

A Study on Employee Morale with Special Reference to BKG Mines- Sandur

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Abstract : *Morale is defined as the depiction of emotion, satisfaction and over all attitude towards a workplace. Productivity is directly related to morale. Happy employees have high morale while dissatisfied and unhappy employees have low morale. The Organization needs employees with high morale and moreover morale is a psychological factor and measures can be adopted to build a high level of morale in an employee's mindset In this present study an attempt has been made to study the employee morale and its impact on employee efficiency at BKG Mines, Sandur Taluk of Ballari District-Karnataka.*

Keywords: *Employee, Morale*

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Introduction

Morale may be defined as an intangible concept that refers to how positive and supportive a group feels toward the organisation to which it belongs (Haddock, 2010) and the special feelings members of the group share with others, such as trust, self-worth, purpose, pride in one's achievement, and faith in the leadership and organisational success. Seroka (2009) defines employee morale as the general level of confidence or optimism experienced by a person or a group of people, especially if it affects discipline and willingness. According to Finger (2005), morale is more influenced from the top down (that is by leadership) than from the bottom up. High or low morale is not just made up of a single factor; it is a combination of related factors. These factors include changes in the internal and external environment as well as the leadership approach taken in responding to those changes. In addition, morale may be thought of not only as a group phenomenon but also an individual matter. Group morale depends on the morale of each individual in a group. These definitions reveal the importance of morale in organisations and its relevance to the organisational environment and leadership. Human Resource is considered to be the valuable resources of any organization. It may be defined as an attitude of satisfaction with the desire to strive for the goals of a particular group. Morale is purely emotional. It is not a static thing it changes depending upon working conditions. It is the vital ingredient for the organization success. Employee morale is directly associated with employee retention because the employees who feel a high level of job satisfaction tend to remain and work for the organization.

Types of Morale

1. Individual and group Morale

Individual morale is a single person's attitude towards work environment etc.... whereas group morale reflects the general attitudes 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 may go on changing with the passage of time individual and group Morale are interested but not necessary identical. They have an but the group per reception many be low or vice -versa.

2. 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 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....

The Employee morale is a very complex phenomenon and is influenced by many factors. Different authors like McFarland Bradshaw and Kurgan Roach and Applewhite name given different criterion for the determination of morale. On the basis of all these classifications the important factors in the determination of levels the morale are as describe.

1.The Organization

The first factors affecting the employee morale is the organization outsets, the organization influences the worker's attitudes to their jobs. The public reputation if an organization may build up for better or worse, their attitudes towards it.

2.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 makes the working situation worse for the employees, 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.

3.The level of Satisfaction

The level of satisfaction, a worker derives from his job is another determinate or morale. If the job by the employee morale will tend 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 groups relationship etc.

4. The level of Supervision

The level of supervision received by an employer has a tremendous influence on his morale. High rate of employees 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.

5. Concept of self

The morale of persons who have lots of self confidence or who enjoy good mental and physical healthiest generally high as compared to those who lack self

confidence or suffer from poor physical or mental health.

6. Worker's perception of rewards System

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

7. The Employee's Age

Studies have reported that age and morale are directly related other things being equal older 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.

8. 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 should be the more dissatisfied he will be.

9. The employee's occupational Levels

The occupational level of the employee also influences his level or 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 level of hierarchy is generally low because they compare their own attainments with those of others.

10. The off the job activities of the employee

The relationship of an employer with his family and work group influences his behavior and attitude while he is on the job. His off the job activities e.g. whether has family get has excessive drinking his habits etc.... The influences and pressures of a formal and informal group have a significant informal group gave a significant effect on the Morale of workers.

Literature Review

Kannadas (2006) in his research entitled Morale among teachers of government aided and self-financing colleges in Madurai region, Tamil Nadu has found out that there exists significant difference in the level of Morale between both the groups and self-financing college teachers have higher Morale and they give priority for monetary benefits and scope for career advancement, government aided college teachers have higher give priority for research, training and development and conducive work environment. Future, the finding shows that there

is a positive relationships existing between organizational climates with Morale. Haynes (2008) explains the behavioural office environment behavioural components of the office environment that have that have the greatest impact on office productivity. In all of the work patterns it was found that interaction was perceived to be the component to have the most positive effect on productivity, and distraction was perceived to have the most negative.

Zeal (2011) concluded is that teambuilding has long term positive relationship between employee Morale and employee retention, Team performance, individual contribution, team evaluation and employee retention, term positive relationship between employee Morale and employee retention, team unity has no significant effect on employee Morale and employee retention.

Chopade (2012): revealed the relationship between survivor's perception of rightsizing and their continence commitment, affective commitment and Morale. During this intervention, if employees positive impact on their continuance as well as affective commitment but, survivors rightsizing perception has negative impact on their pay and amount of work done. They were warred about their job security. So that respondents has shows high commitment but low Morale.

Stephanie Litton potter (2012) entitled relationship between educator's organizational commitment, job satisfaction, and administrations gender and teachers job satisfaction and their organizational commitment, Upadyay and Gupta (2012) concluded that communication plays a major role in increasing the satisfaction of an employee. Satisfied employees are reported to have Morale.

Operational definition:

Employee Morale is a work place approach resulting in the right conditions for all members of an organization organization's gals and values, motivation to contribute to organizational success, with an enhanced since of their own well-being.

Profile of the Company

The BKG Group of companies founded in the year 1958. The BKG Group has been in the business of mining operations for more than 5 decades. They are well diversified raising contractor logistic provider in various mines of the sector. BKG mine practices systematic, scientific and eco friendly mining operations. Extensive exploration by conventional core drilling has been conducted in order to practice scientific zero wastage mining.

Methodology

Methodology is nothing but thinking logically about the particular subject.

A system of board principles or rules from which specific methods or solve different problems within the scope of a particular subject.

Objectives

1. To evaluate the impact of Employee Morale on their efficiency.
2. To know the level of satisfaction of the employees towards the company.

Need for Study

- To find out the level of employee morale.
- This study is conducted to identify the level of satisfaction in the BKG regarding the factors that contributing morale.
- This study is conducted to assess the factors that have direct impact on morale.

Scope of the Study

This study helps to find out the level of employee morale. This study helps to know the identify the level of satisfaction in the BKG regarding the factors that contributing morale. This study focuses on the various factors that have direct impact on morale. The study focuses on various dimensions like job security, pay, working conditions, relationship with superiors, relationship with co workers, rewards and recognition suggestions and opportunities to use ideas nature of work concept of self communication and relationship with management welfare measures, health conditions, training, individual adjustment, safety, social and community life, opportunities and advancement , job clarity and cleanliness, stress relaxation and opportunity to learn a job This study is based on these employees working in the textile industries in Coimbatore. The need for study is to ascertain some factors related to job morale of the employees and the various benefits and welfare facilities provided by the company to employees ascertain in the relationship between the employees and management.

Research Design

The research design is the basic framework or a plan for a study that guides the collection of data and analysis of data. In this survey the design used is descriptive research design. It includes survey and fact finding enquiries of different kinds. The Major purpose of descriptive research is descriptive of state of affairs, as it exists at present. The information are collected from the individuals and analyzed with the help of different statistical tools, to find the satisfaction level of employees.

Sampling Design

Since the population is large in number, researcher was unable to collect

information from all individuals due to limitation of time, so touch of the population is taken for analyzing and generating the findings, which is applicable for total population.

Sample Size

The size of the sample is 60, and factors to be considered are time, cost and effectiveness etc. The study was conducted during the January 2017- April 2017.

Sample Unit

The respondents of the study are part of population. Each individual is considered to be sampling unit.

Data collection

The collection of data is considered to be one of the most important aspects in the research methodology. Both primary and secondary data is used in this study in order to meet the requirements of the purpose.

Primary Data

Under this study using structured questionnaire collected primary data. The structured questionnaire consists of both open-ended and close-ended questions. The primary data has been collected through the questionnaire by means of personal interview. The questionnaire consists of number of questions printed in a definite order on a form.

Secondary Data

The secondary data are sourced from various telecommunication websites, magazines, books, pamphlets and periodical surveys etc.

Analysis and Interpretation

Table - 1.1 Age of the Respondents

Sl. No	Respondent Age in Year	No. of Respondents	Percentage
1	18 to 25 years	02	03
2	25 to 35 years	30	50
3	35 to 50 years	26	44
4	Above 50 years	02	03
5	Total	60	100 %

The above table 1.1 exhibits that out of 60 Respondents very less i.e 3 % respondents falls in the age group of 18 to 25 and 50 years above. 50% of the respondents between the age group of 25to 35 years and in age years 35 to 50 years and 44% of the respondents are in between the age group of 35-50 years.

Table 1.2 Sex of the Respondents

Sl. No	Sex of the Respondents	No. of Respondents	Percentage
1	Female	-	00
2	Male	60	100
	Total	60	100%

The table 1.2 it can be observed that all respondents are male employees in the mining company. It is noticed that women does not prefer to enter into mining related works.

Table 1.3 Educational Qualification of the Respondents

Sl. No	Qualification	No. of Respondents	Percentage
1	Literate	-	-
2	1 to 10 class	40	67
3	Degree	18	30
4	Higher education	2	3
	Total	60	100 %

The above table 1.3 depicts that there are no illiterates. And 67% of the respondents have completed their primary education 30% of the respondents have studied degree and only 3% of respondents have completed their higher education.

Table 1.4 Working Environment of the Respondents

Sl. No	Working Environment	No. of Respondents	Percentage
1	Good	48	80%
2	Satisfactory	12	20%
3	Not Satisfactory	-	-
	Total	60	100%

The table1.4 shows that majority of the respondents i.e 80% of them feel good about their working environment. And 20% of the respondents are satisfied with the working environment.

Table 1.5 Happy about Working hours

Sl. No	Working hours	No. of respondents	Percentage
1	Very happy	34	57
2	Happy	24	40
3	Not happy	02	03
	Total	60	100%

From the above table1.5 it is clear that out of 60 respondents 57% respondents are very happy with the working hours in this company and remaining 40% are happy with the working hours and very few i.e 03% respondents are not happy with the working hours. Table1.6 The Working Conditions in Work place of Respondents

Sl. No	Working Condition	No. of Respondents	Percentage
1	Good	50	83
2	Satisfactory	10	17
3	Not satisfactory	-	-
	Total	60	100%

The above table 1.6 shows about the views of respondents towards working conditions here i.e. 83 % of the respondents feel good about working conditions in the industry and 17% of respondents are satisfied and no respondent found to be not satisfied.

Table1.7 Relationship with the Employees of the Respondents

Sl. No	Relationship	No. of Respondents	Percentage
1	Good	46	77
2	Satisfactory	12	20
3	Not satisfactory	02	03
	Total	60	100%

From the above table1.7 it is clear that i.e. 77% of respondents have maintained very cordial relationship in the workplace and 20% are satisfied about their relationship with their employees and only 3% of them are not satisfied with the interpersonal relationship with the employees in the industry.

Table 1.8 Management Encouragement of Employee's Development

Sl. No	Development	No. of Respondents	Percentage
1	Yes	50	83
2	No	10	17
3	Don't know	-	-
	Total	60	100%

The above table explores the encouragement of employees development by the management. Majority of the respondents i.e 83% have scope for their development and only 17% expressed that the company is not fully supportive for their growth.

Findings

- Ø It is found from the analysis of the study that all (100%) of the respondents revealed that they are happy on the place of posting.
- Ø It is found from the study that majority (97%) of the respondents revealed the reason for the happiness of the place of posting as the positive attitude of the superior.
- Ø It is also found that some of the respondents(3%) are not satisfied with the work environment

- Ø It is observed from the study that good majority of the respondents revealed that they are satisfied with the induction programme organized by BKG Sandur.

Conclusion

Employee morale is an important aspect for any organisation in that it can affect performance and productivity. In the management area, managing living things especially human beings is not an easy job like non-living thing such as finance, materials other physical resources. The survival of any organisation is highly depended on how the needs and wants of the employees are fulfilled to the maximum extent. Every organisation has a set of ideal policies and practices which are applicable even to a average employee, sometimes number of conflicts are arises between management and employees and leads to various bad consequences like fall in productivity, economic loss, high rate of labour turnover and loss of reputation etc. In this aspect it can be said that the human resources are the precious assets and only the active factor in the factors of production. Hence almost all the fields in developed countries are recognizing their human resource by and large extent. It is a great blessing to the nation. Majority of the employees being closely associated with every effort of the Mining Company.

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