

Florin Denarius

Read All About It

The article “10 Effective Ways to Boost Employee Morale in 2020” written by Rea Regan; not only explains how to boost morale but also why morale drops in general and how morale can drop especially during times like these. There are many disadvantages related to remote working. These disadvantages starting from the most impactful to least start from: Lack of personal interaction, isolation/loneliness, lack of stability, interactions with family & friends, and lack of team coordination/management. Rea stresses the importance of managers appreciating the work that is being remotely. Some key tips Regan gives related to this include: easing the scheduling of office and remote workers, trusting employees to work and basing that through their job performance, and to give recognition and generate a positive company culture. That being said there are plenty of other non-remote related demoralizers that any organization should be aware of such as: lack of growth or employee development, no clear expectations or clarity in setting goals, and finally changes or issues with leadership. Luckily, the basics of morale boosting have been the same but the nuance comes from is executing it properly. However, the core of morale is with the employees themselves. That’s why many of the tactics are related to employee relationships. The 3 core elements around improving employee relationships are feedback, recognition, and growth. In terms of feedback, it’s important to make employees feel that their voice matter. Something as simple as singularly excluding them from employee meetings can make that person feel incredible insignificant drastically lowering their motivation to contribute in a meaningful way. Recognition can vary in a multitude of ways but studies have shown that even getting to know your employees and acknowledging what they bring to the table will not only increase performance but also increase loyalty to the organization. It’s also important to be wary of what you say about people in front of other employees such as

deprecating where somebody lives. However, growth is the probably the most critical employee related factor for morale. Growth acts as a double-edged sword in that lack of it will lower morale but increased growth will be a huge positive impact to employee performance. If employees believe they have a chance at moving up the organizational hierarchy or even just receive more benefits they will work much harder to obtain these. On the flipside, if employees are consistently overlooked for promotions and the organization actively seeks and hires people from outside the company then the employee can feel like an underappreciated grunt only used for menial work.