STRATEGIES FOR IMPROVING WORKERS MORALE & PRODUCTIVITY IN AN ORGANIZATION

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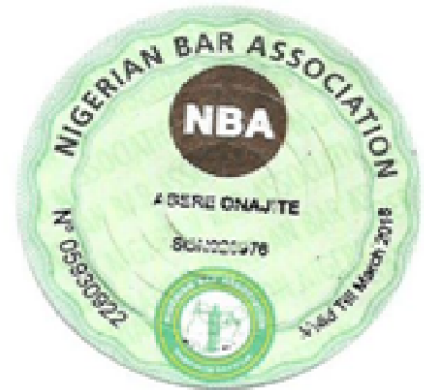Bachelors of Business Administration (BA)

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This was an official exam written by the author towards his studies in University as this would be an opportunity for the world to be able to see his views of the particular topic and for some partss has been sealed by the Nigerian Bar Association (NBA) for legal copyrights and to make people understand their views may be different and give them in idea to be able to impliment in their sereval workplace globally.

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ABSTRACT

In any organization through my research online, The first thing that takes place when the morale of workers in that organization is not improved is that the productivityrate begins to get low and there would be a lack of improper services due to the fact that there has been improper use of feedbacks that has been given to management of the company by staffs who work with thebrand.

The chart below has explained that using a scale of 100% here are some feedbacks that prohibits and challenges that happens when it comes to the productivity of employees in an organization which has to do with some of the descisions that has been taken from an employer.

The factor of problem explains that in different sector this has dragged many business down and we must make sure that we are able to produce solutions to this things in the different sectors that we are going to find ourself .

Fig 1: Employee Productivity Challenges & Prohibitorrs Scale Chart.

One of the things we need to focus in order to make surethis thing is done is that as a Business Administration Personnel, we must learn how to make sustainable relationship between employers and employees identifying everybody strength and weakness in thecompany.

While we must do so there must be a mutual understanding on how we can get people to set their boundaries and make sure that the personal contribution of every human element in an organization is being maximized fully through the available rescources and opportunities in the organization as well as making sure that there is no discriminacy taking place among members of the organization.

CHAPTER 1-

INTRODUCTION

T he morale and productivity of an organization is found in the hands of members of the team in that organization and many time it is indispensable due to the fact that thishappens between the employees and employers of that firm with them having the sense of belongings that they all leaving their legacy in that particular Organization

The basic necessity that will help improve this workers morale is when all parties are able to understand the objectives of the particular organization by supporting it with incentives like allowance, flexible working options with guidelines to achieving this and mostly fruitfulable opportunities that would enable them to want to performmore operations. When we talk
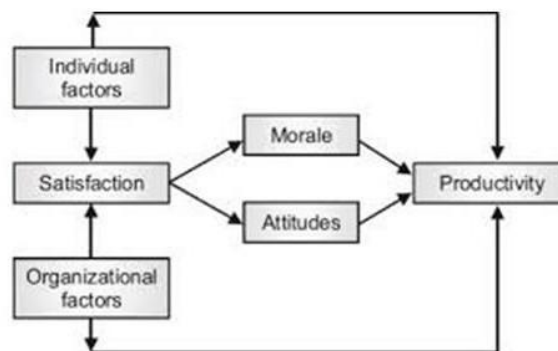

Fig 2: Factors of using to determine the Morale Productivity of Staff in an Organization

about boosting the morale of employees in an organization, some of the things we need to consider while building them as a major factor has been indicatedin the chart below:-

There needs to be a full developed culture and working policy plan that represents the identity and symbol of what the company is generally going to be all about this isone thing that needs to be communicated to all employees who would be working with the firm.

CHAPTER 2-

COMPENSATION PLANS

L ets talk about the meaning of compensation, this are things that you give out back to an employee as a return whether in cash or non cash form as an appreciation for all they are doing to help your business in expanding.

In an organization, one of the ways that can be used in increasing the employee working improvement is by rewarding jobs in addition as well as their salary included which would help them more towards speedingup on the company work and increasing their royalty which would help reduce the low turnover by increasing higher retention to the company as an organization.

The company would be a major advantage if there are factors that has been used in the determination of the compensation factors of each individual when they arr able to compensate their staff through the job expectation delivery through their internal strength. You would have reduced

Fig 3: Picture of an employer compensating an employee for doing his job.

Through the picture above, there are different ways that an employer can use in rewarding the members of the staff of the company and these are: Salary, Overtime Wages, Tips Income, Benefit Pay, and Stock Options which an example of it is Retirement. Compensation something that is generally different from the wages which is very regular of an employee in an organization. When an employee is rewarded in an organization, the person is already having an idea of how the person needs to continue to behaving while dealing with his office work in the company as well as being able to understand where it is necessary for the person to be able to take feedback whether negactive or positive from members of the same organization on how he needs to continue to improve generally. It would also help employees to be able to

understand how to meet the target and demands of the organization at a specific given time

CHAPTER 3-

EFFICIENT RESPONSE FROM HUMAN RESCOURCES

T he human rescources of an organization is majorly the main department that is incharge of improving the working policy by that it must start by making sure that the brand is able to work towards accomplishing the company future goals through building all the necessary bridges that needs to be developed through the process by making sure that surveys, skills and rescources are created and developed at work for companies to be able to create their happiness when they are at work.

Human rescources department needs to ensure that all employees who would be mostly coming from a diverse culture in most settings in an organization would need to embrace the effect of using the technology and the tools that are around the brand to enhance career development in the organization by making sure that they are able to turn negative feedbacks in an organization to constructive ideas that would build the company.

When working with a team in an organization, one of the most important responses that the Buman Rescources Officer must consider in an organization structure is that they must allow members of the team who would love to create their own innovation idea for themselves through the experience that they get working with you in your organization.

Fig 4: Chart on Identifying Some part of Human Rescources Role in an Organization

The chart above is used to describe the major factors that you need to look out for when you are trying to determine the kind of categories of the kind of Human Rescources Officer in the company as well as the major criteria that they use when they are trying to hire someone to work for their company regardless of their perspective or background.

CHAPTER 4

FLEXIBLE WORKING HOURS

When we talk about flexible hours, Most company set in a flexible hours of company to operate between the times of 7:30am to 4:00pm different respectitve times which can aswell differ as this things come based on the agreememt between the agreement between the employer and employee.

Fig 5: Picture of a Flexible Work Arrangement Chart Benefits

Lets talk about creating a flexible working hours for members of the organization as this can be one of the ways that will hep increase the growth of the organizatiton as during this process they would be able to meet up with the demands and obligations of their home and family as well as in addition to the office descriptions by being able to

create happiness for themselves in any area that they find themselves going to be working in within the organization.

When we are working on the Flexible hours of the company strategies we must make sure that it is working in line with the Sustainable Development Goals of the United Nations on resolving unemployment Globally that the picture above would be able to properly show that from the part of the benefit both the employeers and the employee are enjoying the major growth of the company.

CHAPTER 5- ORGANIZATIONAL COMMUNICATION

L et me start to summarize on the advantages, benefit and disadvantages when it comes to improving the staff morale of the organization as this mostly leads to the aspect of building an organizational communication among myself being the owner of the brand and membersof the firm. .

Before I start talking about the organizational communication one of the factor we need to understand in this aspect on how information is being passed across members of the company who is playing different roles in building the business is the chart below
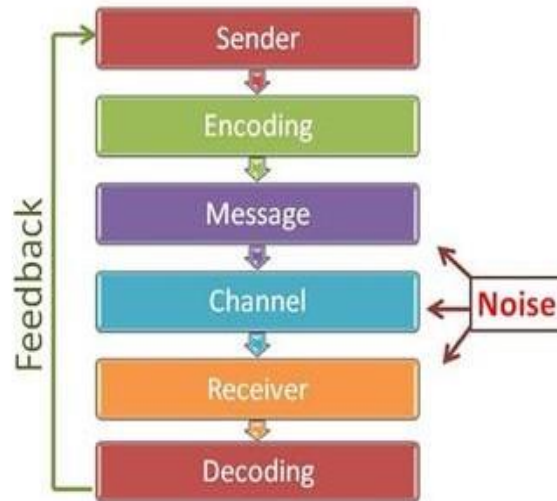
Fig 7: Hoe Orgajnizational Communication is decoded in an Organization

Organizational communication is mostly played by different people who is acting on the feedback purpose in different action as this mode of communication is usuallysomething that can come in through different formats when you are working with different companies on the basis of coordination.

The advantages that takes place when you improve on the working strategy of staff in an organiztion is that you make every member of the team feel valued by them creating their purpose as well as them being able to define their SWOT Analysis to you in your firm by them understanding where and how they need to work on themselves just incase they have cross the boundary line of the company rule.

The disadvantages that takes place when you try to work on improving workplace strategy in an organization are as follows: Sorting through the Organization Content, waiting for a response of an incorrect information, Dealing with the incorrect information from the business owner to the customers of the brand, Not being able to express your thought when you are either communicating   or trying to receive a particular information from a particular person and Navigating the barriers to communication

SUMMARY

Let me summarize this thesis statement by saying that the organization productivity majorly depends on the kind of staff and also who the human rescources officer of the company is on how he chooses to work with the management of the firm in running the organization and getting someone who is able to do a background check on all the employers who is working in that particular organization to make sure that there is no act of fraud committed.
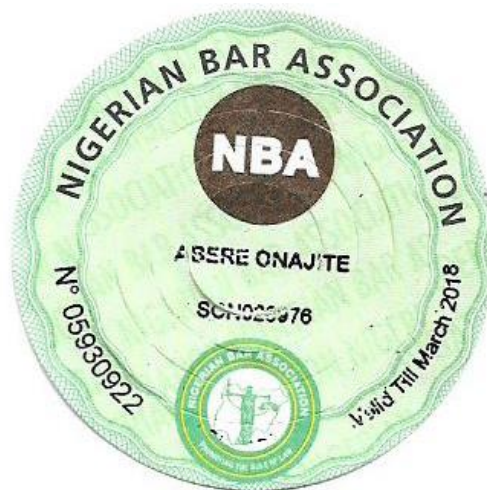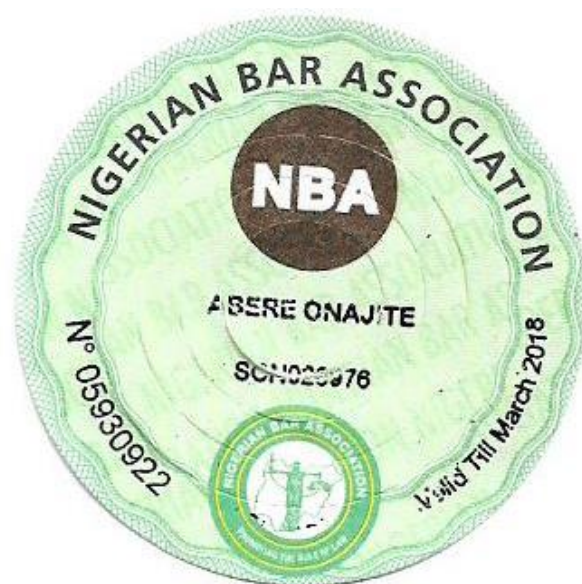
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CONCLUSION

In conclusion, Let me conclude and recommend that there is no organization that would grow if members of the team are not happy in particular working with the organization by doing this the Human Rescources Team needs to consult with the management of the firm that proper descriptions or roles are being played out by members of the team in the company in order to make sure that both parties are able to create a timing and location plan for themselves .

I also would like to add in addition that with the fact that the organization needs to make sure that they are also able to create a working employment options for members of the team that would be guided by the principles of the book that helps in the working system of the company Let me also include that the compensation policy helps the owners of the organization to feel that they are not stingy or a terrible boss as well as helping people in the brand towards being able to work more in their fields towards knowing how to meet up with more grow

Let me finally recommend for the Future as I progress, that I would make sure that before I start or continue any of my

organization project I would make sure that I am able to build more better on creating a working policyplan as well as making sure I am able to work on feedback that I get from people regardless of however it might come for the growth and development of the organization through making sure that I am able to put in a perfect Human Rescources Officer who would help me towards aligning with the growth and putting organization structure in place

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APPENDICES

ABOUT THE BOOK

Strategies for Improving Workers Morale & Productivity in an organisation is a research book where the authors shares Knowledge and gives recommendations on the issue of employment and productivity of team members in an organisation focused on how brands can used the influence towards making their brand grow and achieve more.

ABOUT THE AUTHOR

Abdulaleem Anjolaoluwa Ademola-Osinuga is the Founder/President of African Village. He studied Business Administration with the Atlantic International University. Known as a Policy Leader, Author, Global Young Leader and Business Analyst across the society.