



JOB SATISFACTION AND MORALE TO PRODUCTIVITY AND ORGANIZATIONAL CLIMATE IN THE CEMENT INDUSTRIAL WITH SPECIAL REFERENCE TO HYDERABAD KARNATAKA

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Abstract

Contribution of human, technical and material related management policies and practices Resources are not so important. However, experience in business and service organizations shows that:

Management, relatively speaking, bestows more time and attention to policies and systems related to Than to human resources production, technology, investment, inventory, marketing etc. Therefore, Despite the proven strength in the technical, financial, marketing and material areas are many organizations You can't achieve as much productivity and effectiveness as they can. Despite swearing by The importance of human resources, the issue of man management in these organizations seems to attract much more Be more careful in times of crisis than during peace. There are several factors that contribute to the improvement of the quality of work of employees of the organization. It is true that the organization itself can become a contributing agent for positive development Employees' feelings towards both the work context and the work content. The climate that is spreading there in the organization Creates an atmosphere for people's perception and feelings towards the environment

Keywords: Job satisfaction, morale to productivity, organizational, climate

Introduction:

The climate of an organization that consists of key motivations like achievement motivation, affiliation, Freedom from expansion, expert influence, control and dependence, indeed, affect perception,

The attitude, feelings and behavior of the worker, which largely determines the

overall quality of the work life of the employee.

It is through satisfying these motivations that the climate of the organization is believed to be a major contributor

On the quantity of work quality of life of workers in the organization. Aspects of the job Environment

The facts lead to the development of work satisfaction too. Employee satisfaction was perhaps the most frequently studied work attitude in the literature of organizational behavior. Despite such extensive research, many causal relationships

Relationships regarding antecedents and results from work satisfaction and morale are still open to Therefore, this study is trying to understand and probe job satisfaction and morale

The cement industry, with special reference to Hyderabad-Karnataka.

Significance of the Study:

Job satisfaction and morale are common attitudes of workers based on their faith in fairness

Policies and actions of the employer; relevance of immediate leadership, a sense of participation in

The organization is working for. In short, this is an indicator of their respect for the organization that employs them.

In other words, morale is "an attitude of contentment, a willingness to continue and a willingness to strive for."

The goal of a particular group. However, individual organizations can practically benefit if the individual knows what

Attitudes contribute to job satisfaction and morale because they can improve productivity through this. Implicit

The assumption, of course, is that satisfied workers produce more and do more work.

Is the best company of Of course, a company with the highest satisfaction workers with the highest job satisfaction and morale. Therefore, This study attempts to study job satisfaction and morale in Hyderabad Karnataka.

Methodology:

The data thus collected must be appropriate for research studies. Data collected by specific use

The method should also be objective and impartial. But in the study of employee job satisfaction,

Morale, which is part of behavioral science, is quite impossible to desire high efficiency in the following ways
Collection of data for the above studies

Limitations of the Study:

There are so many factors associated with job satisfaction and morale. And that the difficulty arises here

All such factors can not be included in the study for analytical purposes. Therefore, there may be certain limitations

About the findings from data collection in Hyderabad Karnataka. while creating a questionnaire,

Many factors that were equally related to work, satisfaction and morale were forced to be excluded

From the survey, limit the length and range of the same. As a result, the probe could not

Deeply into the matter.

Job Satisfaction and Productivity:

"Satisfied workers are productive employees" is a popular but discredited view. Are there any complaints

Will the job result in a reduction in output?
Because increased job satisfaction leads to higher output,

productivity? These are unforgettable questions that have been tagged by both industrial psychologists and Managers of organizations without discrimination for almost fifty years. Briefly, let's take a look at some research In connection with this controversial topic, "A satisfied worker is a productive employee" is a popular, but discredited view. Are there any complaints Will the job result in a reduction in output? Because increased job satisfaction leads to higher output productivity? These are unforgettable questions that have been tagged by both industrial psychologists and Managers of organizations without discrimination for almost fifty years. Briefly, let's take a look at some research in relation to this controversial topic

Impact of Morale on Organizational Climate:

Generally, the term "morale" is used to describe the prevailing overall climate among members

Group. It is not an absolute concept, it can convey a certain meaning. like the word health

"Morale" itself does not convey a favorable or unfavorable meaning. It must be qualified with a degree,

As high morale or low morale. Therefore, it is a relative concept. We can only refer to the degree of morale. in this way,

Morale is the degree of enthusiasm and willingness of members to contribute their efforts towards

Organizational goals. If the enthusiasm and willingness of the group to work is high, they say that morale is high And vice versa. It cannot be said that there is or is not morale among the members of the group. Therefore,

Morale must be qualified like a "word of health". Just as health is essential for any individual, high morale It is necessary for any organization. The manager can not forget about it after establishing a high morale once Several years. High morale should be built and maintained through continuous efforts. Morale is multidimensional Nature in the sense that it is a complex mixture of several elements. It recognizes the impact of work Satisfaction with the attitude of the individual is also considered primarily a long-term phenomenon. Raise morale To a high level and maintenance, it is a long-term and continuous process that can not be achieved Short-term measures such as gimmicks, contests, and one-shot actions.

Morale is an important component of organizational success because it reflects attitudes and emotions

Members of the organization towards the organization, its objectives and policies. These attitudes and feelings

It mainly affects his work, his workgroup, his boss, his organization and productivity and satisfaction from him Environment. High morale is when the attitude of

employees is favorable towards their work, their company

Their fellow workers - in favor of the overall situation of the group and the achievement of its objectives. Low Morale is when attitudes inhibit the group's willingness and ability to achieve the company's goals. in this way,

The morale of employees must be high in order to achieve the objectives of the organization efficiently and effectively. High

Morale reduces absenteeism, labor turnover, waste and disharmony.

Employees with high morale in their work and cooperate fully with management towards,

Achievement of organizational goals. It results from job satisfaction and generates job enthusiasm. High

Morale is certainly a manifestation of the strength, reliability, pride, confidence and dedication of employees. All

These minds and personalities come together to create high morale among employees. High morale

Employees lead to the following benefits

- (i) Ambitious cooperation for the purposes of the organization.
- (ii) Loyalty to the organization and its leadership.
- (iii) Good discipline, i.e. voluntary compliance with rules and regulations.
- (iv) High degree of employee interest in work and organization

(v) Pride in the organization

(vi) Decrease in absenteeism and labor turnover.

Low morale indicates the presence of mental anxiety. Mental Anxiety Does not only interfere with production

But it also leads to illness of employees. Low morale exists when doubt and doubt are common

When the individual is depressed and discouraged. That is, there is a lot of mental tension. This situation looks like this

The next result.

- (i) High absenteeism and labor turnover rates.
- (ii) Excessive complaints and complaints.
- (iii) Frustration among workers.
- (iv) Friction between workers.
- (v) antagonism to organizational leadership;;
- (vi) Lack of discipline.

Work productivity is a measure of the role of performance and behavior. It was contested by

Morale and productivity are positively correlated i.e. the school of relationships they move or go with

hold hands. High morale and high productivity have always been the general view of going together like the East

And the west side of the elevator. High productivity is due to the fact that people who are experiencing high morale do

Do not skip their duties, be interested in their work, at least be late, show a good team spirit and contribute their best

To achieve the goals of the organization. Conversely, low morale and low productivity come together. People

With low morale show trends like absenteeism, lateness, work turnover, casual interest in combined work

It is accompanied by apathy, anxiety, nervousness and even arrogance.

The above hypothesis has been tested in several empirical studies in India and abroad. 1 of the main ones

The conclusion that can be drawn from all research studies on this subject is that it is inconsistent,

A positive and casual relationship between morale and productivity. Some studies have found that morale is:

The positive was correlated with productivity. However, some other studies did not have a significant and consistent correlation

It is seen between high productivity and high morale. This means that employees and workers perform very well

Well in their work is not much, thereby automatically well satisfied. In other words, some other factors, apart

From morale, affect productivity, and if these factors are strong enough, they can pull down the impact of

Morale

There may be 4 possible combinations of morale and productivity.,

(i) High morale and high productivity

(ii) High morale and low productivity

(iii) High morale and low productivity

(iv) Low morale and high productivity.

High productivity goes with high morale, supervision is when workers are ambitious

You are training very thoughtful of workers and workers. This is the ideal state, and I want it to be in the best possible state

Use of human resources. But morale and productivity are not absolutely related. They may not increase

The same percentage. Exactly the opposite situation can be a situation with low morale and low productivity. High

Morale is associated with low productivity when employees are simply satisfied and not appropriate

Motivated to do the job. Other reasons for low productivity may be inefficient supervision, faulty materials

Technology, and a low degree of skill. Also, high-morale content in the group can mean limited output

According to informal group norms. By adhering to the group's norms, members derive satisfaction

Fulfillment of social needs for belonging and belonging. In such cases, high morale and low productivity move

Together.

High productivity is associated with low morale when management uses strict supervision

Punishment for low productivity. It is possible to rationalize and systematize production technology

Such a way that high productivity can be achieved independently of mental and psychological attitudes

Disposal of human elements. This means that employees with low morale may still be partially high

Productivity. But high productivity with low morale can not be sustained for long because the working will is very

Important factors. The concept of working will configures workers's attitude towards work, supervision and

The policy of a particular organization. Therefore, the relationship between morale and productivity is very complex. It is...

It depends on the organization and sometimes.

IV. Conclusion:

Employee morale can be considered an attitude towards work, the company and the immediate boss

It can be confirmed by attitude questionnaires and interviews. Being recognized for one job, being

Understood by one's supervisor to receive the payment and status expected to receive to get the fulfillments of the need

From the work itself - all these factors tend to generate high morale. High sales, sometimes indicating low

Morale is due to dissatisfaction with wages, lack of engagement with the company, and very rigor

Work situation. Absenteeism, and sometimes low productivity, is also accompanied by dissatisfaction with the company

Morale and productivity are often not related, but in general or in certain aspects of the working situation.

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