

## Happy Work Culture – What It Is, Why It Matters, and How It's Built

There have been dozens of research and studies that have clearly shown how having a positive work culture can help employees find the real value in their work and give it their best. However, cracking the code for building a happy work culture is difficult.

5 A company's work culture is basically its overall personality. It's a combination of a variety of elements that create an intangible ecosystem where people can work to the best of their capabilities and creative skills.

10 Value, ethics, expectations, goals, workflow, task management, collaboration, feedback, and time management are some of the most essential elements that come together to create a positive, productive ambiance where employees can make a mark on their performance.

A workplace is a place where employees spend over one-third of their lives. Moreover, they tend to work for hours to meet the needs and expectations of an organization. Naturally, when an employee is happy and satisfied at work, his/her overall personality and productivity is improved. But the benefits don't end there.

15 When you ensure a good work environment, your employees wake up every day looking forward to spending a great day at work instead of counting their days to the weekend. They feel the same loyalty, ownership, and dedication towards the organization as you do and the result clearly reflects in the work they deliver.

20 If you want to create a culture where work-life balance is a priority, consider ideas like work from home, unlimited vacation days, discounts on wellness programs, and so on. Offering such personal incentives<sup>1</sup> shows employees that their leaders or bosses take a serious interest in improving their overall well-being and quality of life.

Adapted from [www.proofhub.com](http://www.proofhub.com), 2022

1. incentives = things that motivate