

Work Culture - A Tool for Productive Work

Yasmeen Khan

In the present scenario the government institutions in the developing countries seem to have very less productivity as compared to private sector. The possible reasons may be lack of accountability, resources, recognition, incentives, minimum standards of living, low grade pay scales, poor working conditions and poor work culture. If the work culture is improved automatically the rest of the reasons no longer matter.

What is work culture? What is poor work culture and good work culture? How can it be developed? And its importance in real life situations at home and outside the home.

"Work" means application of effort or exertion to a purpose or doing something. "Culture" means the way of life of particular people especially as shown in their ordinary behaviour and habits, their attitude towards each other and their moral and religious beliefs. Work culture means the way of performing any work, the habits, attitudes, the morals exhibited by individuals, families and social and professional groups towards performing their work.

The poor work culture may comprise of the following: - there can be ineffective time i.e., the worker does not use time effectively or correctly. This ineffective time may result by habitual late coming to work place, by failing to start work in time, by

working slowly with deliberation, by being careless, which results in repetition of work by one self or by others. This in turn results in ineffective use of resources available such as money, materials, machinery, time and efforts. The morale of the group also gets negatively affected. Carelessness in work may also result in accidents causing physical harm. It is widely believed that some doing normal job can work faster or slower according to the choice and it depends on the environment where they work. The workers may spend their duty time by indulging in many social and personal activities, thereby spending less time for the work to be done. By unnecessary talking, or sitting idle to clock off, by leaving work place early which may result in spending less time for the work to be done. By unauthorized absenteeism of the worker a great inconvenience may be created to colleagues, public and to work itself.

The good work culture may comprise of the following: - the worker uses time efficiently and effectively. Comes to work place punctually and regularly. Uses resources intelligently, does not waste resources. Morale of the group gets positively affected. Does not indulge in many social and personal activities. Spends duty hours wisely and productively. Avoids unauthorized absenteeism. Does not create inconvenience to colleagues, public and to work itself. Performs one's job correctly, hon-

estly, truthfully, sincerely, tactfully and with confidence by setting certain achievable objectives daily, weekly, monthly and yearly. The worker tries to retain, develop virtues such as honesty, dedication, responsibility, compassion and sincerity.

Factors Responsible for Good Work Culture

Habits are formed by working persistently and influencing human behaviour. Habits relating to work are formed from childhood as these help in promoting mental, emotional, social and physical health of individual, family and community at large.

Parents, other family members, teachers in schools, colleges and universities, people working in professional and non professional institutions, people at work places, all are responsible in developing good work culture.

Willingness of the worker to perform job, interest of the worker, behaviour and positive thinking, attitudes of the worker towards work culture are factors which contribute to improve work culture at individual level.

Work Culture at Homes

If work is divided among the family members equally and appropriately, all the family members get chance to share the burden of work instead of few people bearing the work load. If all the family members follow the principles of work, learn discipline the work becomes part and parcel of their work culture. From homes this good work culture

The author is Lecturer in Nursing, Department of Nursing Education, SKIMS, Soura, Srinagar.

spreads to societies. From societies it becomes a part of nation's culture and those nations definitely prosper and prove themselves productive ones.

How Can Work Culture be Improved

Motivation is an inner force which drives an individual to a certain action. It also determines human behaviour. Without motivation behaviour changes cannot take place. Motivation is transferable. It spreads from one motivated person to another.

Attitudes and practices of individuals can be changed towards improving work culture through interactions, developing interpersonal relationships, inter group relationships and group discussions. There is also a need for strong emo-

tional stimulus to form good work culture e.g. taking a vow on joining the job; incentives, rewards, recognition can be used in motivating individual behaviour.

Management of institutions have a great role in developing good work culture by creating favourable conditions for efficient and effective work culture and by formulating personnel friendly policies of the institutions. Impartial behaviour of supervisors and authorities also contributes to good work culture. Work studies can be carried out so that the best results can be produced for employees and employers. There is a lot of scope for the psychologists in mega institutions to be constant source of stimulation to work force for better work culture.

Conclusion

Work culture exists in one's cultural environment. It is a product of human societies. One should adopt good work culture by making it a habit. The person, group or society which adopts good work culture at home, work places and in societies, definitely have emotional and mental health which in turn leads to social and physical health. Ultimately such society yields good productivity. Work is worship-the well known proverb needs to be adopted in letter and spirit by one and all. The need of the hour is to think that "change is possible" and introspection to one self about one's own work culture.

References

- * Cambridge Dictionary pp – 207 and 1002.
- * Results of debates, discussion with IIIrd year G.N.M. batch.

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