turnover, and other such parameters of organizational performance.

One-Sample Test						
	Test Value = 0					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Do you agree that there exist any communication gap between employee management between the employer and HRM in Indore Region?	25.448	172	.000	2.231	2.06	2.40

Figure 10: T-test performance

The above figure 10 displays the t-test of the data that are provided in the SPSS software. The skill development process can be understood by this figure. This section discussed the mean difference and other parameters in the SPSS software properly. They answered based on the options which are shown in the SPSS software properly. The proper discussion is made in this research based on the output of the software. The questions are described and analyzed properly and the figures also helped in this analysis. The SPSS software described the output efficiently for the data provided. In the broad sense, the analysis of the primary data made it possible to outline the major peculiarities of the employer-employee relations while withdrawing further skills development as well as encouraging the enhancement of the employee performance of the sector in Indore. Analyzing descriptive statistics, data visualization, correlation analysis, regression modeling and statistical tests applied to the paper guaranteed the factually based approach when making conclusions and developing recommendations proving the idea effective. These findings could prove useful to employers and employees in developing plans to improve the relationship between the employer and the employee, preparing for any training, ensuring communication channels work well, and creating a climate that will complement the career growth of the employee. Furthermore, it is noticed that research evidence can be beneficial for politicians or

industry groups to establish specialized knowledge for the workforce and sustainable organizational performance in a region.

ANOVA					
How Indore organizations provide the employee training Programme in Indore?					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	169.317	3	56.439	285.281	.000
Within Groups	33.434	169	.198		
Total	202.751	172			

Figure 11: ANOVA performance

The above figure 11 displays the ANOVA of the data that are provided in the SPSS software. The skill development process can be understood by this figure. This section discussed the mean difference and other parameters in the SPSS software properly. They answered based on the options which are shown in the SPSS software properly. The proper discussion is made in this research based on the output of the software. The questions are described and analyzed properly and the figures also helped in this analysis. The SPSS software described the output efficiently for the data provided. In the same way that other post-quantitative techniques, this study utilized the ANOVA analysis to enhance the examination since it enabled the consideration of variability within and between different groups and as a result presented efficient factors that have an impact on key results such as the satisfaction, productivity and organizational commitment of employees. Such statistics also became significant for companies since they brought concentration to the areas where they could contribute the most and allowed for better management of resources.

One-Sample Test

	Test Value = 0					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Do you think that the Indore region effectively takes the necessary initiatives for facilitating the growth of the career advancement in Indore?	26.621	172	.000	2.549	2.36	2.74

Figure 12: T-test performance

The above figure 12 displays the t-test of the data that are provided in the SPSS software. The skill development process can be understood by this figure. This section discussed the mean difference and other parameters in the SPSS software properly. They answered based on the options which are shown in the SPSS software properly. The proper discussion is made in this research based on the output of the software. The questions are described and analyzed properly and the figures also helped in this analysis. The SPSS software described the output efficiently for the data provided. As a matter of fact, from the above primary data collected during the study, it was found that the Indore-based firms are facing some problems and are having some opportunities for building strong employer-employee relations and staff development. The priorities in overall themes which were identified reflect the uniqueness of the specific population with strength along with spiritual, open and trusting and at the same time the possible well focus on their need for more training, effective communication, the culture which may be perceived as necessary in the company.

ANOVA					
Which types of the employee development program provided in Indore to manage the employee training programs?					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	171.597	3	57.199	340.752	.000
Within Groups	28.369	169	.168		
Total	199.965	172			

Figure 13: ANOVA performance

VI. CONCLUSION

By employing a mixed-methods approach that integrates both qualitative and quantitative data, this study provides an in-depth analysis of the dynamic between employer support, employee development, and organizational performance. Primary data were collected through social media surveys from 173 participants, offering valuable insights into the perspectives and experiences of various stakeholders. The qualitative aspect of the research captured nuanced views and personal experiences, while the quantitative component allowed for the measurement and analysis of specific variables. Descriptive statistics provided an overview of the data, highlighting key trends and patterns. Correlation and regression analyses were conducted to explore the relationships between employer support, employee development, and organizational performance. The analyses revealed significant positive correlations, indicating that higher levels of employer support are associated with enhanced employee development and better organizational outcomes. Secondary data from reputable sources, including scientific articles, market research reports, and official documents, were used to complement the primary data. This secondary research provided a robust theoretical framework and context, drawing on prior studies to support and validate the findings. The integration of these sources ensured a comprehensive understanding of the subject matter.

The data analysis was facilitated by the use of SPSS and Excel, which enabled precise and reliable statistical computations. These tools helped to ensure the clarity and accuracy of the results, enhancing the study's overall reliability. The study's findings underscore the critical importance of fostering a positive employer-employee relationship to enhance professional development and achieve organizational success in the Indore region. Practical recommendations for employers are provided, focusing on strategies to strengthen engagement and support for employees. By implementing these recommendations, organizations can cultivate a thriving and productive workforce, driving sustained success and growth.

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