

FACTOR SHAPING THE EMPLOYEE-EMPLOYER RELATIONSHIP: AN EXPLANATORY STUDY AT CONSTRUCTION SERVICE COMPANY IN TAGUIG CITY

ABSTRACT

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This study aims to provide insight into the factors that influence the employee-employer relationship in a construction service company in Taguig City. Effective communication and leadership styles are essential in creating a comfortable work environment that promotes job satisfaction. When employees and employers experience satisfaction in their roles, it enhances self-confidence and supports professional growth. The study underscores the importance of managing relationships within the workplace to improve collaboration, performance, and organizational success. This study uses a quantitative approach with a descriptive research design. A simple random sampling technique was employed to determine the target population. Data were collected from a total of forty (40) respondents, consisting of thirty (30) employees and ten (10) employers from the selected construction service company. An online survey questionnaire served as the primary instrument for data gathering. The data revealed that communication and leadership styles significantly impact the employee-employer relationship. Respondents emphasized the importance of honest feedback, task responsibility, and mutual respect. When both employees and employers are accountable and communicate effectively, it fosters trust and enhances job satisfaction. The findings also suggest that consistent management support and employee responsiveness contribute to a healthier working relationship. The results indicate that a positive working environment, characterized by open communication, strong leadership, and access to adequate resources, plays a crucial role in shaping the employee-employer relationship. These elements help reduce misunderstandings and promote better teamwork. Moreover, strong leadership practices lead to improved organizational outcomes and employee morale. The study recommends that companies invest in communication training, leadership development, and employee engagement programs to strengthen these workplace relationships.

RECOMMENDED CITATION

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