CREATING A POSITIVE CULTURE IN A WORKPLACE

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The environment that surrounds us constantly is called culture. The workplace culture is composed of shared values, perspectives, attitudes, and presumptions among employees. This is influenced by one's upbringing as well as the surrounding social and cultural environment. However, management, leadership, and organizational strategies all significantly affect the culture of an organization like school. A productive school workplace culture promotes collaboration, raises spirits, increases output and efficiency, and helps its staff for better retention. Workplace productivity, collaboration, and job satisfaction all increase. Most importantly, a pleasant workplace promotes stress reduction. (Dr. Pragya Agarwal, 2018)

A positive work culture is one where policies are in place to promote respect, trust, empathy, and support, and where the well-being of employees is prioritized. One of the six components of a strong workplace culture like our schools, according to a 2011 study by Cameron et al., is treating teachers and other staff like friends and showing concern for their welfare. Secondly, providing sympathy and kindness to one another when we need them. Forgiving errors without placing blame is another way of building a school culture. This will lead to acceptance and better relation among the staff. Another way of building a positive school culture is engaging everyone in mutual inspiration. The school head takes responsibility in inspiring his staff to be always motivated for achieving the school goals. Lastly, giving honesty, gratitude, respect, and trust to be top priority.

It's essential to understand that workplace culture encompasses not only staff conduct but also the ideals that the school upholds. It describes how people behave and work together in a group while no one is looking.

Fostering a sense of pride and ownership among the employees depends on the school having a positive culture. People that are proud put their future in the organization and put in a lot of effort to open doors for the organization's success. Schools can inspire others to adopt a healthy work culture by recognizing and rewarding individuals who are actively working to do so, as well as by supporting those who are doing the same. Successful management and effective leadership are the key components of positive attitudes and conduct in the workplace.

References:

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