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Employee relations are the manner in which a company's management deals and interacts with its staff. It contains the body of the work holding employer-employee relationships that lead to acceptable productivity, needs, and morale. Basically, it is concerned with preventing and resolving issues concerning individuals which come up of or affect work situations. An organization should have positive employee relations to create an effective and functional team. Good relationships among individuals in a company are the result of a strategy and activities that employee relations managers design to improve communication between employees and management.

Small businesses don't provide much emphasis to employee relationship and welfare. As a result of which, they tend to face a high manpower turnover. There are many manners in which a small business can improve its employee relations and help to make the workplace more effective and constructive. Small scale businesses have to understand the importance of employee relations in order to creative an effective, progressive environment in which their business can grow.

There are a few common issues which can escalate employee relation issues. These are as listed below:

Missing process policies, operations and procedures.

A lack of proper certification and documentation.

Not assessing or evaluating a worker's performance.

Low payroll, wages and incentives.

Less focus on organizing the human resource department due to fund shortages, etc.

A lack of job descriptions.

Discrimination within the workplace.

Tips to avoid employee relation issues:

Provide proper job descriptions, even if multitasking is required.

Follow business policies very carefully in terms of its application which in turn will have cascading effects on your employees.

Small scale businesses should upgrade from a paper-based toa paper-free organization which will assist the free flow of information between multiple employees.

Describe your policies and procedures in a simple and straight forward fashion and be confident of their significance and value.

Small business organizations should comply with the minimum wage policy as per government legislation.

Many sectors require job appraisals every six months. Job appraisal and performance evaluation

should be a regular feature in small business policy and workers should be recognized and rewarded for their efforts where applicable.

The aim of this strategy is to inform employers and employees of the demands, responsibilities and procedure required for a positive surrounding. With the right strategy in place, both employers and employees can see the positive effects that will help the organization grow organically.

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