WHY EMPATHY IS THE KEY TO A GOOD BOSS-EMPLOYEE RELATIONSHIP?
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Top management must walk the talk of ethics. They must create a culture that supports ethical behavior and responds to improper behavior through sanctions that are consistently applied. There’s a good chance that you spend a lot of time improving and developing the skills and qualities that you believe will make you more effective at your job, proficiency and standards.

Create a supportive environment. Employees want to know that their boss will support them as long as they play by the rules and do whatever it takes to get the job done in an efficient and effective manner. Provide feedback in a helpful manner. Nobody wants to be torn apart in a performance evaluation. Employees expect to have a critical evaluation but one that makes constructive suggestions to improve performance. Ask for their advice. Employees know better than anyone else how to fix problems and can help to improve communication between managers and employees; this can lead to increased productivity. Create opportunities for moving up the ladder. Few employees want to stay at the same position for a long time especially if their performance justifies a promotion. Passing over employees without good reason may lead to a lack of trust and negatively affect work ethics.

Recognize the importance of a work-life balance. Young adults seek a work-life balance. Work-life balance is a concept including proper prioritizing between "work" (career and ambition) and "lifestyle" (health, pleasure, leisure, family and spiritual development/meditation). Enable employees to capitalize on their knowledge of social media. Employees, today, know more about how an organization can capitalize on its social media.
media presence to build customer relationships and enhance its image than ever before. Use that knowledge to your advantage. Treat employees with kindness and compassion. Employees are human beings and should be treated as such. From time to time they may need a day off for personal reasons or time away from the job. A trusting relationship with emotional support builds loyalty and enhances the work ethic.

A strong work ethic supports the employer-employee relationship and also builds confidence that an employee who works hard will be rewarded accordingly. Proper recognition for one’s efforts builds on the work ethic and employees feel valued by their employer. Building loyalty is a process that creates dividends for an organization and can create an ethical organization culture.

References:
https://www.inc.com/steve-farber/why-empathy-is-key-to-great-employee-boss-relationships-and-4-ways-to-build-it