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Employee Morale during Covid 19 with Reference to Smart Training Resources

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Abstract: *Morale is said to be an Employee's Attitude which is toward His or Her Job, Employer, And Colleagues. Employee Morale because the psychological state For Satisfaction, Confidence And Resolve; The Attitude Of a personal Or Group Of Employees, resulting in Courage, Devotion, And Discipline; Level Of Fulfilment One Has With Intrinsic Work Aspects, like Variety And Challenge, Feedback And Learning. Morale is actually An generally Attitude Of a private Or Group Towards All Aspects Of Their Work just like the Company, The Job, The Supervisors, Fellow Workers, Working Conditions To Which they need to pride oneself And Devote Towards Their Effective Time In Business Methodology Used For this is often Study Is Descriptive In Nature And Structured Questionnaire Was Used Which Has Been Distributed To 145 Employees, Convenience Sampling Method Was went to Survey the worker Morale. The Result from the Study Explains That Morale is that the Psychological Factor which ends up In Positive Behaviour Of the workers and therefore the Positive Behavior leads to Effective Performance, To Drive Their Organizations to Peak Performance Managers and Supervisors Must Put ahead the face Of Their Organization.*

Keywords: *Morale, Employees, Work, Satisfaction.*

I. INTRODUCTION

Employee morale will be outlined because the overall angle, outlook and satisfaction that individuals have within the geographic point. Once worker morale is high, productivity and performance increase. Once it's low, individuals drag themselves into work and lack motivation, which might cause conflicts, poor performance and loss of revenue. Many factors have an effect on worker morale, as well as the structure culture, work setting, leadership, peer support, stress levels and wages. For instance, employees who do not receive edges like dental insurance and parental leave might feel that their work is not valued. This could end in low morale and better turnover rates. A poor work-life balance will negatively impact their well-being and motivation too. Workers expect to possess a versatile schedule and work-from-home opportunities. This issue will influence their call to require or leave employment. High worker morale may end up in lower turnover rates and create it easier to draw in high talent. Individuals need to figure for firms that invest in their workers and care concerning their well-being.

II. REVIEW OF LITERATURE

The authors M. Kanimozhi, Vinothkumar (2020) have said that the research in this article focuses on the effectiveness of employee morale and its impact on employee relations in the manufacturing industry. This article describes the background of the term morale and the methods used by the industries to increase morale in the workplace. The outcome from this study is employed for other factors in human resource management like Employee motivation and job satisfaction.

Suguna Devi, A, G Ravi (2020), This topic of study will support the organization to know the strength and opportunity to develop the employee's morale and to know the happy employees and their productive work. The study at Gandhimathi Appliance was cleared that there showing various faction which influences morale and productivity of the workers each as Social Security measures, welfare facilities, salary status, Bonus, health condition, shift system and recognition of work are getting much importance. It is said that the employee's relationship & strength will be found through morale.

Dr. P.S Chandini (2020), during this study, makes an effort to assess the general satisfaction of employees and therefore the effectiveness of employee morale in

Kanaka Polypack Pvt. Ltd, Aluva, and also study the factors influencing employee morale. The results also indicate that most of the employees are proud to be a part of this business organization.

Uma Devi (2020), this paper is about a study conducted on measuring the impact of morale on organizational commitment with special reference to college teachers. From the analysis, it is found out that teachers have a high level of morale and organizational commitment.

The overall morale is higher in Government colleges. The lowest morale is found among self-financing teachers. Further, it's acknowledged that there's a big difference within the level of morale among the govt, aided and self-financing teachers.

David Weakliem (2020), this study considers the connection between morale and workplace productivity during a stratified sample of Australian workplaces is said that the results show that morale influences productivity in an approximately linear fashion. Thus, a part of the influence of morale on productivity may be a matter of accelerating the effectiveness of workers' efforts.

III. STATEMENT OF THE PROBLEM

To find the causes of low employee morale during covid-19 in smart training resources.

A. Need For The Study

Since morale is basically the results of smart human relations, its promotion is that the primary responsibility of the management. It ought to be remembered, however, that the work of morale promotion isn't a brand-new development in industry; it's solely far more necessary than in handicraft days. Even in those days, the employee had to be inspired to allow the simplest worth to the master, by applying his data and ability to the creating of the article that the leader hoped to sell to pay wages and build his profit.

B. Objectives Of The Study

- 1) To study the effectiveness of employee's morale with compensation due to covid-19.
- 2) To identify the relationship between the employees moral and compensation.
- 3) To examine the factors of compensation due Covid pandemic situation.
- 4) To analyze the employee's moral during the pandemic situation.

IV. RESEARCH METHODOLOGY

The purpose of our project work was to study the various employee's welfare facilities and social security measures provided to the employees in the organization in order to raise their morale. Thus keeping this in mind we adopted the following research methodology.

A. Research Design

The research design used in the study was a Descriptive Research design. It includes surveys and fact-finding requirements of different kinds. The major purpose of descriptive research designs, as it exists at present. The main characteristic of this method is that the researcher has no control of variables; he can report only what has happened or what is happening.

B. Sources of Data

Primary data collection was said to be done through a structured questionnaire. Secondary data was collected from company records. Primary data are said to be those data that are said to be collected afresh and for the primary time and thus happen to be original in character. It is said that Primary data can be collected either through experiments or through surveys. The secondary data which is said to be on the other hand are those which have already been collected by someone else and which have already been passed through the statistical process.

C. Sample Size

The total sample of the employees for this study is 145.

D. Sample Design

In this project, it is said that convenience sampling methods are used. Convenience sampling is said to be defined as a way that is said to be adopted by researchers where they collect marketing research data from a conveniently available pool of respondents. It's the foremost commonly used sampling technique as it's incredibly prompt, uncomplicated, and economical. In many cases, members who are said to be readily approachable to be a neighbourhood of the sample.

E. Analytical Tools Used

A primary data source was applied for the collection of the data from the employee. Data collected are edited and coded by using the tabular columns. This will helps in the conversion of the gathered data into a tabulated grouped data.

- 1) *Percentage Analysis:* It is applied to create a contingency table from the frequency distribution and represent the collected data for better understanding. It is said to be referred to as a special kind of rate, percentage are used in making comparisons between two or more series of data. A percentage is said to determine the relationship between the series.

- 2) *Chart Analysis*: It is said to be applied for a better understanding of the percentage analysis and it is done via pie, bar charts, etc.
- 3) *ANOVA*: Analysis of variance (ANOVA) may be a statistical technique that's used to check if the means of two or more groups are significantly different from one another. ANOVA checks the impact of 1 or more factors by comparing the means of various samples. The one-way analysis of variance (ANOVA) is said to be employed to work out whether there are any statistically significant differences which are given between the means of three or more independent groups.
- 4) *Correlation*: Correlation is said to be defined as a term that will refer to the strength of a relationship that is given between two variables. A strong, or high, correlation means that two or more variables are said to have a strong relationship with each other while a weak, or low, correlation means that the variables are said to be hardly related. It is used to measure the strength of a linear association between two variables, where the value = 1 means a perfect positive correlation and the value = -1 means a perfect negative correlation.
- 5) *Regression*: The regression model is said to be a statistical procedure that will allow a researcher to estimate the linear, or straight line, a relationship that will have a relation with two or more variables. This linear relationship summarizes the amount of change in one variable that is associated with a change in another variable or variables

V. RESULT ANALYSIS AND DISCUSSION

A. Correlation

Table showing the relationship between Age and working with full efficiency during the pandemic

Correlations			
		Age	Were you able to work with full efficiency during the pandemic?
Age	Pearson Correlation	1	.207*
	Sig. (2-tailed)		.013
	N	145	145
Were you able to work with full efficiency during the pandemic?	Pearson Correlation	.207*	1
	Sig. (2-tailed)	.013	
	N	145	145

*. Correlation is significant at the 0.05 level (2-tailed).

Source: Primary Data

- Interpretation*: Since Pearson correlation is between -1 and +1, there is said to be a relationship between Age and company paying the compensation in full during the pandemic.

B. ANOVA

Table showing association between Age and Work from home situation affecting the compensation to a greater extent

- 1) *H0*: There is no association between Age and Work from home situation affecting the compensation to a greater extent
- 2) *H1*: There is an association between Age and Work from home situation affecting the compensation to a greater extent

ANOVA					
Did work from home situation affect your compensation to a greater extent?					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	11.648	3	3.883	2.750	.045
Within Groups	199.111	141	1.412		
Total	210.759	144			

Source: Primary Data

- Interpretation*: Since p value is higher than 0.05, we accept H0 and reject H1. Therefore, there is an association between Age and Work from home situation affecting the compensation to a greater extent.

C. Regression

Table showing the association between the company reduce the compensation during the pandemic and reduction in compensation affect the performance in the job

- 1) H_0 : There is no association between the company reduce the compensation during the pandemic and reduction in compensation affect the performance in the job
- 2) H_1 : There is an association between the company reduce the compensation during the pandemic and reduction in compensation affect the performance in the job

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	Change Statistics			Sig. F Change
						F Change	df1	df2	
1	.225 ^a	.050	.044	1.210	.050	7.603	1	143	.007

a. Predictors: (Constant), Did your company reduce your compensation during the pandemic?

Source: Primary Data

- *Interpretation:* Since p value is higher than 0.05, we accept H_1 and reject H_0 . Therefore, there is an association between work from home atmosphere lead to bias in performance appraisal and incentives and allowances reduced citing work from home.

VI. SUGGESTIONS

To improve the level of Employee Morale, it is better to consider the following suggestion.

- A. Management should reduce the workload of the employees.
- B. It will be more effective if the management takes the steps to introduce a suggestion scheme system for the employees.
- C. The management should pay reasonable wages and allowances to the employees.
- D. The management should recognize the requirements of employees and encourages employees' special talents.
- E. It will be better if the management provides incentives to employees so it'll boost their morale and productivity.
- F. Supervisors should maintain a coordinated relationship with workers and offers recognition of the employee efforts and provide needed guidance to workers.
- G. It will be better if management provides performance and potential appraisals regularly.
- H. The management should provide opportunities for career development.
- I. It will better if management gave performance awards to employees

VII. CONCLUSION

To conclude, Employee Morale plays a really important role in every organization. It is a psychological concept and should range from very high to very low. Morale is not a cause but rather, the effective result of an employee's behavior being appropriate /inappropriate. Morale differs from person to person, industry to industry, level of education, age, and nature of work. By this study, it's clear that various causes or beliefs which influence morale and recognition of the worker s like Social Security measures, welfare facilities, salary status, bonus, health condition, shift system, recognition of labor are becoming much important. We also find that Sanofi Aventis has all right looked into such above welfare and Social Security measures which have enabled the corporate, to excel within the art of employing and managing its workforce with invariably high morale. The company not only encourages and creates bonding among its employees on literary grounds; it also obtains and enjoys a culturally influenced atmosphere that keeps its employees intact in the workplace. This helps them to place in their best efforts. The study also shows that the corporate has been taking enough care in implementing and undertaking various appraisal techniques, training programs, various other incentives like leaves, holidays, reward system, and other incentives, maintaining team spirit, and creating an attitude of belongingness. These above strategies and practices of the company boost the willingness of the employee to obey and serve the organization which brings out the positive approach of the employee towards the company.



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