

Building Workplace Culture Fostering Great Employee Experience

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Abstract

According to various research surveys shows that for the organization to achieve business success, 'Workplace Culture' plays a significant factor and there is a strong positive correlation between great employee experiences and having a positive workplace culture.

Without having a positive workplace culture, many employees have difficulties to find the real value and bond in their work, which leads to all issues related to the workforce and overall it affects the bottom line.

That is a reason why organizations now focusses on to provide best employee experience to achieve organization success. The organizations, which have achieved greater success, tend to have strong, positive organizational culture that help their workforce to perform at the highest level.

Many organizations drive internal. This know the employee views, inputs and their values about the organization. A recent study spearheaded by economists found that happiness led to a 12% spike in productivity. Conversely, unhappy workers proved 10% less productive (Source - University of Warwick).

It is important to remember that the organization management provides the right insights to the employees. A positive leader will contribute to a positive work environment. It is important regularly conduct internal employee surveys to measure the employee satisfaction on a

periodic basis. This provides the organization to assess, whether the actions and steps taken to improve employee satisfaction fostering a positive work environment.

In this paper, would discuss in detail about what are all the Critical groups & Roles and list of practices and elements organization need to do in building and enabling a positive work environment, which leads to greater employee satisfaction.

As we moved towards Business 4.0 era, it is critical for the organizations to have a strong and vibrant culture prevails in the organization, which would help the organizations to adapt easily towards the changes and well prepared to take up the challenges to adapt faster and cohesively channelize the efforts to achieve the goals.

Largely, it is not the skilled employees, systems and support eco system alone would help to achieve the organization objectives, it is the positive, motivation and collaborative culture plays a vital factor for the organizations to get the best out of the capabilities from the employees.

Organizations tend to improve productivity on a year and year basis and if there is a negative vibration and no motivation culture prevails, it will not lead to the pace in which the organization would achieve it. A collective work environment and culture will boost the increased productivity and employee satisfaction.



Employee loyalty is a significant factor for the organization growth; the employee's performance has a direct correlation with the way the employee gets the treatment and recognition. It is not the incentives and high pay out salary for the employees would motivate them to perform better, the work environment, the trust and confidence been shown and a collective cohesion required to motivate them to excel for their personal growth and achieve the overall organization objectives.

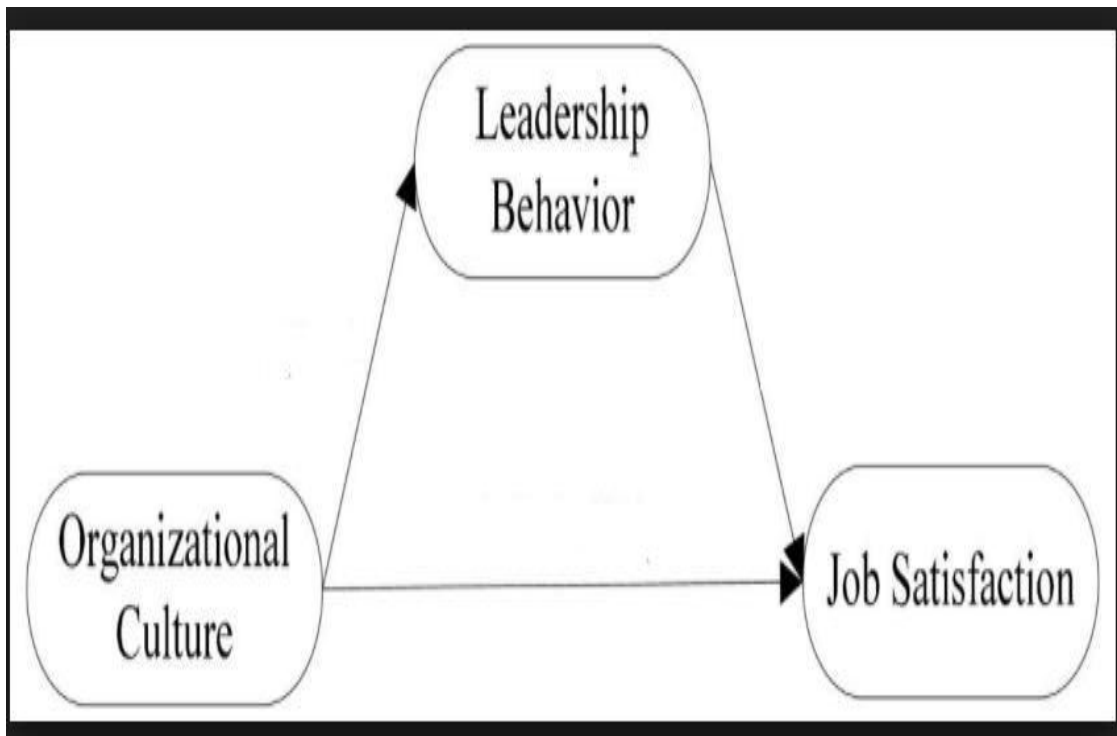
An alarming study in the recent past concluded that 54% of Indian employees were somewhat dissatisfied with their jobs. (Source - University of Warwick).

Work culture is vital and part and parcel of the way the organization beliefs, which intern directly affects the employee performance. Also, to retain and attract new talents. A happy employee in the organization, creates a vibrant culture and will be a strong ambassador for the organization to attract new talents.

As we understand, that Organization culture is critical and important for the organization growth and for the employee satisfaction. In order to cultivate the organization positive culture, Organization groups & roles would play a significant factor in building the culture. Below are the list of Organization groups and roles:

□ *Leadership team*

The way Leaders function in an organization tells you the overall organization culture. Leadership team have to be an inspirational one to the employees, so that they can follow and enact and they influence overall function of the organization. The Leaders in the organizations should be simple, easy to reach out and should be able to communicate their vision, goals and decisions. Leaders the way they communicate their thoughts and ideas, have great influence to the teams.



□ *Support team*

Support functions like HR, Admin etc plays a significant impact to the organization culture by the way of functioning, and they are the means and through to make the things happen for the organization. They are the key enabler to support the employees in all means to make the workplace a better way of life.

□ *Ecosystem*

Building ecosystems is a social and cultural challenge for many organizations. It is design to overcome organizational limitations in terms of speed, flexibility, adaptation, talent etc. Ecosystem Building is an essential element of growing organization, for example Hiring process or Onboarding process, which provides how comfort feeling it makes the employees to feel about the significance of the organization culture.

□ *Organization Collaborators*

In large organizations, Support teams like HR alone cannot make large influence of desired behaviors and beliefs across the organization. Each organization identify a great influencer known as Organization Collaborators, who have the desired behaviors of the culture that the company aspires to and who are visible within the organization. Culture Champions are Energetic and has great influence for the change.

□ *Management*

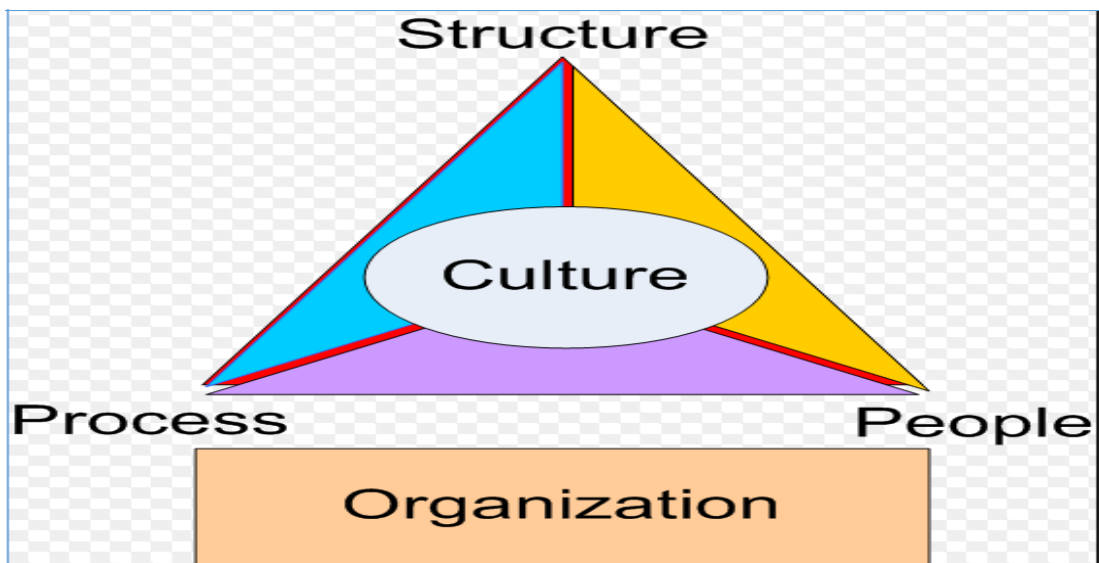
Organization culture defined as the collection of shared values, visions, customs, traditions and internal goals that contribute to make every organization a unique culture. Organization culture is managed it through systems, procedures, structure, hierarchy, controls, and goals. The degree to which management team empower employees to make decisions, support and interact with them, and act consistently.



Let us go through in detail about the list of practices and elements that organization need to foster for building a positive environment.

□ *Transparent policy and process*

The effects of a transparent organization culture affect the entire organization. The manner in which communication occurs between leaders and employees, which include the extent in which the data been shared to the teams to enable in making key decisions.



□ *Rewards and Appreciation*

Rewards and Appreciation are the key important benefits, an organization to provide for their deserving employees. Each organization culture differs in the way they provide their rewards and appreciation, but the key factors are timing (it means there is no delay in providing rewards and recognition), and the way and which the rewards and recognition are provided to the employees.



□ *Collaboration and cohesiveness*

Organization hierarchy and structure varies based on the size and complexity, however each organization would have different type of teams and this would lead to miscommunication, not sharing the information and impediments between and within the teams. Organization encourages the team to exhibit collaboration and cohesiveness as one of the key important element as part of their culture to ensure there is a belief of one team and sharing the information and data, wherever required.

□ *Learning with fun*

In a traditional corporate world, learning and behavior of the employees is more formal and structure manner. In the current era, the learning and behavior is more informal and working is more with fun as a culture that most of the organization adapted to help employees to do their jobs better and adapt to fast changing challenging scenarios. There are many advantages in having a culture of learning with fun enables the employees to try new things and have less stress at work.



□ *Volunteer activities to render society as service*

Many organizations started Volunteering as part of the corporate culture to serve the society and with the help of employees to contribute their part to serve. It's a collaborative program, which aides a bonding between the employees and the employer to collaborate and serve the society for a common cause. Many organizations encourages the employees to participate in this noble cause to motivate and enable them to serve society.



Conclusion

Organizational culture encompasses assumptions, values and beliefs, and it is the mantra, which holds the organization well balanced. A strong positive culture of the organization, narrates the organization behavior to the outside world. An organization with a strong culture results in to core common values and beliefs for its employees, which should help them to accomplish their missions and goals. A dysfunctional corporate culture can negatively affect employee, customer service and because of that customer satisfaction. In a strong culture, employees feel valued can make decisions achieve a higher level of performance. Strong Organization culture also give employees opportunities to grow, which in turn, improves overall organization performance and there by achieving organizational goals and greater employee satisfaction.

References

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