

2 Key Ways To Improve Workplace Productivity Without Hurting Morale

One of the biggest challenges a company faces as they begin to scale their operations is maintaining employee productivity. After all, it directly correlates to output. However, achieving consistent success in this area isn't as simple as forcing your staff to meet sky-high KPIs or face termination. That method may temporarily boost productivity, but in the process, morale is sure to plummet.

There are several techniques, exercises and incentives that the best leaders typically use to enhance employee productivity in the workplace. Whether adopting the self-determination theory, creating a healthier working environment, encouraging stronger interpersonal relationships or simply giving your team the best equipment, it's crucial to consider the potential results of doing so, and ensuring that employee morale is enhanced rather than oppressed. By examining varied case studies and organizational strategies, this piece will decipher two of the best ways to improve workplace efficiency and job satisfaction.

1. Creating A Healthy, Well-Equipped Work Environment

Providing a healthy working space is essential in aiding mental and physical productivity, as well as strengthening morale. If your environment is uncomfortable and poses threats to your employees, they're less likely to perform well due to stress.

A [study](#) on sedentary behavior revealed that implementing a sit/stand workstation enabled participants to work approximately 42% more effectively than those who were inactive. Moving goes hand-in-hand with productivity, as it increases blood flow, ultimately enhancing mental clarity. Another [study](#) revealed that those between the ages of 40 and 59 who spent most of their time in a seated position were less likely to focus or remain dedicated.

There are various technologies available to assist both employer and employee productivity, such as communication apps, collaboration software, and wellness programs. The best productivity software, for example, enables managers to track and analyze the levels of engagement from their workers. In doing so, they're able to determine vital factors such as appropriate workloads and correct salaries, as well as monitor poor work ethics, encourage efficiency, and build a level of trust between them and their employees. Workers may also view this software as a chance to prove and highlight their capabilities.

Software Examples Include:

- Time Tracking
- Location Tracking

- Task Reports
- Activity Reports
- Ability To Assign Tasks
- Monitoring Sites Visited
- Payroll Management

2. Self-Determination Theory

Deci and Ryan's '[self-determination theory](#)' explores the concept of motivational factors and how they can either encourage or dismantle an employee's work ethic and level of performance. It's no surprise that the more motivated employees feel, the more productive they'll be. Further, the more autonomous they feel, the more likely they are to complete tasks at a higher standard. Minimizing excessive workplace hand-holding and simply trusting your staff will not only boost their confidence, but also their competence.

To break this theory down further, there are two key motivational drivers that help foster a more efficient work environment: [extrinsic and intrinsic](#).

Extrinsic

Extrinsic motivation are external driving factors, such as rewards or even fear-inducing consequences. Despite tasks being menial, difficult or sometimes unbearable, extrinsically motivated employees are determined to finish what they've started in order to reap the benefits.

Common rewards include:

- Pay
- Praise and affirmation
- Awards
- Promotions
- Bonuses and fringe benefits

Fear-inducing consequences could include:

- Reprimand, dissatisfaction, and disapproval
- Loss of job
- Distrust
- Responsibilities taken away

Risks To Consider

Whilst [extrinsic motivators](#) have proven to aid productivity, their implementation does not come without risks. One potential downfall to this concept is that offering incentive after incentive can prove not only pricey but also ineffective in the long run. If an employee is working hours on end for a bonus and not taking care of their physical and mental state, they're more likely to resign and ultimately place more value on their health and work-life balance.

Fear-inducing drivers may also have a similar effect in the long run. You want your employees to feel safe, trusted, and appreciated, rather than working themselves to the bone to avoid potential repercussions—ultimately increasing their [stress levels](#) and decreasing their productivity and morale.

Intrinsic

Intrinsic motivation often refers to non-physical, psychological rewards, whereby the task you're assigned is enjoyable and offers a sense of achievement and pride. It's no secret that when you enjoy your job, you're far more likely to produce satisfactory results.

Rewards may include:

- Recognition
- Self-pride
- Autonomy
- Completing meaningful work
- Sense of competence

In Conclusion

Improving workplace productivity can be achieved through various means without hurting morale. For instance, adopting the self-determination theory and establishing motivational techniques has been suggested to increase a person's sense of autonomy and determination. Another method is to ensure interpersonal behaviors remain positive whilst strengthening an employee's natural strengths. Maximizing health, safety, and resourcefulness within the environment is also key. The safer and more appreciated a worker feels, the more productive they will be.

Meta Data

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Meta Description: Enhancing workplace productivity and boosting employee morale is made easy through the use of proven strategies and software. Learn more about productivity on our blog.

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