

CHAPTER 12

DEVELOPMENT OF EMPLOYEE MORALE

Human resources are company assets that must be maintained to keep the company at competitive advantage in this changing world of work, while machines and other technological assets need maintenance and reformation. Employees are asset that could not be changed immediately by changing its part. The development of employee morale and job satisfaction should be considered as a maintenance factor that would keep the employee working efficiently and productively in the organization. The objective of any company is the development of more concerned employees that will serve the company with loyalty and dedication. Along these lines, HRD plays the great task of keeping people in the organization by being aware of their needs, problems, and their personal aspirations in their work activities.

The company must understand its work force as to their need and wants and how they react to different situations. Manager get results from their employees and these could be possible only by working hand-in-hand with subordinates who are motivated to contribute their best efforts toward the achievement of the company objectives and goals. The work environment must develop the employee morale toward productivity, as the index of competitive advantage lies in the hands of the work force whose working situations meet their demands and expectations.

Employee Morale

Morale is the **mental attitude** that makes the employee **performs his work willingly and enthusiastically**. It is the state of mind that is intangible to measure and it is manifested in his attitude toward work and his relationships with the work environment. Since morale is intangible, it is present in varying degrees on how **the employee reacts to the company policies** and programs his supervisors, his pay rewards, and those of his opportunities for his advancement in the company.

Morale could be measured in terms of **spirit, loyalty and employees' goodwill**. These qualities are indicated in the value of the employee in his personal satisfaction, pride in his advancement, and willingness to work for the good and welfare of the company. The development of morale rests on effective supervision and management of human resources, as they are in direct contact with the employees concerned.

Chapter 12 Impact Of The Act On Particular Employees

Robert R. Redfield



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