

A Study on Management of Moral is Mechanism to Solve the Problem of Employees in the Organization

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Abstract:- The management and morale, this are two different things .When the management and morale are studied together one can find out how the causes and effect relationship works between them. The relationship of study will provide us the insight about how the factors like productivity, loyalty, employee's satisfaction and employer all round happiness can be achieved. The aim of this research paper is how to use of management function properly to improve or increase employee morale in the organization.

Keywords:- *managerial leadership, morale, productivity & loyalty, employees satisfaction*

1.1 Introduction:-

Management is the process of achieving result in organized groups. Appropriate management can boost the morale of people to a large extent resulting in intrinsic satisfaction for the employees improving the productivity loyalty profitability creating health organizational climate and all round harmony in the organization. Similarly when the morale is high it can also positively make a substantial impact on the management when management and morale are studied together can find out how the causes and effect relationship works between them. This relationship works between them. This relationship of study will provide is the insight about how the factors like productivity, profitability loyalty customer's satisfaction and employees all round happiness can be achieved

Establishing and maintaining a strong organizational culture is an important part of success Employee happiness affects the productivity loyalty and profitability of the organization. The top management should be conscious of keeping their workers satisfied because their managerial leadership has great impact on morale effective leaders who challenges motivate, empathize and appreciate their staff will have positive result. Ineffective managers on the other hand , create sullen

dissatisfied confused and apathetic employees or workers so it is all over depend how to use of management properly leaders in maintain or high morale of employee in the origination

1.2 Objectives of the study

The general objective of the study is to investigate the place of morale in increasing organizational productivity or profitability. In addition to loyalty and dynamic changes among employee by the help of morale management:-

1. To analyses the problems of employee at workplace
2. To determine the factors that increase morale of employee in an organization
3. To examine the effect of employees morale on organizational performance

1.3 Morale

Morale is a fundamental psychological concept. Morale is the degree of enthusiasm and willingness with which the members of group pull together to achieve group it is a state of mind and spirit affecting the willingness to work organizational and individual objectives.

Morale is an indication of attitude of employee towards their job, superior and environment morale is a mental condition

or attitude of individual or group which determines their willingness to co-operative.

1.3.1 Definition:-

Flippo has described morale "as a mental condition or attitude of individuals and groups which determines their willingness to co-operate. Good morale is evidenced by employee enthusiasm, voluntary confirmation with regulations and orders, and a willingness to co-operate with others in the accomplishment of an organization's objectives"

1.4 Types of Morale

➤ Individual and Group Morale:

Individual morale is a single person's attitude towards work, environment etc. Whereas group morale reflects the general attitude of a group of persons. Group morale is everybody's concern and may go on changing with the passage of time. Individual and group morale are interested but not necessarily identical. They have an effect on each other. The individual's personal perception of the present conditions may be high but the group's perception may be low or vice-versa.

➤ High or Low Morale:

Morale may be referred to high morale or low morale. In the words of McFarland, high morale exists when employee attitudes are favourable to the total situation of a group and to the attainment of its objectives. Low morale exists when attitudes inhibit the willingness and ability of an organization to attain its objectives. The words such as zeal, enthusiasm, loyalty, dependability denote high morale. Low morale may be described by words like lack of interest, laziness, apathy, bickering, jealousy, quarrelsome, pessimism, etc.

➤ Morale and Motivation:

Morale and motivation are inter related but differ from each other. Morale refers to the attitude of a person towards his work and environment while motivation is a process to inspire people. Motivation is an inner feeling which energizes a person to work more for satisfying his unsatisfied demands. Motivation revolves round needs and incentives while morale will determine the willingness to co-operate.

Morale is a group phenomenon while motivation is an individual's readiness to work more. Morale is related to the combination of various factors operating at work but motivation concerns to the job only. Motivation helps in mobilizing energy while morale is concerned with the mobilization of sentiments.

➤ Morale and Productivity:

Morale reflects the attitude of employees towards their work, it will be of interest to know if it has any bearing on productivity. A number of research studies reveal that there is no direct relationship between morale and productivity. High morale may lead to higher productivity but in some cases production may go down even. It is generally felt there is a positive relation between morale and productivity but the degree may not be the same. For example, 10 per cent increase in morale may lead to higher productivity but production may not necessarily increase by 10 per cent.

1.5 Importance of Morale

1. A satisfied worker refrain himself from living away from the job this reduces the absenteeism and there by high turnover is achieved
2. If the employees have a high morale, it is the positive effect of positive approach toward allied factor
3. If the industrial dispute and employee grievances are avoided which is possible by raising employee morale, it adds to the reputation of organization

1.6 Problem identification:-

Basically 5 corners of problems in the origination

1. By the side of management
2. By the side of person/ employee / workers
3. By the side of work or result of work
4. By the side of team member
5. By the side of leader

Organization may be small or large and in every organization there should be proper management because in the organization there are various problems create among employee, its direct or indirect affect on business instauration or any organization now, we shall discuss the problems of employees or workers. These are given below

1. Partialities
2. Underestimates
3. Unfair action
4. De-motivation or lack of motivation
5. Non understanding
6. Lack of communication
7. Not proper direction
8. Improperly management of workload
9. Stress gossip

1.7 Factors of moral

➤ The Organization:

The first factor affecting the employee morale is the organization itself. The organization influences the worker's

attitudes to their jobs. The public reputation of an organization may build up for better or worse, their attitudes towards it.

➤ **The Nature of Work:**

The nature of the work, the worker is expected to perform also affects his attitude towards the job as well as his morale. If the employee is expected to perform routine or specialized jobs, he will feel bored and alienated. Repetition of the same task again and again makes the working situation worse for the employees. Another factor is the large impersonal organizational structure. Sometimes, if the employee feels that he is just a cog in the machine instead of a person; his morale will become very low. Lack of understanding of organizational goals may also affect the morale. Another factor which causes low morale is the assembly line operations moving at a constant speed.

➤ **The Level of Satisfaction:**

The level of satisfaction, a worker derives from his job is another determinant of morale. If the job factors and the satisfaction they bring is perceived to be favourable by the employee morale will tend to be higher than if these factors seem to be unfavourable. The job factors include the factors such as opportunities for promotions, job security, steadiness of employment, opportunities to learn the job and to use his own ideas, pay working conditions, recognition, cooperativeness of co-workers, group relationship etc.

➤ **The Level of Supervision:**

The level of supervision received by an employer has a tremendous influence on his morale. High rate of employee turnover indicates that the leadership is ineffective. On the other hand, if employees are given freedom to do the job, their morale will be high. Nobody likes to be supervised all the time.

➤ **Concept of Self:**

What is the employee's concept of himself? The answer to this question influences the attitudes of the employees to the organizational environment. How an employee perceives himself, is a very important question. The morale of persons who have lots of self confidence or who enjoy good mental and physical health is generally high as compared to those who lack self confidence or suffer from poor physical or mental health.

➤ **Worker's Perception of Rewards System:**

The worker's perception of past rewards and future opportunities for rewards affect their morale to a substantial extent. If the workers regard the rewards as fair and satisfactory, their morale will tend to be higher than if the

perception is in the opposite direction. Moreover, if the rewards and opportunities for the future tend to be bleak, morale will tend to be low as compared to the situation where the worker perceives opportunities for satisfaction and for attainment in the rewards that lie ahead in the future.

➤ **The Employee's Age:**

Studies have reported that age and morale are directly related. Other things being equal, elder employees seem to have higher morale. This is because of the reason that perhaps younger workers are more dissatisfied with higher expectations than their elders. The older employees have more stability which comes with maturity, a serious attitude towards job. more reliability, less absenteeism, proven steady work habits, a sense of responsibility and loyalty and less tendency to be distracted by outside interest as influences.

➤ **The Employee's Educational Level:**

Studies have concluded an inverse relationship in the educational level of the employee and his morale. Higher the educational level lower will be the job satisfaction and vice versa. The higher he thinks he should be the more dissatisfied he will be.

➤ **8. The Employee's Occupational Level:**

The occupational level of the employee also influences his level of morale. The higher up in organizational hierarchy an employee is higher will be his morale. The morale of the people who are lower in the levels of hierarchy is generally low because they compare their own attainments with those of others.

➤ **The Off the Job Activities of the Employee:**

The relationship of an employer with his family and work group influences his behaviour and attitude while he is on the job. His off the job activities e.g. whether his family life is happy or not, whether he has excessive drinking habits etc. The influences and pressures of a formal and informal group have a significant effect on the morale of workers.

1.8 Changes in management

Employee can become accustomed to the practices and method of a particular manager, and when there is change in management that can have an effect on morale. It can also depend on the circumstances that caused the change.

Morale management refers to a state of ethical excellence and the practice and the implementation of the moral maximization principle the use of moral management a wide ranging method of treatment the focused on patients social

individual and occupational needs became relatively widespread Statement of problems.

The performance of organization and employee morale has been the focus of intensive research effort in recent times how well an organization manage its employee in order to achieve their mission and vision employee in both public and private sectors.

Organization are becoming in caressingly aware that morale increases productivity loyalty & profitability now a days there are various challenges faced by employee in the organization and looking at today's economic trend it is evident that the pace of change in our business environment present fresh challenges daily despite these, no research work has targeted to investigate the impact of employee moral and organizational performance. The study attempts to empirically analyze how morale tools can be used by the organization or institutional firm to effectively derive plans for growth and development.

1.9 Conclusion

1. Employee morale is an important aspect for any organization in that it can affect performance and productivity.
2. Aspects that influence employee morale alluded to include communication, building trust, developing teams and promoting team-related activities, dealing with internal and external change, succession planning and direct supervision.
3. The study provides information that can be utilized for decision making and strategy formulation at other organization.
4. Morale is psychological concept. Morale is not a cause but rather the effect or result of many going away.
5. Good employee morale helps to success of the organization. Unless an employee has poor morale if always .a possibility of employee disharmony and also affect smooth running of the organization.

2.0 Suggestion

1. The management should pay reasonable wage anSd allowance to the employees.
2. MORALE will be more effective if the management take the steps to introduce suggestion scheme system for the employees.
3. Management should reduce the work load of the employees.
4. Supervisors should maintain coordinal relationship with workers and offers recognitions of the employee efforts and provide needed guidance to workers.

5. It will be better if the management provides incentives to employees so it will boost in their morale and productivity.
6. It is better the management should recognize the needs of employees and encourages employees special talents.

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