

# CREATE AN ATTRACTIVE WORKPLACE CULTURE IN 6 STEPS



## 1

### PRIORITIZE EMPLOYEE WELLBEING

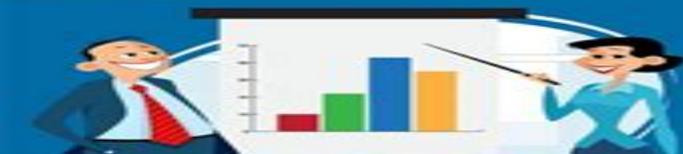
According to Gallup, 75% of employees are likely to be loyal to an employer that shows a strong commitment to well-being. Organizing well-being initiatives and supporting workplace wellness starts at the top. When leaders buy into a program aimed at supporting employees' mental and physical health, it shows the organization values sustainable workplace habits.



## 2

### ENCOURAGE PERSONAL GROWTH

Ask your employees directly how they want to develop and how you can help facilitate it. When you partner with them in their development and provide opportunities to increase their expertise, they feel more fulfilled and, in turn, experience more job satisfaction. As your people develop and grow, your workplace culture will, too.



## 3

### DEVELOP EFFECTIVE LEADERS

Your company culture will never improve if your people don't have faith in their managers. Effective managers will outline expectations, communicate clearly, practice empathy, and coach their employees.



## 4

### FLEXIBILITY AND TRUST ARE KEY

These are two crucial components when it comes to a positive workplace culture, and one can't exist without the other. Forward-thinking companies are introducing policies like hybrid and fully remote accommodations and offering other flex working arrangements to empower their people to choose the environment best suited to their individual needs.



## 5

### MAKE DEI HAPPEN

Companies that value and put emphasis on diversity, equity, and inclusion (DEI) empower their employees to show up each day without fear of being their authentic selves. Because of this, these companies see higher levels of engagement and innovation. Facilitating inclusive leadership training can be a very valuable part of your DEI initiatives, as leaders set the standard for the rest of the workforce to follow.



## 6

### COMMUNICATE AND REINFORCE CORE VALUES

Relevant core values and how your company exemplifies them are what shapes a strong workplace culture. Your employee handbook is a great place to start when it comes to communicating your company's core values. An employee recognition program is one step you can take to bring those values to life.

# Working Culture

**Liying Dong**



## **Working Culture:**

*Korean Working Culture: Understanding the Unique Challenges and Opportunities of Working in Korean Company* Ummul Hasanah, 2024-12-24 This book entitled *Korean Working Culture: Understanding the Unique Challenges and Opportunities of Working in a Korean Company* provides a comprehensive overview of Korean working culture from job seeking to unique challenges and opportunities that Korean workers face. It is an essential resource for anyone interested in learning more about this fascinating and complex topic. It would be a valuable resource for students, researchers, business professionals, and anyone curious about Korean culture. Part I of this book discusses the different ways to find a job in South Korea, including the importance of networking and the prevalence of part-time jobs for teenagers. It also explores the Korean obsession with becoming a civil servant and the difficulty of passing the exam. Part II examines the hard work ethic prevalent in Korean culture and how the country's rapid economic development has shaped it. It also discusses the importance of collective decision-making in Korean organizations and the unique leadership style of Korean CEOs. Part III looks at the business etiquette expected in South Korea and the Kim Young Ran Act, which prohibits gift-giving in the workplace. It also explores the Korean fashion standards that middle-class workers follow. Part IV introduces some of the special terms that are used in the Korean corporate world, such as chaebols, conglomerates, changpi (resignation because of embarrassment), gi boon (concept of mood in Korean work culture), gabjil (abuse of power in the workplace), and nunchi (concept of social awareness in Korean work culture). Part V looks at some of the darker sides of Korean work culture, such as job stress, the impact of hustle culture on employees' mental and physical well-being, harsh reprimands in public, discrimination, bullying, and gwarnosa (working to death). The book concludes by discussing the challenges and opportunities for Korean work culture. It argues that the country needs to find a way to balance its hard work ethic with a greater focus on employee well-being.

Corporate Culture as a Formula for Company Success in the Digital Economy Ashot Khachatryan, 2025-02-21 Corporate culture plays a key role in the success of any organization, influencing not only the internal atmosphere but also the external perception of the company. It forms the basis on which relations between employees and management are built, determines the management style, and approach to solving work tasks. The importance of creating and maintaining a healthy corporate culture cannot be overestimated, as it directly affects employee motivation, labor productivity, and the overall success of the company. Corporate culture is always a priori unique for each company. This model of optimal interaction between all employees can take years to build; it all depends on the interest of the management. Its main task is to create a comfortable environment for result orientation. A close-knit team of like-minded people, united by a common corporate culture, is able to show true professionalism and work miracles to achieve their goals. In the digital economy, there are fundamentally new requirements for corporate culture institutions. The digital economy is not only a large-scale technological breakthrough but also the corresponding creation of a new culture, values, and behavioral norms. The target model of digital human capital

competencies assumes the presence of cognitive skills self development organization management skills achievement of results solving non standard tasks adaptability social and behavioral skills communication interpersonal skills intercultural interaction and digital skills systems building information management The digitalization of the economy requires radical changes in both the personality and skills of the employee The situation is aggravated by the fact that the new generation is constantly faced with emerging and disappearing professions and technological innovations shorten the life span of any profession The need to participate in the global digital economy requires training not only programmers and engineers but also fundamentally new types of specialists At the same time the use of digital technologies will lead to a reduction in employment in many professions and in the future even to their complete disappearance

**Corporate Culture** Jerome H. Want, 2007 No subject is more important to the success of today's business organization than Corporate Culture After so many years of failed fads and fix its such as business process reengineering outsourcing downsizing flawed go for growth strategies and outrageous cases of corporate lawlessness Dr Jerry Want brings clarity and direction to the one subject that is most critical to the success and very survival of today's corporation corporate culture Corporate Culture Illuminating the Black Hole is the definitive source of knowledge for understanding and building the new type of business culture that is required in this age of radical business change Through dozens of real life examples drawn from his many years of consulting and corporate experience and unique tools such as the proprietary Hierarchy of Corporate cultures ranging from Predatory through Bureaucratic to high performing New Age cultures Dr Want shows concretely and clearly how a company's culture permeates everything it does and how to revitalize the culture in order to grow and perform to maximum capability Case studies show how corporate culture has contributed to the success of such companies as Nucor Harley Davidson Green Mountain Coffee Roasters and Cisco Systems among others The book also examines how flawed corporate cultures have contributed to the failure or near failure of former industry leaders such as SmithKline Motorola Arthur Andersen Xerox and Polaroid among others

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