

Employee grievances essay sample

[Business](#), [Employment](#)



1. Introduction

Grievance may be any genuine or imaginary feeling of dissatisfaction or injustice which an employee experiences about his job and its nature, about the management policies and procedures. It must be expressed by the employee and brought to the notice of the management and the organization. Grievances take the form of collective disputes when they are not resolved. Also they will then lower the morale and efficiency of the employees. Unattended grievances result in frustration, dissatisfaction, low productivity, lack of interest in work, absenteeism, etc. In short, grievance arises when employees' expectations are not fulfilled from the organization as a result of which a feeling of discontentment and dissatisfaction arises. This dissatisfaction must crop up from employment issues and not from personal issues. In today's Organization occurrence of Grievance is a most. Employees are dissatisfied with the management because the expectation of employees could not meet because of the following reason a. Improper working conditions such as strict production standards, unsafe workplace, bad relation with managers, etc. b. Irrational management policies such as overtime, transfers, demotions, inappropriate salary structure, etc. c. Violation of organizational rules and practices

2. Objective

1. To find out the main causes of grievances in today's Organization.
2. To find out the relation between employees and the Management.
3. To find out their satisfaction level in their work place.
4. To find out the facilities provided by the management to the worker.

3. Scope:

There is a good scope of study about Employee Grievances. Employees are the main assets of the Organization, The reason of successful organization is only because of good relation of management and workers, so if the relation between two is maintained the organization can achieve competitive advantage in the market.. 1. It helps us to find the causes and handling of grievances 2. It helps us to find the strength and weakness of the employees and management and also the method to convert the weakness into strength.

4. Methodology

The methodology used for the study is data collection method. The study is based on the primary Data which are collected from the Organization by making field visit. The data can be collected by interviewing the employees and management, Collecting information from the correspondence and also through the help of questionnaire.

5. Importance

The study will help the Organization to identify all grievances and will help to take appropriate steps to eliminate the causes of such grievances so that the employees remain loyal and committed to their work. Effective grievance management is an essential part of personnel management. The study will help the management to know the internal desire of the employees by which they can handle all the problems existing and can increase the productivity of the Organization.