

How to Measure Morale and Motivate Employees

There is only one way to know how good morale really is in your company and that is to ask the people who work there. The best way to do this is to develop a survey that probes how employees feel about their jobs, their working conditions, and their employers. (For example, “At work, your opinions count.” “Those of you who want to be a leader have the opportunity to become one.” “In the past six months someone has talked to you about your personal development.”) Keep the survey short and have employees fill them out anonymously at work and turn them in. Based on the results, your company can work to improve in the areas that scored low.

Some companies think to have a really happy workforce, you’ve got to do more than pass out party hats and serve birthday cake. Many companies do employee lunches and arrange for sports after work. These events are good now and then to bring your office alive, give people a chance to have some fun together, add a human face to your style, and as another way to show people that you care about them.

But the bottom line is that people come to work because they want to work, not just to play games and have parties. Beyond the money, people expect more and more out of their work today. They want to contribute; they want to see that their contribution is making a difference; they want to learn; they want to grow; and they want to feel that they are part of a successful enterprise that is making a difference in the world. It is achieving these kinds of satisfactions that really keeps people coming back to work every day.

The following are things managers can do to help ensure that their employees’ work is satisfying:

- Today’s workers at all levels want to know why they are doing something. Don’t just say, “Drop every thing you’re doing and rush this shipment out.” Instead, take two minutes to explain why.
- Today’s workers want to work hard and have pride in their work, but they need appreciation and recognition for their contribution. Be generous with compliments.
- Today’s workers want input and accessibility to their managers, but many shy away from giving input unless you make it easy for them. Small group meetings where you ask for suggestions are a good way to get people involved.
- Today’s workers want to feel that their work is making a difference. Explain why their work matters. Tell them success stories about people who use your product and post press clippings on the bulletin board.

The managers and supervisors set the employee motivation tone for the day. The first moments they spend with the staff each day have an immeasurable impact on positive employee motivation and morale. They should start the day right with a smile. Walk around the workplace and greet employees. Share the goals and expectation for the day. Let the staff know that today is going to be a great day.

To further increase morale and motivate the staff, supervisors should use simple, powerful motivational words to demonstrate they value people. Say “please” and “thank you” and “you’re doing a good job.” These simple, powerful words and others like them can make a worker’s day. By treating employees with respect they will do their best to achieve the company goals. (Sources: businessstown.com, inc.com, hr.com)

Early Return to Work Programs Work with HealthFirst's In House Modified Duty

An Early Return to Work Program is a concept to help injured workers return to the workforce. The focus is to provide the employee with temporary, modified jobs that take into consideration physical restrictions, skills and capabilities. It is also part of disability management. Key benefits of an early return to work program include lower insurance cost, greater retention of skilled workers, and enhanced employee relations.

Most companies today have some type of Early Return to Work Program in place, but at times an employer cannot accommodate work restrictions an employee has incurred due to occupational injury. Rather than send the employee home you can use HealthFirst's In House Modified Duty Program.

The curriculum consist of a variety of educational safety booklets and other training materials with worksheets and test attachments. There are over 75 safety videos plus numerous simple activities and materials to restore manual dexterity, strength, and range of motion, as appropriate to the injury. Some of these activities are simple and repetitive. They are meant to be appropriate as basic task and are only moderately interesting so patients will be motivated to return to regular work. The patient's day would also include any physical therapy and medical appointment as scheduled.

Our In House Modified Duty Program is structured with the worker clocking in at HealthFirst. Two breaks and a lunch period are in integrated into the worker's day. The employee works independently at his/her assigned activities but with staff supervision. Each participate is given a copy of the class regulations.

This program is paid for by the employer, according to the number of days the employee attends. Typically, the program reduces over-all costs for the employer while lowering litigation potential with the worker receiving care and attention daily.

Many employers in the Santa Fe Springs area are utilizing the In House Modified Duty Program. They have saved a considerable amount of money by not having loss time injuries.

Please call you marketing representative at HealthFirst (562) 926-3440 or (562) 949-328 to schedule a tour of the facility and learn more about how your company can benefit by using the program.

Changes in Company Information?

Contact: _____

Insurance Carrier: _____

Other: _____



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