

Golden Research Thoughts

ABSTRACT:-

Human resources represents a source of strength ability skill, competence knowledge, aptitude, attitude, efficiency, talent, belief, potential values, real valour, enthusiasm, decision making power, to be used for accomplishment of organizational, individual societal and national objectives. Human resources are the most vital and their development and management is essential. They are vital elements in any organization. We just cannot ignore them rather, we have to develop them. The need of hour is to develop these resources. It is continuous process of shaping, sharpening and refining the personality of the person. It is therefore, presumed that the expenses incurred on human resources is investment, the investment which yields an income. The effective HRM and their development is very essential for growth and development of the organization.

PRAISE APPRECIATION AN IDEAL WEAPON TO STIMULATE EXPAND ONE'S ENERGY INITIATIVE AND LOYALTY.

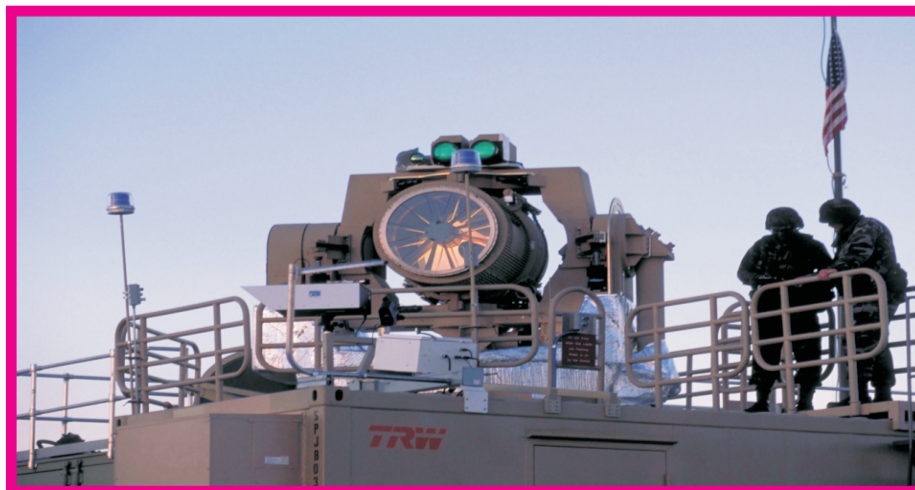


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1.INTRODUCTION

Considering its significance is essential to motivate them property to get what is best in them. In the study of William James, It was found that motivated employees worked at close 80-90 percent of their abilities. It results in increased productivity and reduction in wastage and scrap. An appropriate and full utilization of factors of production is possible only through motivation of workers. Motivated employees stay in the organization and they do not entertain the thought of leaving the job. Motivated workers give positive, and good response to implement the changes and in the interest of organization. It also results in smooth working of the organization by developing the sense of co-operation.

This is because employees are the heart and soul of the management and hence it is essential to motivate and alter his behavior.

SIGNIFICANCE OF MOTIVATION:

Motivation is an important factor determining organization efficiency. All organizational facilities go waste if there is lack of motivation. The managers primary job is to handle people. He has to get the things done through and with the other people. The skills of motivating people is the life blood of an organization. Therefore, it is vital on the part of the manager to understand the people and select and apply an appropriate tools to motivate the people. This is because there is no one and universal device to motivate employee. There are various ways and means to motivate the people such as financial and non financial. It is believed that humanized working conditions not to only increase the productivity and profit of the company, but also the self esteem of the employees. Financial incentives are important incentives, but to some people financial motivation reduces its importance after certain stage. Some people are motivated by money only up to stage, they are struggling for physiological and security needs. People have other needs also and to satisfy these needs management has to make the use of non-financial incentives. Such as competition appreciation praise, participation, promotion, delegation of rights and obligations, opportunity for their development and growth to develop their personality job security participation in decision making process etc. Among these non-financial incentive praise plays most significant role in molding, motivating, expanding the energy of people for positive action, positive thinking, positive way of doing things to get loyalty stimulating to desire course of action, inspiring people to do their best towards the goals of the enterprise. It is human nature that every human being likes praise. Everyone response to praise and he can be won by praise. The praise is more comprehensive word. It includes not good words, but in goods response, greeting, inquiry about his present work and working condition, his difficulties in performing the work. It also includes personal inquiry about his spouse, his children, mother, father and other family members.

It reliefs tension, stress of the employee. Thus the words which are used to praise are good weapons to win the heart of the people because such word permanently remains in the heart of the people. Similarly discussion and inquiry with his workers regarding working condition and members and about his family members, workers discussions all these with his family, this is because man is also share his pleasure with other. Man is social animal and he always prefers to share his pleasure with others. When a boss or manager discusses with workers he share his pleasure with his family members. That also creates good environment and atmosphere regarding the organization and positive attitude of the family members.

It is said that god loves praise and he can be won by praise. Praise satisfies one's ego needs. Workers get satisfaction when his work is appreciated by his superior. Prays and credit for his work done is good and effective method of motivation. Praise can do what money cannot do. People response better to praise. According to Maier "praise seems to have its greatest value when given and received as recognition and is not perceived by either party as an attempt to control the behavior of the recipient. So, we offer candles, flowers good meals, and cheat Song to win him. We use good words to him as whole creator of the earth etc. in all the religions such as Hindu, Muslim, Christian, Jain, Buddha etc.

Even love by patting creates positive cells among the persons.

Tips of motivation to be used by the motivator:

- 1)Praise of children by his parents for cultural development and intimacy.
- 2)Praise of students by the teacher to study and ethical development.
- 3)Praise by spouse by Husband for ideal life.
- 4)Praise of shop keeper by regular customer to deal fair and for good service.
- 5)Praise of one colleague by another for co-operative and co-ordination in work.
- 6)Praise by his brother, Sister to develop cordial relation.
- 7)Praise by employee by employer to stimulate work.

Thus the above persons get satisfaction when their work and behavior is appreciated by others. The praise and credit for their work done is good and effective method of motivation. The praise can do what money cannot do.

NEED OF PRAISE:

The external factors of the enterprise are responsible to stimulate the people to work. Stimulation aims at creating positive environment in the organization to achieve predetermined objectives of the

organization. Hence the objective of appreciation and giving credit to workers are

- 1) To take initiative in work.
- 2) To show dynamism and curiosity in given work.
- 3) To work willingly and co-operatively.
- 4) To work in disciplined manner.
- 5) To take interest in their work.
- 6) To be responsible and loyal to organization and work.
- 7) To take pride in their job.
- 8) To have job satisfaction and high morale.
- 9) To have personal and group moral satisfaction and
- 10) To contribute their best to achieve their personal and organizational objectives.

Praise is essential to make our subordinate / employee feel important. It is for this reason that one of the rules often given for getting things done through people is "Praise in public and give credit where it is due." Use every opportunity to build up in your subordinate a sense of importance of their work. Guide and provide suggestion rather than order to provide better results. Set a good example because subordinates are always watching their superior rather than pursuing that superiors' conduct is the appropriate and for adoption.

Show confidence in your subordinate that would instill confidence in themselves. Attentive, listening to understand the fact is also motivating the employees before guidance; whenever possible provide the subordinate an opportunity to take part in decisions particularly where they affect such subordinates.

Praise and appreciation of work is a productive factor in industry. It is a sum of total managerial science. It is always goal oriented. Therefore the greater the appreciation, the better will be the chances for the attainment of a higher level of productivity. It will be the best remedy for resistance to change, restriction of output and strike. It is an effective tool to utilize the resources at optimum level. Without appreciation and praise, the workers may not put in their best. Satisfied workers are more receptive to any change that management wishes to introduce.

The importance of the human factor in industry was greatly emphasized by Elton Mayo and his colleagues in the 1930's. They conducted studies in human relations for almost twelve years in the Hawthorne plant of the Western Electric company at Chicago. They pleaded that a worker is not a mere commodity. He is a human being first and a worker next. Elton Mayo also emphasized interpersonal factors and social settings at the workplace for achieving better human relations.

AVENUES FOR MOTIVATING EMPLOYEES:

Following are the avenues to develop loyalty, initiative and team work among the employees to enhance his performance.

- 1) Respond to the employees promptly.
- 2) Speak softly and clearly to employees by their name. Recognize the employees by name and speak clearly.
- 3) Provide clear, correct information to employees.
- 4) Evaluate an appraisal of employees on the basis of efficiency.
- 5) Instill and cultivate the philosophy among the employees that customer is the purpose of our business and by serving him, in fact, we are serving ourselves.
- 6) Meaningful and open communication and sharing of information with employees.

CONCLUSION

Raising hands to give punishment creates fear among the employees, but on the contrary putting the same hand on the employees' shoulder i.e. patting creates confidence and loyalty among the employees. Motivation cannot be injected from the outside; it should be developed and created in the organization. Hence, there should be an earnest and the urge for motivation. It has to be planted and nurtured in the organization through its policies and practices at all the levels of management.

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