Morale

Concept
- A feeling of belonging or identification among the employees
- A source of pride in cooperate or group achievements
- A spirit to accomplish the aim and purpose of the organisation

Factors Affecting Morale
- Personnel policies and practice
- Internal relationship and communication
- Administrative leadership
- The attitude towards the Civil Service

Measure to Improve Morale
- Methods of Handling Grievances
- Collective Bargaining
- Joint consolation
- Suggestion schemes
- Fair Treatment
- Good leadership
- Code of Ethics
- Feedback System
- Attitudes Surveys
- Proper working conditions
- Employee Counseling
- Sharing Information with Employees
- Rewarding Achievement