

EMPLOYEES' MORALE- A STUDY OF DIRECTORATE OF HORTICULTURE NAVBAHAR, SHIMLA (H.P)

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ABSTRACT

Employees' morale determines the success and growth of an organisation. The study conducted on a random sample of 70 employees working in Directorate of Horticulture, Navbahar (Shimla) revealed that though majority of them perceived working environment as good to very good, and satisfied with their job, yet their opinion on freedom of expression, appreciation of work/ideas and involvement in decision making were not found to be encouraging. Hence, it was suggested by the study that there should be proper mechanism of grievance handling, proper process for compensatory benefits, and provision for incentives to the dedicated and hardworking employees besides enhancing their participation in decision making process to boost up the morale of the employees in the organisation.

KEYWORDS: *Morale, Working Environment, Incentives, Grievance, Compensatory Benefits*

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