

## **Employee Morale and Its Influence on Employee Performance in Modern Rice Mill Machinery Manufacturing Industries**

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### **Abstract**

*The major goal of this research is to look at employee morale and performance in the Modern Rice Mill Machinery Manufacturing Industries. Motivation, job meaningfulness, organisational commitment, and work pride were included in the concept questionnaire used in this study to assess employee morale. A total of 320 people working in the Modern Rice Mill Machinery Manufacturing Industries were interviewed for the study. Employee morale and performance, according to the findings, are highly correlated.*

**Key words:** *Employee morale, Employee performance, Modern Rice Mill Machinery Manufacturing Industries*

### **1. Introduction**

Morale is a psychological state of affairs for contentment, composure, and resolution that describes an employee's attitude toward various stakeholders of an organisation. Morale is a crucial aspect in determining an organization's performance, according to the organisational idea. As a result, morale fosters a good attitude among employees, which aids in achieving organisational commitment and goals. As a result, morale influences an organization's performance (Morgan, 2002). A pleased employee with a high level of morale willingly participates in numerous organisational tasks, which can lead to greater production. In a specific employment scenario, morale is defined as "the professional interest and passion that a person demonstrates toward the fulfilment of individual and collective goals" (Bentley, 2000). Similarly, if employees are dissatisfied with their workplace and have a stumpy attitude, they may feel as though they are unable to meet their objectives and demands.

## **2. Background of Employee Morale**

Morale, according to Dalton t McFarland, is a collective phenomena that characterises the amount of favourable or negative attitude of employees toward all aspects of their employment, including the job, the firm, their duties, working circumstances, and superiors. The fulfilment of fundamental requirements is the sign of Morale, according to the traditional perspective. "Morale is defined as the extent to which the individual sees that satisfaction deriving from complete job satisfaction," writes Robert M. Guion. Morale is a psychological concept, or a state of mind, according to the psychological method. "Morale is a mental condition or attitude of individuals and groups that influences their propensity to collaborate," according to Jurious Fillipo. Some academics believe that morale is a social phenomena, according to the Social Approach. "Morale may be defined as individual and group attitudes toward their work environment and voluntary participation to the full extent of their capacity in the best interests of the business," says Davis.

### **Types of Morale:**

Employees will be more enthusiastic to perform better if their morale is high. Employees must have high morale as a demonstration of their strength, reliability, pride, confidence, and dedication. Some of the benefits of high morale include: Willing cooperation toward the organization's objectives, Loyalty to the organisation and its leadership, Good Leadership, Sound superior subordinate relations, High degree of employee interest in their job and organisation, Bribe in the organisation, Reduction in absenteeism and labour turnover, Reduction in grievances, Reduction in industrial conflict, Team building, and Employee empowerment.

The existence of mental turmoil is indicated by low morale. Employees' health is harmed by mental turmoil, which not only impedes output. Low morale exists when there is a lot of mental stress, when there is a lot of doubt and distrust, and when people are dejected and disheartened. High absenteeism and labour turnover, decreased quality, decreased productivity, excessive complaints and grievances, worker frustration, lack of discipline, increased mistakes, accidents, or injuries are all negative effects of such a circumstance.

### **High morale and low morale:**

We may say morale is high if a group's enthusiasm and readiness to work is high, and vice way as a good health is vital for an individual's high. Good morale shows an attitude of contentment with a desire to continue and eager to strive for the group's goals. When employees have high morale, they have less grievances, disappointments, and complaints. They are clear about their personal and organisational goals, and they are content with the organization's human relations.

### **Morale versus motivation**

It's important to distinguish between motivation and morale. Both are cognitive concepts, yet they are very distinct. Morale is a collection of emotions, attitudes, and sentiments that contribute to overall sense of fulfilment at work. Motivation, on the other hand, is something that drives a person to do action. It is the process of motivating someone to take action in order to achieve a certain objective. It's a riot of desires and requirements. Morale is concerned with the mobilisation of feelings, whereas motivation is concerned with the mobilisation of energy.

### **Morale affect productivity**

Productivity is directly influenced by employee morale. Low morale leads to low productivity, whereas strong morale leads to great productivity.

### **Factors influencing morale**

- ❖ Nature of work
- ❖ Service conditions
- ❖ Type of managers
- ❖ Inter personal relationships
- ❖ Personal factors of an employee
- ❖ Consequences of low morale

- ❖ Lack of enthusiasm
- ❖ Low performance level
- ❖ Poor quality of work
- ❖ High rate of absenteeism
- ❖ High rate of labor turn over
- ❖ Excessive complaints and grievances
- ❖ Increase in conflicts in conflict in the workplace
- ❖ Loss due to mishandling of tools and machines
- ❖ Scope for industrial accidents
- ❖ Loss of goodwill

### **3. Literature Review**

Karen E.Mishra (1998) discussed GE's team model, in which the employer communicated essential information about the plant's operations with employees and addressed long-standing issues between union and management in order to establish confidence. Employee morale may be improved through fostering open and honest communication, taking into account others' views and perspectives, and encouraging participation and risk-taking in decision-making. He came to the conclusion that teambuilding has a long-term favourable impact on staff morale and retention. Employee morale and retention have a long-term beneficial association with team performance, individual contributions, team evaluation, and coordination. Employee morale and retention do not suffer as a result of team togetherness.

According to Fard et al. (2010), organisational trust improves organisational performance and has an impact on the development of interpersonal relationships. The trust offers a foundation for security and confidence in supervisors', managers', and organisational leaders' intentions and actions, resulting in a good attitude, strong performance, and high morale. Surya Rashmit Rawat (2015) found that leadership has an influence on employee morale and motivation, citing

leadership qualities such as communication, developing trust, and team building as examples of leadership competencies that have a demonstrable impact on morale. It is suggested that the ideal fit between the leader's personality, age, experience, and attitude entails a lot of freezing, unfreezing, and refreezing exercises in line with the working environment. As a result, he assessed the influence of leadership on staff morale and motivation.

Daeij Al Hosni (2016) examined the key difficulties surrounding personal items inspections and their impact on employee morale.

He reveals that the workers comprehend the rationale behind the measures, are unafraid to implement them, and hence have no negative influence on employee morale. He showed that there is a substantial link between employee privacy, trust, tolerance, and morale. Trust and privacy are two significant factors that obstruct security operations.

Workplace bullying has an influence on employee morale, performance, and turnover intentions, according to Ashraf Tag-Eldeen (2017). He discovered that workplace bullying had a considerable impact on a variety of organisational outcomes, including morale and turnover intentions. These behaviours also have the effect of eroding teamwork, decreasing productivity, and raising employee illness, absence, and turnover rates. It also wastes time and money, degrades service quality, and harms the organization's reputation. Job performance is the most significant notion in organisational behaviour and human resource management, according to Manivannan and Kathiravan (2017).

Osama Samih Shaban (2017) investigates the impact of poor employee engagement and productivity on productivity and competitiveness.

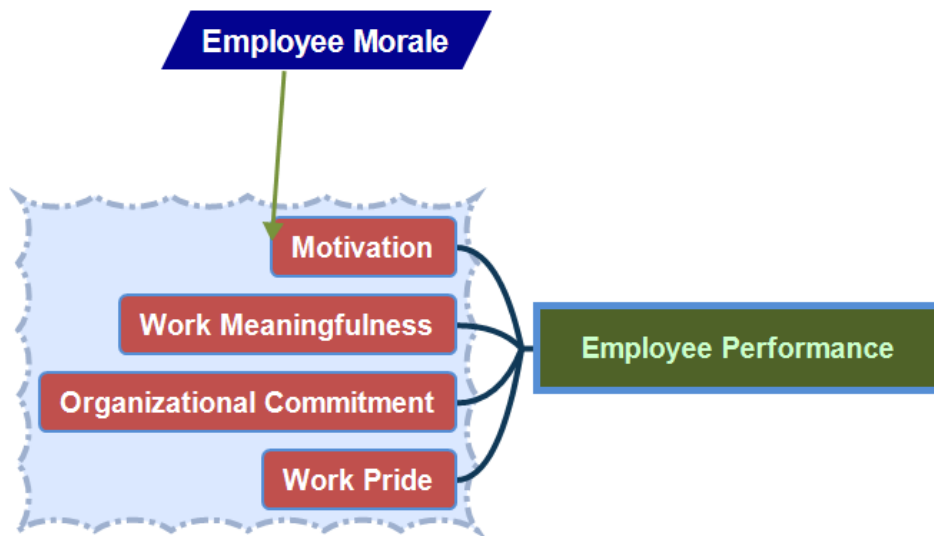
Low productivity and competitiveness are the result of low morale and motivation, which can lead to other undesirable symptoms like absenteeism and sabotage. He also advised management

to focus on enhancing productivity by improving employee happiness by reengineering systems and procedures, as well as offering incentives, education, and training.

A.Vinothkumar and M.Kanimozhi (2018) Employee morale is defined as an employee's sentiments of well-being in the workplace, and it has been shown to have a major impact on job satisfaction and productivity. V.P.Velmurugan and Aiswarya v Kumar (2020) Employee morale refers to how an employee feels about the company's many stakeholders. Employee morale refers to a psychological state of happiness, composure, and resolve among employees.

#### 4. Conceptual Framework

The conceptual foundation for this inquiry is depicted in Figure 1. Employee morale qualities are an independent variable that influences Employee Performance, the dependent variable. There are four components that make up employee morale. The work performance is then measured using seven indicators.



#### 4. Objectives of the Study

1. 1. Determine the elements that influence employee morale and performance.
2. To find out the relationship between employee morale and employee performance.

#### 5. Hypotheses of the Study

1. There is no significant difference between the factors influences employee morale.
2. There is no linear relationship between employee morale and employee performance.

#### 6. Methodology of the Study

The survey approach was used in this study because it provides extensive coverage, flexibility, and convenience with inputs on linked populations or events. The questionnaire used in the study was created after a thorough examination of the literature. A total of 320 respondents from the Modern Rice Mill Machinery Manufacturing Industries were surveyed. The convenience sampling approach was used to choose the sample. Respondents were chosen based on their willingness to share pertinent data. The replies to the structured questionnaire were categorised using a lickert scale with numbers ranging from 1 to 5.

#### 7. Results and Discussion

**Table –I Regression Analysis**

<b>Predictors</b>	<b>R square</b>	<b>F</b>	<b>Δ R square</b>	<b>Sig of F</b>	<b>B- value</b>	<b>t- value</b>	<b>Sig -t</b>
Constant	0.985	941.35	0.972	0.001	-0.364	-4.084	0.001
Motivation					0.068	3.759	0.001
Work meaningfulness					0.068	8.525	0.001
Organizational commitment					0.123	11.282	0.001
Work pride					0.031	2.5342	0.016
Employee performance					-.030	-4.153	0.001

Table 1 shows the statistical significance of the model as well as the R square value. At a 0.01 confidence level, this shows that the model is statistically significant. The t-test for the significance of independent variables shows that all factors are significant at the level of 0.01 except work pride. At the 0.06 level, the variable work pride is substantial. Any of a large range of statistical interactions including dependency is referred to as correlation. Correlation analysis was utilised in this study to determine the extent to which two quantitative factors, employee morale and quality of work life, are connected.

**Table – II Correlation between Employee Morale and Employee performance**

	Mean	SD	Employee Morale	Employee performance
Employee Morale	3.73	1.172	1	0.973
Job Satisfaction	3.83	1.043	0.973	1

Employee morale has a 0.973 correlation relationship with employee performance. It demonstrates the presence of a 0.01 level link between employee morale and employee performance. Employee morale has the greatest overall impact on work quality.

## **8. Discussion**

The current study adds to our understanding by looking at the link between employee morale and employee performance among employees of Modern Rice Mill Machinery Manufacturing Industries. According to the findings, there is a considerable variation in perceptions of employee morale between temporary and permanent personnel. Permanent employees had higher morale than temporary employees, according to the mean score.

Table II shows that all factors are significant at the 0.01 level, with the exception of work pride. At the 0.06 level, the variable work pride is substantial. Employee morale is positively related to intrinsic motivation, work purpose, organisational dedication, and work pride, while it is adversely related to employee satisfaction. Staff performance and employee morale have a perfect positive connection, as shown in Table III.



## Conclusion

Employee behaviour is unpredictable and complicated, and it must be understood in order for human resources to be used and operate effectively in any firm. In the Modern Rice Mill Machinery Manufacturing Industries, employee morale has a greater influence on job satisfaction. Employee morale is influenced directly by factors such as intrinsic drive, job meaningfulness, organisational commitment, and work pride. Only when human resources are pleased with increased employee morale and staff performance can the Modern Rice Mill Machinery Manufacturing Industries be enhanced.

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