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Who's Responsible for Employee Morale?

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Who's Responsible For Employee Morale?

Benjamin R. Jean

Leadership

Fall 2016

Why study employee morale?

- Benefits of positive morale
 - “*Morale is what you make it*”
 - Higher employee engagement
 - Greater productivity
- Reduced absenteeism
 - Leaders should not leave morale to chance as the success of their employees and organization will be the standard from which they will be judged.

the beatings will
continue until
morale improves

<https://sites.google.com/site/saveoursherman/home>

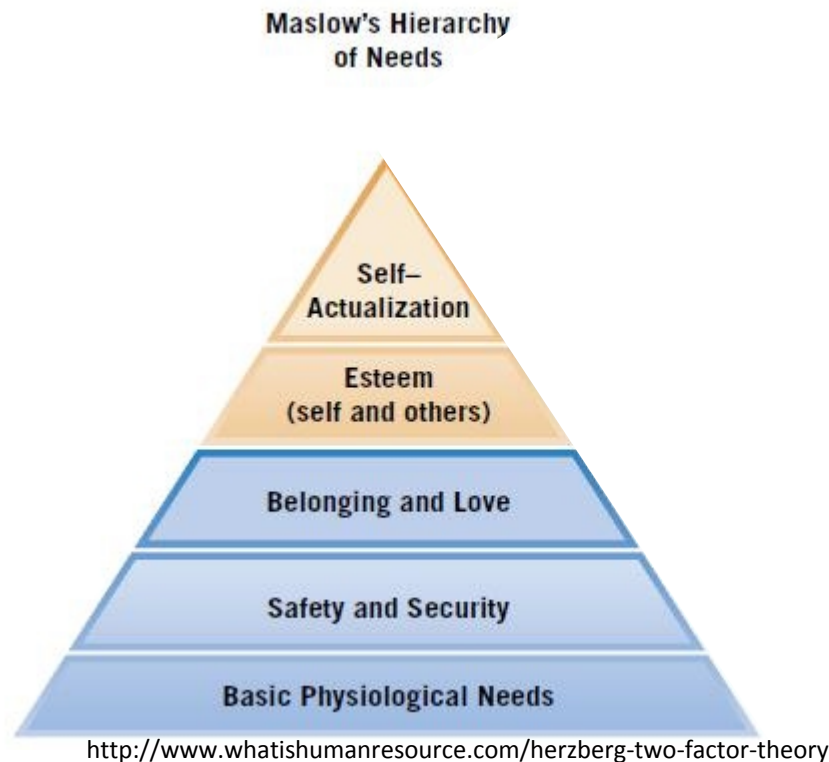


<http://dawnamaclean.com/?s=self+awareness#.WC0OLvSyqIQ>

Morale Defined

“How staff perceives their work environment in terms of a sense of belonging and motivation to put forth effort to meet organizational needs”

(Minor et al., 2014 p. 1308)



Conclusion

“Leaders have the greatest control and impact on morale in the workplace and it’s incumbent upon them to foster, nourish and maintain healthy environments within which positive morale can be achieved”

(Jean, B., 2016 p. 21)

- ~~Are you a leader?~~
~~Are you a leader?~~
~~Are you a leader?~~
~~Are you a leader?~~
~~Are you a leader?~~



(2016, <http://whats-an-alpaca.com/thank-you/>)

~~Are you a leader?~~
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~~Are you a leader?~~
~~Are you a leader?~~

References

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Minor, K. I., Wells, J. B., Lambert, E. G., & Keller, P. (2014). Increasing morale: Personal and work environment antecedents of job morale among staff in juvenile corrections. *Criminal Justice & Behavior*, 41(11), 1308. doi:10.1177/0093854814544702