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1. Tsahuridu, E. E. (2015, June 03). Employer-Employee Relations. *Encyclopedia of Business in Today's World*.

#### Introduction

The article outlined that employee-employer relationships are the driving elements for a firm's success. Good employer-employee relationships entailed increased customer service and employee competency within the company. Another benefit involves adequate relations between the bosses and workers. Poor relations lead to small profits and even loss of human resource to other firms.

#### Discussion

There exist several benefits of proper employee-employer relationships, one being the existence of good relationships with the potential to let the workers offer more at workplaces. The article suggested that employees who get inspirations from their employers work better than those who did not get any inspiration. However, poor relationships between staff and employers offer a reduced production level among the workers. The presence of satisfaction among the employees may drive them to provide excellent services to the customers thus building the name of the company. Despite the above, employer-employee relationships may get enhanced through appropriate managerial elements such as organizing, leading and controlling. Another suggestion entailed the provision of items that gave the staff the reason to work, relating to the satisfaction.

\* 2. Foster, C., Punjaisri, K., & Cheng, R. (2010). Exploring the relationship between corporate, internal and employer branding. *Journal of Product & Brand Management*, 19(6), 401-409

#### Introduction

The peer-reviewers of the journal found that the presence of significant relationships among employees and employers generates a series of advantages to the workers and the firm.

The Journal pointed that the presence of such powerful bonds eliminates the need for supervision, let alone punishments for lateness. The workers would become autonomous in whatever dealings they made to the firm, or even with the transparency of the transactions conducted on behalf of the supervisors.

### Discussion

The discussion pointed to the relationship that existed among the workers and employers and the endless trust that would get generated in the process to enable the carrying out of business processes in a healthy environment. When the supervisors and junior staff get to coordinate effectively, the trust and self-empowerment in the company may lead to a variety of benefits including the reduction in the transactional cost of processes, elimination of the need to continually supervise the employees after issuance of duties. Another advantage gained involves the increasing of the organizational relationships among the workers. Ultimately, the benefits would put the firm ahead of others in whichever segment that they operate.

\*3. Karnes, R. E. (2008). A Change in Business Ethics: The Impact on Employer–Employee Relations. *Journal of Business Ethics*, 87(2), 189-197.

### Introduction

The business branding in a firm take into consideration the attitudes and behaviors of employees is so as to generate a brand which they would be happy to work. The alignment would result in the development of internal and employer branding both of which have to get geared in one direction. The brand would be the reason for the employers and employees working together so as obtain the similar set of objectives in the firm. Although the employer and employee corporate branding have to get developed on a great foundation, so as to get robust and consistent.

### Discussion

Companies develop a unique framework that would bring together the corporate and internal brand of the employer to work with the employee towards the achievement of the goals of the business firm. Each brand that gets developed has to consider the attitude likely to get generated out of the workers. Another consideration taken home entails the behavior of the staff towards the new brand that they would have in the firm. The authors outlined that the corporate brand goals would get obtained through the coordination of the workers' attitude and behavior to that of the employers.

\*4. Coyle-Shapiro, J. A., & Shore, L. M. (2007). The employee–organization relationship: Where do we go from here? *Human Resource Management Review*, 17(2), 166-179.

#### Introduction

There exist various kinds of frameworks that get deployed depending on the firm so that there exists a significant association between the enterprise and employees. For success, both of the two parties have to work in unity, or rather the employees would have to understand what is relevant in steering the firm forward. The discussion delves in the provision of recommendations that would increase the link between the business and the staff, and the implications of the methods on employees and the firm.

#### Discussion

There exist many means of developing and strengthening the bond between the workers and the business. The article outlined that many types of research are necessary so that there exists clearly defined relationships amongst themselves. The associations ought to get developed based on outcome and relevance. For instance, departments that perform entirely different duties would have to get separated and those with similar functions put together. Departments that have same goals would get placed together. Another important element touched on involved is the

diversity of the employees. They ought to get as diverse so that different ideologies get practised to obtain the same goal.

\*5. Faragher, E. B. Cass, M., & Cooper, C. L. (2013). The Relationship between Job Satisfaction and Health: A Meta-Analysis. *From Stress to Wellbeing Volume 1*, 254-271.

#### Introduction

The author considered the views of other publications research and pointed that there exists an excellent correlation between the health of workers and the job satisfaction that they perform. Research got conducted in various fields, and the relationship between the two aspects got determined.

#### Discussion

The study indicated that health of workers directly influenced the manner that employees performed their duties. Firms, therefore, need to put in place stress management mechanisms that would ensure that job dissatisfaction gets eliminated and instead improve the health of employees. Clinicians and other occupational health professionals should counsel, and workers found to have psychological complications in carrying out their assigned duties. Employers must also seek the effective means of obtaining satisfaction on the employees' personal lives apart from the job.

\*6. Mafini, C., & Pooe, D. R. (2013). The relationship between employee satisfaction and organisational performance: Evidence from a South African government department. *SA Journal of Industrial Psychology*, 39(1).

#### Introduction

The article focused on the means that it would define the presence of correlation amidst the employees and the performance of the firm. The leadership in place in the enterprise is responsible for directing the employee satisfaction level. The author seeks to explain the satisfaction rate of the staff and the performance of the business.

## Discussion

After a series of reports, research papers and publications it identified that there existed a significant correlation between the performance of the enterprise and the satisfaction of the workers. The author considered a minimum of five comfort elements namely, application of ability, autonomy, creativity, and teamwork and the working conditions. Out of the five elements, teamwork resulted in the highest level of performance, and then the remaining ones following and the working conditions led to the lowest degree of return.