



HUMAN RESOURCE MANAGEMENT

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INTRODUCTION

According to Flippo Morale means **“a mental condition or attitude of individuals and groups which determine their willingness to cooperate.”** Good morale is evidenced by employee enthusiasm, confirmation with regulations and rules etc. Poor morale is evidenced by surliness, dislike of the job, organisation, associates etc There are mainly two types of morale namely individual morale and group morale.

- Individual morale is a single person's attitude towards work, environment
- Group morale is everybody's concern and may go on changing with the passage of time. These have effect on each other



CAUSES OF LOW MORALE :

- Morale will be low if people are allowed to get away with insufficient work, inadequate division of work, hint of partiality
- Employee doing less important work getting higher emoluments
- Worker is not well physically or mentally causes discomfort
- No chance of promotions
- Employee does not get any sense of achievement
- Supervisor makes a big fuss over a little fault



➤ **SIGNS OF LOW MORALE:**

1. High rate of absenteeism
2. Tardiness
3. High Labour Turnover
4. Strikes and Sabotage
5. Lack of pride in work

➤ **SIGNS OF HIGH MORALE**

1. Tendency of group to hold together through internal cohesiveness
2. Lack of tendency to divide into subgroups
3. Feeling of belongingness
4. Passive attitude of members
5. Commonness of goals



FACTORS IMPROVING MORALE :

- Two way communication
 - Proper incentive system
 - Human relations approach
 - Welfare schemes
 - Participation in management
 - Improve workers training
 - Job enrichment
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THANK YOU