
EPRA INTERNATIONAL JOURNAL OF ECONOMICS, BUSINESS AND MANAGEMENT STUDIES

ISSN: 2347- 4378, InnoSpace, (SJIF) Impact Factor: 3.957 (Morocco)

Vol-4 | August – July | 2016-17

IMPORTANCE OF EMPLOYEE COUNSELLING AT WORKPLACE

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ABSTRACT

Employees face lots of problems in day to day life, they may have problem with their subordinates, colleagues, system of the work or may have problem in personal life. This problem starts affecting their work, their career and their performance in job. Counselling is like giving advice, sorting out the problems of employees, guiding and helping them for the problem they face in office or in personal life. Employee counselling is done to bring out a positive result from the de-stressed employee. Workplace counselling is an employee support intervention that is usually short term in nature and provides an independent, specialist resource for people working across all sectors and in all working environments. In organizations, the need for counselling may be for several reasons, namely, an employee may fail to achieve the results or performance targets, or an employee may have problems with the team leader, or simply an employee may fail to relate himself/herself to the job as also with the organization. Employee counselling at workplace is in order to solve employee's problems and improve their performance in the organization. In this paper I would like to discuss importance of counselling to employees at the workplace and even would like to emphasis on various aspects of employee counselling at workplace.

KEYWORDS: Employee Counselling, Need, Success Rate, Functions, Types, Methods, Importance and Organizational Performance.