Article published on April 23rd 2012 | Health

Youâ€™ve got an hour left of your shift, but you really donâ€™t want to be there. Youâ€™re fed up, and a mind starts to wander, instead of working to your full capabilities, youâ€™re thinking about what else you could be doing with your life.

Whether theyâ€™re willing to admit it or not, everyoneâ€™s been there. No one wants to have a job that th donâ€™t enjoy, but unfortunately it happens all too often. If youâ€™re an employer, this is obviously the la thing youâ€™ll want; but what can you do to prevent it?

Well, first off, let your employees know that you value their contributions, and take a genuine interest in them. If you run a small business, this can be done pretty easily â€“ perhaps you could meet your employees in the pub now and again, or pay for their company night out once a year?

If you run a big business this can be a little more difficult. However, by instilling in line managers the knowledge that you expect them to get on with their subordinates on a personal basis, you can make sure that theyâ€™ll display these values when dealing with them. They might even reach into their own pockets on their department nights out to keep in your good booksâ€¦

Similarly, reward a job well done! While you might think that you do this already, if you really look beneath the surface, you could be missing lower-profile work thatâ€™s carried out to a high standard every day. The employees that carry out this work are the life and soul of your company, and by taking a bit of time to compliment them on something theyâ€™re doing well, you could really improve their morale.

Try to create a positive mind-set in your workforce as well. Just because you go into work feeling great about the day ahead doesnâ€™t mean everyone will â€“ especially when you donâ€™t know externa circumstances that could be affecting some employees. Encourage goal-setting and allow employees to develop their personal skills at every opportunity. Doing so will not only allow you to get the most out of them, itâ€™ll allow them to feel excited about where their careers may be headed.

Finally, let your employees know that if they are unwell, their health takes priority over work. While you donâ€™t want to have employees taking days off left, right and centre, itâ€™s important that when the really arenâ€™t well, they know they can take as much time off as necessary. Making use of plans such as corporate health insurance can also improve employee morale and let them know youâ€™re thinking about their home life as well as their professional one. It can also act as a selling point for your business when youâ€™re recruiting â€“ just like all of these steps could.

Article Source:
http://www.articleside.com/health-articles/ways-to-improve-employee-morale-and-the-workplace-atmosphere.htm - Article Side

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Article Keywords:
Corporate health insurance, improving employee morale, employee morale tips

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