POSITIVE COMPANY CULTURE

INTRODUCTION

The positive company culturevital aspect of any successful business or organization.A workplace should never be a dreadful place for the employees. When employees are happy, they do better and treat their clients better, it is better for the organization.

There is an assumption that stress and pressure push employees to perform more, better, and fasterwhich is not true.The stressful work environment leads to poor immune system.To have a highly desirable results and productivity from the employees implement a workplace where they enjoy their challenges over their discomforts.

The work may be difficult sometimes then the company culture also should not add more stress to the employees.The positive company culture improves the morale of the employees.

IMPLEMENTATION

Communication Process – The effective communication in the workplace is an important key for implementing positive company culture, communicate effectively in order to build a supportive relationship.The tight communication strategy and communication flow and an open-door policy will encourage the employees and stride with the goal. The communication should be humble not harsh and there should be a proper flow from the higher to lower levels.

Be the right kind of leader–There will always be a deadline to reach the target; the leader is the person who has to handle the pressure from all the directions to get the work done on time from the employees. So the leader should never put down the person and crush the morale of that person to get the work done, be a right kind of leader.

Do everything in your power to engage your team – Employee engagement is one of the most important tools in maintaining satisfaction, loyalty and productivity. Don't be another statistic. Don't make the same mistakes as so many companies. Your culture is entirely reliant on whether or not your team is engaged with it.

Whatever decisions you make – be transparent with your team, the transparency fosters a culture of trust between the organization and the employee. Develop a transparent work process; let your employee know the goals and even the problems facing by the organization. Don't blame anyone for any issues and ensure it doesn't happen again.Promote teamwork, realize that the team is not the bunch ofindividuals; they are the organizations own part in the project.

Foster health and wellbeing – Employee health and wellbeing are not just buzzwords,if you want to keep a solid, satisfied, productive workforce, you absolutely must actively support their mental and physical health. Don't be afraid to throw a little fun into your work.

There are real and tangible advantages of humor in your workplace.Nothing shows you're invested in your team more than when you actively invest in their development, "Create an effective learning and development program".

BENEFITS

- Increased Productivity

- Stronger Sense of Team

- Higher Retention Rates

- Better Customer Satisfaction

- Responsiveness to Change

- Involvement

- Responsibility

- Recognition

- Greater Employee Satisfaction Levels

PITFALLS

There are few hindrances where positive company culture cannot be implemented, they are

• The negative influence of the organization, the employees don't support its values.

• Thinking that the company has outgrown and you don't have the tools to get them to the next level.

• The bad manager determines the poor management and results in lack of training or communication.

• The good producer with a terrible attitude.

CONCLUSION

A company culture that facilitates employee happiness means lower turnover and better company performance. Instead of allowing the company culture to develop itself, take an active role in creating a positive culture for your employees. The organization should be well-known for its employee-friendly corporate culture.