DEFINE A GOOD WORKING PLACE

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The corporate social responsibility does not end with the obligation of the entity towards its external stakeholders and the environment, but also extends to internal stakeholders, their employees. But, how do employers make a workplace environment that molds an organizational culture with values?

As someone who works at Department of Education, I realize that everyone has needs that should be sustained by the agency to maintain a harmonious relationship in the organization. The way the management integrates policies and procedures for those needs are factors that can influence the employee’s performance, satisfaction and motivation. As a clerk, or an employee who works at the lower part of organization, I learn that it is important for me to find that the upper management are complying to laws and regulations, applying distributive justice, recognizing their responsibilities and doing corrective actions to what goes wrong. After all, it is important not to associate yourself with organizations that are doing dirty works.

Being at the bottom, allows me to want for continuous growth and development. I value a workplace that provides programs that can increase the capability of individuals. As an accounting graduate, I want a job that can allow me to practice my profession and enhance it. Another factor that I consider in a good working environment is that it provides job satisfaction, but how does one become satisfied? For me, satisfaction arise when it pays right, the work itself is inclined with your profession and there is promotion and opportunities.
Next is a working environment that provides motivation. Motivation is a force that drives employees. I am motivated when the working environment allows me to make an impact to the world. I want a type of management that appreciates and values everyone in the organization, no matter what their position in the company. Motivating employees may also be done by providing a safe and comfortable working place. Who does not like to go to an office that feels like home or where your safety is assured? It feels like not having other problems, but your works and reports to be done. Speaking of work load, I want a workplace that allows flexibility and work-life balance. The bottom point is all of us has life and we do not want to overlook other areas of it, right?

Working in a government agency is hard and often we are pressured on how we will serve our clients well. Thus, it is important to have a working place where you can find not just co-workers and supervisors, but also peers. It lessens the bad vibes and pressure. Another thing is it allows communication, but line must still be observed. It is easier to share insights and freedom to express if employees see they fit in.

There is diversity in organization. Others may have similar definition of a good working place like me, while some may have other needs. Thus, it is important to know how you will integrate unity and impart values to employees which may be done by providing a good working environment where everyone is important.

References:

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