

## Employers Versus Employees

EMPLOYERS and employees are very much not survive without the other. But yet we find in most of these cases differences among them in many respects. Today we want to highlight on this aspect.

Generally employees believe that they do almost all the real work, while the employer sits back comfortably and receive the lion' share of the gains. On the other hand, employers may believe that employees receive an undeserved share of the gain resulting from the the employer's initiative, risk taking and investment of time, energy and capital.

'Thus there may be tug of war with much of the participants' energy and attention devoted to struggling for what they see as their fair and legitimates share. In this process the fundamental purpose of the business may fade into significance in comparison with the competition between the parties.

When any party (employer or employee) believes that there is exploitation in the relationship, problem may erupt. There may be negaive effects.

For example, people tend to:

- ◆ Look for ways to get back what they consider rightfully theirs.
- ◆ Distrust, dislike and resent the other party, whom they see as having unfairly profited at their expense.
- ◆ Be secretive or even feel guilty about profits that are actually appropriate reward for the risks incurred.
- ◆ Become less trustful in all their dealings and always assume that others are out to take advantage.
- ◆ Attempt to redress the balance by treating others in the same unfair way that they perceive themselves being treated.
- ◆ Refuse to play nay more since they see the game as unfair.

All these problems may be there when business relationship is not openly addressed. This failure to communicate openly often means that the relationship is perceived differently by the two parties. Neither side has the benefit of the knowledge and understanding of the other side. As a result, each has a very one-side and distorted picture.

From the employees' point of view they have no security in comparison with the employers'. The latter are seen as relatively wealthy with profits assimilated. Where as employees see themselves as being at the whim of the employers who can fire them at any time. The employees may see the employers as the one who make the business mistakes and for this business may fail and employees may lose jobs.

Conversely, employers think that they owe the employees no more security than salary and fringe benefits because they themselves have no security. If business is lost it is their money which is lost.

Business scholars now believe that the best situation for both the parties would be to discuss openly the true nature of the employer employee deal.

Such a discussion should include an examination of the basic concepts of risk and profit - not as technical economic terms but as elements in the human relationship between employer and employees.

There are substantial benefits to be gained from an open discussion of the concepts of risk and profit. Then people will be less likely to make a wrong choice since they will be able to understand each other's stand point. For this full discussions should be made regarding economic base of their relationship and the assumptions that are being made by each party. Business scholars now understand that it is possible to give the employee what he wants = high remuneration - and the employer high profit. Both can be done by endlessly striving for 'the better way' and better way can be achieved through effectively motivating people and managing with excellence.

With total understanding of both employer and employees a solid partnership can be built which may pave the way for better profitability and success. Henry Ford once said 'Employers do not pay the employees. It is the products or services that pay them. 'But we all understand that for quality products or services. Which are to be bought and enjoyed by the customers, the same must be effectively created by both the employers and employees.