

Manuscript ID : 00000-65491

Source ID : 00000012

International Journal of Advanced Research in Management

Volume 5, Issue 2, March- April 2014, Pages 10-18, Page Count - 9



A STUDY ON EMPLOYEE MORALE ON JOB SATISFACTION AMONG THE EMPLOYEES WORKING IN HEAVY INDUSTRIES WITH SPECIAL REFERENCE TO COIMBATORE ZONE

P. Kavitha ⁽¹⁾ P. Karthikeyan ⁽²⁾

⁽¹⁾ Head of the Department, Department of Management Studies, Kalaignarkaranidhi Institute of Technology, Coimbatore, Tamil Nadu, India.

⁽²⁾ Research Scholar, Bharathiar University, Coimbatore, Tamil Nadu, India.

Abstract

Organizational effectiveness considerably depends on the morale of its work force. Morale is the enthusiasm with which workers as individuals and as groups respond to their work situation and requirements. It is a state of healthy balance in the organization in which people make their respective contributions to achieve their set goals, maintain their sense of worth besides developing their abilities, knowledge and skills. Every organization should have personnel policies in order to accomplish the objectives of the personnel as well as the organization. Periodic updating of personnel policies is essential to keep pace with the changing times to avoid managerial stagnation of personnel policy. It is found that to attain goals, factors like men, money, materials and machines are involved, out of which man power is the most important. The relationship between the employer and employee is an integral part for success of any organization. Various interactive behaviors such as inter personal behavior, group behavior, use of power and authority, leadership, communication, conflict and control are the significant factors which affect the climate in an organization, thus, influencing productivity. In this study analysis is made from the primary data for that questionnaire is used for getting details from the samples. Convenient sampling is used for data collection method. Various tools have been used to analyse the factors which affects the morale of employees. Suggestions were given to improve the factors which affect the morale of employees

Author Keywords

Organisational Effectiveness, Power of Authority, Leadership, Factors Which Affect Employee Morale, Organisation Climate and Employee job Satisfaction

ISSN Print: 0976-6324

Source Type: Journals

Publication Language: English

Abbreviated Journal Title: IJARM

Publisher Name: IAEME Publication

Major Subject: Social Sciences and Humanities

Subject area: Organizational Behavior and Human Resource Management

ISSN Online: 0976-6332

Document Type: Journal Article

DOI:

Access Type: Open Access

Resource Licence: CC BY-NC

Subject Area classification: Business, Management and Accounting

Source: SCOPEDATABASE

Reference

References (24)

1. Incentives and Creativity: Evidence from the Academic Life Sciences
(2010) International Journal of Marketing & Human Resource Management, Volume 36, Issue 5,

2. Is Pay for Performance Detrimental to Innovation?
(2011) The International Journal of Human Resource Management, Volume 72, Issue 7,

3. Traditional incentive schemes (stock options and bonuses) are often beneficial
(2011) International Journal of Marketing & Human Resource Management, Volume 72, Issue 8,

4. A Little Thanks Goes a Long Way: Explaining Why Gratitude Expressions improve morale
(2010) The International Journal of Human Resource Management, Volume 25, Issue 5,

5. Three tier incentive system
(2005) The Insurance Journal, Volume 5, Issue 5,

6. Management research and practice
(2011) Volume 3, Issue 4, Page No 77,

7. Donald R. Cooper, Pamela S.Schinder
Business Research Methods
(1999)

8. Kothari. C.R
Research Methodology
(1999)

9. Mamoria.C.B
Personnel Management
(1997) Employee Morale,

10. Tripathi.P.C
Personnel Management and Industrial relations
(1995)

11. Agarwal.R.D
Organizational Management
(1993)

12. Mc Larney, William J
Management Training

(1964)

13. Gillerman.S.W
Motivation and Productivity; American Management Association

(1963)

14. Incentives and Creativity: Evidence from the Academic Life Sciences

(2010) *International Journal of Marketing & Human Resource Management*, Volume 36, Issue 5,

15. Is Pay for Performance Detrimental to Innovation?

(2011) *The International Journal of Human Resource Management*, Volume 72, Issue 7,

16. Traditional incentive schemes (stock options and bonuses) are often beneficial

(2011) *International Journal of Marketing & Human Resource Management*, Volume 72, Issue 8,

17. A Little Thanks Goes a Long Way: Explaining Why Gratitude Expressions improve morale

(2010) *The International Journal of Human Resource Management*, Volume 25, Issue 5,

18. Shashi K.Gupta
Organizational Behavior

(2000)

19. John W. Newstrom /Keith Davis
Organizational Behavior

(2000)

20. 14 Paul Heresy, Kenneth H. Blanchard Dewey E. Johnson
Management of Organizational Behavior
-

21. L.M Parsad
Organizational Behavior

(2000)

22. P.C Tripathi
Human Resource Development

(2000)

23. Vilas Balgaonkar, Snehal Bidkar and Rajshekar R. Yelikar
STUDY ON EMPLOYEES PERCEPTION TOWARDS HRD CLIMATE IN TEXTILE MILLS

(2013) *Journal of Management*, Volume 1, Issue 1, Page No 39-43,

Scope Database Link: <https://sdbindex.com/documents/00000012/00000-65491.pdf>

Article Link: https://iaeme.com/MasterAdmin/Journal_uploads/IJARM/VOLUME_5_ISSUE_2/10220140502002.pdf

24. C. Swarnalatha and G. SureshKrishna

JOB SATISFACTION AND WORK LOCUS OF CONTROL: AN EMPIRICAL STUDY AMONG EMPLOYEES OF AUTOMOTIVE INDUSTRIES IN INDIA

(2012) International Journal of Management, Volume 3, Issue 3, Page No 92-99,

About Scope Database

What is Scope Database

Content Coverage Guide

Scope Database Blog

Content Coverage API

Scope Database App

© Copyright 2021 Scope Database, All rights reserved.

Customer Service

Help

Scope Database Key Persons

Contact us