
The Effect of Employee Relation on Employee Morale at St. John's Medical Hospital, Bengaluru

Nyongabsen Hillary,

Final year BBA student, CHRIST (Deemed to be University), Bengaluru

Dr. Balu L,

Assistant Professor, Department of Management Studies, CHRIST (Deemed to be University), Bengaluru, India, 9916481706 E-mail: balu.l@christuniversity.in

ABSTRACT

Employee Morale is defined as the depiction of emotions, satisfaction, and overall attitude towards a workplace. Productivity is directly related to morale. Happy employees have high morale while dissatisfied and unhappy employees have low morale. A high morale means the employee is satisfied with the job, puts in effort, is creative, takes initiative, is committed to the organization and focuses on achieving organizational goals rather than personal goals.

The term 'employee relations' refers to a company's efforts to manage relationships between employers and employees. An organization with a good employee relations program provides fair and consistent treatment to all employees so they will be committed to their jobs and loyal to the company. Such programs also aim to prevent and resolve problems arising from situations at work.

This paper studies how employee relations as an impact on the morale of employees and what are the factors that enable the employees to develop trust and faith on the organization and its employers in the organisation.

Key Words: Employee Morale, Employee relation, Communication, trust

INTRODUCTION

The term employee relation refers to a company's efforts to manage relationships between employers and employees. An organization with a good employee relations program provides fair and consistent treatment to all employees so they will be committed to their jobs and loyal to the company. Maintaining healthy employee relations in an organization is a pre-requisite for organizational success. Strong employee relations are required for high productivity and human satisfaction. Employee relations generally deal with avoiding and resolving issues concerning individuals which might arise out of or influence the work scenario. Strong employee relation depends upon healthy and safe work environment, cent percent involvement and commitment of all employees, incentives for employee motivation, and effective communication system in the organization. Healthy employee relations lead to more efficient, motivated and productive employees which further lead to increase in production level

Employee relations had its roots in the industrial revolution which created the modern employment relationship by spawning free labour markets and large-scale industrial organizations with thousands of wage workers. As society wrestled with these massive economic and social changes, labour problems arose. Low wages, long working hours, monotonous and dangerous work, and abusive supervisory practices led to high employee turnover, violent strikes, and the threat of social instability.

Employee Morale, in human resources, is defined as the job satisfaction, outlook, and feelings of well-being an employee has within a workplace setting. Proven to have a direct effect on productivity, it is one of the corner stone's of business.

REVIEW OF LITERATURE

An Analysis of the Relation between Employee–Organization (ELIZABETH A. AMOS

BART L. WEATHINGTON,2008). Value the study talks about the harmony which exist between the employee and the employer. The harmony may be caused by a lot of factors such employee morale in the work place, satisfaction, organizational commitment and other factors. The results suggest that the perceived congruence of employee–organizational values by employees is positively associated with satisfaction with the job and organization as a whole and employee commitment to the organization. The results also support a negative relation between value congruence and employee turnover intentions.

The Effect of Low Morale and Motivation on Employees’ Productivity & Competitiveness in Jordanian Industrial Companies. (Osama Samih Shaban, Ziad Al-Zubi1 Nafez Ali1, Atalla Alqotaish1, 2007). The research paper talks about the effect of low confidence and its effect on the various employees of the organization. employers always strive for their employees to be more productive in the organization. to begin a high employee morale always lead to a high productivity in the company, the is a positive correlation between this two Low morale can be attributed to many factors such as job insecurity, lack of fair compensation policy, uncertain business conditions, and excessive outsourcing practices.

(Kathly Decker, 1998)- Sometimes organizations try to improve productivity of the company without looking at the employee morale of the company. The article talks about how managers at every end of the organization tried for a continuous success of their company by uplifting the morale of the various employees. Although it is very difficult for organization to address the issues of employee morale, a lot of companies are now focusing on creating a committee to improve employee morale.

OBJECTIVES

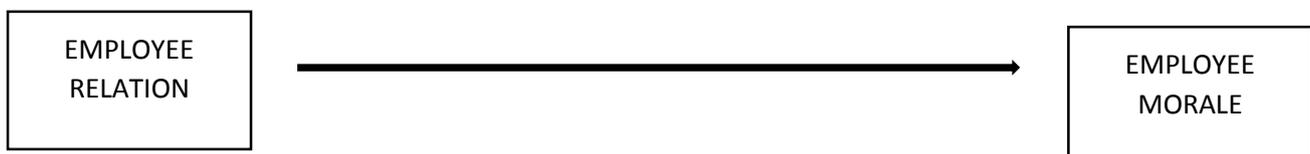
- To find out the relationship between employee relation and employee morale
- To find out what the employees expect from their organizations and how would that retain them in the organization...
- To find out whether there is an impact of Employee Relation on employee morale.

HYPOTHESIS

- H0- There is no influence of employee relations on employee morale in the organization
- H1-There is a significant relationship between employee relations on employee morale in the organization

Independent DependentVariable

Variable



Data has been analysed in the following manner

- Analysis of the questions by Google Form
- Regression Analysis to find the impact of employee relations on employee morale Correlation of variables to find out the relationship between the Independent Variable and the Dependent Variable
- Reliability Analysis to assess the reliability of the data collected
- Analysis of Variance between the variables

ANALYSIS AND RESULTS

Correlations

	Is it important for managers to build a positive relationship with their employees	Information about the task communicated effectively
Is it important for managers to build a positive relationship with their employees	Pearson Correlation Sig. (2-tailed) N	1 .037 155
Information about the task communicated effectively	Pearson Correlation Sig. (2-tailed) N	.037 .653 154

The relationship between the two variables have been studied, variable one been is it important for managers to build relationships with their employees and variable two been is information communicated properly to do the job. There is a positive relationship between them because the value lies between 0 and 1.

REGRESSION

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.483	.233	.185	.842

Model		Sum of Squares	Df	Mean Square
1	Regression	30.424	9	3.380
	Residual	99.894	141	.708
	Total	130.318	150	

The regression table above shows the impact of employee relation on employee morale and the figure 23.3% impact shows that there is a significant impact of the employee relation on employee morale.

It shows that the above figure is significant as the significant value is below 0.005

ONE WAY ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
M	Between Groupsc	24.883	3	8.294	11.164	.000
	Within Groups	112.188	151	.743		
	Total	137.071	154			
	Between Groups	20.928	3	6.976	8.498	.000
	Within Groups	123.950	151	.821		
	Total	144.877	154			
M	Between Groups	15.966	3	5.322	6.667	.000
	Within Groups	119.748	150	.798		
	Total	135.714	153			
M	Between Groups	26.203	3	8.734	9.538	.000
	Within Groups	138.275	151	.916		
	Total	164.477	154			
M	Between Groups	15.183	3	5.061	5.965	.001
	Within Groups	127.259	150	.848		
	Total	142.442	153			

The above table of Anova shows the impact of employee relation on different aspects of employee morale. Employee relation shows a significant impact on different employee morale as the significant level is below 0.05

FINDING AND SUMMARY.

- Correlation the is a positive relationship between the two variables. Correlation is valued at .037 showing a positive relationship but it doesn't have a impact.
- Regression basically checks the impact of one variable on another. The is impact of employee relations on employee morale. Valued .233
- The anova shows that all the employee relations have a significant on the employee morale variable

SCOPE FOR FURTHER RESEARCH

It can be applicable the following years in various companies to look into the factors that determine a smooth relationship between the employer and employees and the different factors that influence the morale of the employees

RECOMMENDATION

Employee Morale is a complex topic which is not comprehended by everyone easily. It is a subject which requires trust and faith on both the parties in the organisation , that is the employer and the employee need to have mutual understanding of one another.

a. Industry Relevance

Hospitals often make a mistake regarding the procedure that they adopt in filling their vacancies to get the skill gaps filled and show that their organization is doing well and during this procedure, promise everything to the prospective candidates about providing good pay, promotion and many other factors.

b. Academic Relevance

Another important aspect of Employee Relations that is considered while studying its impact on employee morale To avoid it, it is important for the organization to maintain a positive relation with its employees and fulfil the promises made by them to significantly impact the employee morale.

CONCLUSION

After conducting the above study, it is proven that there is a significant impact of Employee Relations on Employee Morale. It starts with a positive relationship between the variables that are studied in the research and then after conducting the study, each of the elements under the variables show an impact.

The significance of doing this research is to assess what is/are the factors that induce an employee to stay back in the organization. The research proved that employee relations have a positive impact on employee morale.

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