CREATING A PRODUCTIVE AND POSITIVE WORKING ENVIRONMENT

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Principal III

When teachers and employees are treated as human beings, with dignity and respect, they are more likely to respond positively and cooperatively. Motivated individuals are more productive and creative. When they are seen as partners and their ideas and opinions respected, teachers and employees will not be hesitant to share these, cooperate and perform their best to support the administration, thereby supporting the department’s Mission and Vision.

“You can take a horse to water, but you cannot force it to drink.” People have different avenues for motivation: belonging, money, security, job satisfaction, excelling in the workplace, and learning among many others. School administrators must seek to understand individual differences to meet varied needs, and how to achieve a win-win solution for effective performance. Awards and recognition are forms of rewards that elevate morale and self-confidence.

When an employee is satisfied with working conditions, there is no conflict, everyone gets along, the school head supports their needs in his full capacity and ensures their safety especially this time of pandemic, the worker will not hesitate to perform well.

School head must empower teachers and personnel to be responsible for their own work center and not be too critical about failures. The important aspect is to learn from errors, and standardized protocol so it becomes a repeatable habit, a way of doing things. Give them feedback and appreciation for a job well done, in private and in front of peers, to show support and increase morale.
Provide personal and professional growth for the employees. Everyone must be given room for growth and skills enhancement, thereby motivating them to inspire others as well.

Add some fun and variety to everyday routine. Let people relax and create an open atmosphere that tolerates any ideas and opinions. Make teacher and employees go to work everyday. Make sure they’re happy working individually or in groups. School head must be lenient and friendly with everyone but firm in their actions.

References: