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How to improve employee morale by Sean Burke

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All businesses, regardless of size, should take notice of employee morale. A poor workplace atmosphere increases sick days, reduces the speed and efficiency with which your staff work, and increases staff turnover. All of these create a poor work environment and can cause you to lose money and to lose ground to your competitors. With a few simple tips you can improve employee morale, which will not only improve the mood of your office, but will ensure that your staff work harder, smarter and more efficiently.

Empowerment is an important part of employee morale. No one wants to feel like they are a cog in a machine, and studies have shown that employees respond better when they feel like they are in charge of a particular project. This can be easier in theory than in practice, particularly if you like to have the final say on projects. However, giving your employees time to work on a project without your supervision will see improved results, and increasing peopleâ€™s responsibility usually yields dramatically improved outcomes.

Another way that you can improve employee motivation is through communication. You can do this in two ways. Firstly, ensure that your employees are kept in the loop about new customers and suppliers. This creates a team atmosphereand contributes to their sense of empowerment. Secondly, you can also increase the feedback loop to your employees. Meet with each of your staff once a week and let them know how they are doing. You can ask them for feedback to gain an understanding of how you can improve office life, and to spot potential issues early on. Improving communication is one of the easiest and cheapest ways of improving employee morale.

Giving bonuses to employees is a financial means of improving performance. Some companies offer their employees a share of the overall profits. This encourages everyone to work together in a team and can greatly improve performance as well as morale. Profit-sharing shows employees how much you value them.

A further way to improve morale is to invest in your staff holistically. Company medical insurance can help to reduce time spent off sick, and ensure that your employees all benefit from private healthcare. This will show your employees that they are valuable parts of your business. In addition, staff will become less demoralized due to covering absences from illness, as time away from work will be minimized.

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