

**SUGGESTIONS****TO BOOST EMPLOYEE MORALE**

To boost the employee morale still higher and assure the overall progress of the company therewith, this researcher makes the following suggestions to the management of BAGALKOT UDYOG LIMITED, BAGALKOT.

1) The company should give immediate attention to the problem of accommodation of the workers. Either the company should construct workers colony to accommodate all the workers or satisfy the trade union demand allotment of unused land of the company to workers so that they will be able to construct their own houses under co-operative housing scheme.

2) The existing Tatti Colony should be rebuilt by removing Tatti covers and should be modernised as far as possible.

3) Most of the workers reside far away from the factory, the company should provide Omnibus service for such workers to ensure punctual attendance. Such a bus facility will help the workers' children in attending the factory primary school. The Omnibus will also help the family members of the workers desiring medical

service at factory work dispensary.

4) For round the clock medical services steps should be taken by the company.

5) To maintain good health of the workers and to alleviate their fear of T.B. and breathing trouble due to dust inhalation, the company should conduct regular and compulsory medical checkup.

6) The company should maintain a separate vehicle or ' ambulance ' service for immediate hospitalization of workers injured in accidents.

7) The dust allowance of Rs. 15/- per month should be enhanced to Rs. 30/- per month. To maintain the good health of a worker the company should distribute daily dust-allergy materials for regular consumption. The option of cash in this regard should be cancelled.

8) The dust allowance benefit which is now paid to the workers of three departments only should be extended to all the workers of the company as the entire factory area is filled with dust.

9) The company should fix the dust absorbing machine to prevent extreme dust pollution.

10) The company should take keen interest in providing well equipped rest-room for the workers. The rest-room has a definite salutary effect on the workers physical and mental health. Therefore the management should provide a well-equipped rest-room with radio, T.V. News Papers and other means of entertainment.

11) Safety-equipment should be supplied to all the workers to ensure safety. Further they should be given education regarding the prevention of accidents. A well planned safety training programme should be setup for the welfare of the workers.

12) Human Resource Department should be given extra responsibility for worker's General Education, Adult Education and Education on Family Welfare.

13) The personnel Department should display on the notice board the various welfare schemes, policies and programmes of the company promptly and keep worker's in constant touch with the affairs of the company. Such a measure would eliminate doubt, mis-understanding and ignorance of the workers regarding the various amenities extended by the company.

14) During the summer the temperature is between 35 and 40 F/H. Hence the company should make it convenient to supply chilled drinking water to the workers in the summer.

15) To develop a sense of pride and achievement among the workers the company should display on the notice board information regarding monthly production sales and profit earned.

16) The company should follow a systematic and well planned promotion policy among the workers and it should be made known to one and all.

17) To increase the efficiency and we-feeling among the workers the management should follow the policy of profit sharing and participative management.

18) Instead of following the Wage Board Awards just to comply with the legal obligations the company should come forward with some more schemes for the health and happiness of the workers with a parental concern, in the form of increased bonus, allowances and other extra mural amenities.

19) The company should conduct sport-meets and tournaments regularly to inculcate the spirit of discipline, competence and team-work among the workers.

20) Free education should be given to the worker's children in the factory primary school.

21) The company should institute more merit scholarships and awards by liberlising the existing schemes

to stimulate the talented children of the workers and encourage them for higher educational achievements.

22) While recruiting the workers the company should give preference to the sons of the retired and deceased workers.

23) The company should make a sincere efforts for the merger of the existing two rival unions of the workers in order to achieve unity, solidarity and harmony among the workers.

24) The company should use all its skill, resources and potentiality to bring about peace, health and happiness among the workers and for this purpose it should consider the workers problems and demands for amenities with open mind and large heart.

If the company acts up to the suggestions made there is no doubt that it will lead to the creation of an industrial heaven where workers and management will live in peace, harmony, health and happiness.

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