

Promotion of a Healthy Work Culture: Vital in Leading to Progression of Organizations

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Article Received: 10-September-2024, Revised: 03-August-2024, Accepted: 23-August-2024

ABSTRACT:

In all types of organizations, there are members, belonging to all job positions in the hierarchy. All members need to work diligently in promotion of a healthy work culture. All the members are required to be well-equipped in terms of job duties and responsibilities. Furthermore, they need to augment their information in terms of different types of methodologies and procedures. With the advent of technologies, one needs to be well-informed in terms of different types of modern, scientific and innovative methods and materials. Furthermore, there are other factors that needs to be taken into account, i.e. implementing effective communication processes; completing all tasks and activities within the required time-frame; honing analytical and critical thinking skills; forming cordial and amiable terms and relationships with other members and so forth. Hence, throughout the jobs of the individuals, they need to augment information in terms of all the factors, which are facilitating in promotion of a healthy work culture. All types of factors are to be put into operation in a well-ordered and disciplined manner. In other words, positivity needs to be reinforced in all types of factors. Therefore, it is well-understood, promotion of a healthy work culture is vital in leading to progression of organizations. The main concepts that are taken into account in this research paper are, understanding the meaning and significance of promotion of a healthy work culture, measures to be put into operation in promotion of a healthy work culture and advantages of promotion of a healthy work culture.

Keywords: *Effective, Healthy Work Culture, Job Duties, Methodologies, Organizations, Promotion, Skills, Up-gradation*

INTRODUCTION:

The organizations are of different types, i.e. educational institutions of all levels, training centers, financial institutions, production and manufacturing organizations, services organizations, non-government organizations, agencies and so forth. In all types of organizations, promotion of a healthy work culture is regarded to be of utmost significance. It is referred to empowering, supporting and helping employees to build new skills. It is a collection of attitudes, beliefs and behaviors that make up the atmosphere within the working environment. Healthy workplace cultures align employee behaviors and company policies with the overall goals of the company. The well-being of the employees is also taken into consideration (Todd, 2019). Work culture determines how well the person fits into the workplace. Furthermore, how the abilities have been developed to build professional relationships with colleagues. The work culture determines the attitude, growth opportunities, work-life balance and job satisfaction of the employees. Furthermore, how

employees develop mutual understanding with other members also comes under work culture. Therefore, promotion of a healthy work culture is regarded as vital in doing well in one's jobs and promoting enhancement of career prospects. Within all types of organizations, all members, belonging to all job positions in the hierarchy have to implement communication processes in an effective manner. These are necessary in order to augment information in terms of various types of subjects and concepts; exchange different types of ideas and viewpoints; obtain answers to all types of questions that are overwhelming and clarify doubts in terms of various types of subjects and concepts. Furthermore, one needs to be well-informed in terms of communication ethics, i.e. making use of polite language and decent words; treating others with respect and courtesy; making provision of factual information; depicting the traits of helpfulness and co-operation and possessing an approachable nature and an amiable attitude (Values, 2021). The communication takes place in a verbal and written form. Verbal communication takes place face to

face, phone and video-calling, whereas, written communication takes place through exchanging messages and emails. Furthermore, all members will contribute in forming cordial and amiable terms and relationships with each other. Therefore, putting into operation communication processes in an effective manner is facilitating in promotion of a healthy work culture.

Understanding the Meaning and Significance of Promotion of a Healthy Work Culture:

All the members, belonging to all job positions need to be well-informed in terms of various types of job duties and responsibilities. These are manageable and complicated; these are put into operation in more amount of time or can be less time-consuming and these are carried out on one's own or through working in co-ordination with other members. Hence, possession of adequate information in terms of these is facilitating in promotion of a healthy work culture. Furthermore, one needs to understand that even when certain types of job duties and responsibilities are carried out on an individual basis, still they need to consult their supervisors, employers or colleagues for various types of ideas and viewpoints. Hence, development of mutual understanding is facilitating in leading to up-gradation of motivation and concentration levels towards implementation of job duties and responsibilities. The individuals in leadership positions aim that the workforce are putting into operation their job duties and responsibilities with diligence and enthusiasm. Furthermore, they make provision of all the material, technical and information resources. In addition, the working environmental conditions are made pleasant and amiable, which are approving in doing well in one's job duties and generating desired outcomes. Therefore, individuals are able to acquire an efficient understanding of the meaning and significance of promotion of a healthy work culture, when information is generated in terms of various types of job duties and responsibilities. In order to carry out all types of job duties and responsibilities in a well-ordered and satisfactory manner, one needs to be well-informed in terms of different types of methodologies and procedures. These are referred to the ways of doing well in one's job duties, achieving desired goals and objectives and meeting the expectations of individuals in leadership positions. Furthermore, all the members, belonging to all job positions in the hierarchy need to be well-equipped in terms of traits of morality, ethics, diligence and conscientiousness. These are the traits, which are facilitating in putting into operation all types of methodologies and procedures in a well-ordered and disciplined manner. Furthermore, one will contribute in coping with various types of problems and challenging

situations in an appropriate manner. In addition, these are prevented from giving rise to impediments within the course of generation of desired outcomes.

The individuals need to acquire an efficient understanding of the concepts. Furthermore, one needs to get engaged in regular practice. The regular practice is facilitating in augmenting knowledge and understanding in terms of various types of subjects and concepts. As a consequence, one will hone confidence levels and overcome the feelings of apprehensiveness and vulnerability. In this manner, one will be able to utilize different types of methodologies and procedures in carrying out all types of job duties and responsibilities in an adequate manner. Therefore, one is able to acquire an understanding of the meaning and significance of promotion of a healthy work culture, when information is generated in terms of various types of methodologies and procedures. With advancements taking place and with the advent of modernization and globalization, all members, irrespective of their job positions in the hierarchy need to be well-equipped in terms of various types of modern, scientific and innovative methods and materials. These are utilization of tools, devices, apparatus, equipment, machinery and various types of technologies. These are utilized by members in carrying out various types of job duties and responsibilities in a well-ordered and satisfactory manner. Furthermore, all the members, belonging to all job positions in the hierarchy need to be well-equipped in terms of traits of morality, ethics, diligence and conscientiousness. These are the traits, which are facilitating in putting into operation all types of modern, scientific and innovative methods and materials in a well-organized and regimented manner. Furthermore, one will provide solutions to various types of problems and challenging situations in an appropriate manner. In addition, these are prevented from giving rise to impediments within the course of generation of desired outcomes.

The individuals need to acquire an efficient understanding of the concepts. Furthermore, one needs to get engaged in regular practice. The regular practice is facilitating in augmenting knowledge and understanding in terms of various types of subjects and concepts. As a consequence, one will hone confidence levels and overcome the feelings of apprehensiveness and vulnerability. In this manner, one will be able to utilize different types of methodologies and procedures in carrying out all types of job duties and responsibilities in a satisfactory manner. As a consequence, employees will meet the expectations of individuals in leadership positions. Therefore, an understanding of the meaning and significance of promotion of a healthy work culture is acquired, when various types of modern, scientific and innovative methods and materials are implemented.

Measures to be put into operation in Promotion of a Healthy Work Culture:

Within all types of organizations, all members, belonging to all job positions in the hierarchy need to be well-informed in terms of organizational goals. These are, leading to up-gradation of training and development programs; implementing recruitment and selection methods in a satisfactory manner; increasing employee morale; leading to an increase in productivity and profitability; meeting customer demands; utilizing various types of modern, scientific and innovative methods and materials; managing financial, human, technical, material and information resources; making provision of infrastructure, amenities and facilities; promoting enhancement of organizational culture and leading to up-gradation of overall structure of the organizations. The members need to work diligently towards achievement of all types of organizational goals (Top 10 Ways to Improve Employee Efficiency, 2021). The promotion of a healthy work culture is vital in achievement of all types of organizational goals. Furthermore, one will contribute in an effective manner in leading to up-gradation of motivation and concentration levels towards doing well in one's job duties and responsibilities. Throughout the jobs of the individuals, they need to augment information in terms of measures to be put into operation in promotion of a healthy work culture. All types of measures are to be implemented in a well-ordered and satisfactory manner. In other words, positivity needs to be reinforced in all types of measures. These are stated as follows:

Implementing Effective Communication Processes:

Within all types of organizations, all members, belonging to all job positions in the hierarchy have to implement communication processes in an effective manner. These are necessary in order to augment information in terms of various types of subjects and concepts; exchange different types of ideas and viewpoints; obtain answers to all types of questions and clarify doubts in terms of various types of subjects and concepts. Furthermore, one needs to be well-informed in terms of communication ethics, i.e. making use of polite language and decent words; treating others with respect and courtesy; making provision of factual information; reinforcing the traits of efficiency, honesty and truthfulness; depicting the traits of helpfulness and co-operation and possessing an approachable nature and an amiable attitude. The communication takes place in a verbal and written form. Verbal communication takes place face to face, phone and video-calling, whereas, written communication takes place through exchanging messages and emails. Furthermore, all members will contribute in forming cordial and amiable terms and

relationships with each other. As a consequence, motivation levels will be honed towards work. Hence, it is well-understood; putting into operation communication processes in a satisfactory manner is assisting in promotion of a healthy work culture. Therefore, implementing effective communication processes is regarded as one of the indispensable measures to be put into operation in promotion of a healthy work culture.

Being well-informed in terms of Job Duties and Responsibilities:

All the members, belonging to all job positions need to be well-informed in terms of various types of job duties and responsibilities. These are put into operation in more amount of time or can be less time-consuming and these are carried out on one's own or through working in co-ordination with other members. Hence, possession of adequate information in terms of these is facilitating in promotion of a healthy work culture. Furthermore, one needs to understand that even when certain types of job duties and responsibilities are carried out on an individual basis, still they need to communicate with their supervisors, employers or colleagues regarding various types of methods and procedures. Hence, development of mutual understanding is facilitating in leading to up-gradation of motivation and concentration levels towards implementation of job duties and responsibilities. The individuals in leadership positions aim that the workforce are putting into operation their job duties and responsibilities with meticulousness and enthusiasm. Furthermore, they make provision of all types of material, technical and information resources. In addition, the working environmental conditions are made pleasant and amiable, which are approving in doing well in one's job duties and generating desired outcomes. Therefore, being well-informed in terms of job duties and responsibilities is one of the significant measures to be put into operation in promotion of a healthy work culture.

Being well-aware of Methodologies and Procedures:

In order to carry out all types of job duties and responsibilities in a satisfactory manner, one needs to be well-informed in terms of different types of methodologies and procedures. These are referred to the ways of doing well in one's job duties, achieving desired goals and objectives and meeting the expectations of individuals in leadership positions. Furthermore, all the members, belonging to all job positions in the hierarchy need to be well-equipped in terms of traits of morality, meticulousness and thoroughness. These are the traits, which are facilitating in putting into operation all types of methodologies and procedures in a well-organized

and disciplined manner. Furthermore, one will contribute in coping with various types of problems and challenging situations in an appropriate manner. In addition, these are prevented from giving rise to impediments within the course of generation of desired outcomes. The individuals need to acquire an efficient understanding of the concepts. Furthermore, one needs to get engaged in regular practice. The regular practice is facilitating in augmenting knowledge and understanding in terms of various types of subjects and concepts. As a consequence, one will hone confidence levels and overcome the feelings of apprehensiveness and vulnerability. In this manner, one will be able to utilize different types of methodologies and procedures in carrying out all types of job duties and responsibilities in an adequate manner. Therefore, being well-aware of methodologies and procedures is an eminent measure to be put into operation in promotion of a healthy work culture.

Utilizing Pioneering Methods and Materials:

With the advent of technologies, all members, irrespective of their job positions in the hierarchy need to be well-equipped in terms of various types of pioneering methods and materials. These are utilization of tools, devices, apparatus, equipment, machinery and technologies. These are utilized by members in carrying out various types of job duties and responsibilities in a satisfactory manner. Furthermore, all the members, belonging to all job positions in the hierarchy need to be well-equipped in terms of traits of morality, ethics, diligence and conscientiousness. These are the traits, which are facilitating in putting into operation these methods and materials in a well-organized manner. Furthermore, one will provide solutions to various types of problems and challenging situations in an appropriate manner. In addition, these are prevented from giving rise to impediments within the course of doing well in one's job duties. The individuals need to acquire an efficient understanding of the concepts. Furthermore, one needs to get engaged in regular practice. The regular practice is facilitating in augmenting knowledge and understanding in terms of various types of methods and materials. As a consequence, one will hone confidence levels and overcome the feelings of apprehensiveness and vulnerability. In this manner, one will be able to utilize these methods and materials in carrying out all types of job duties and responsibilities in a satisfactory manner. As a consequence, employees will meet the expectations of individuals in leadership positions. Therefore, utilizing pioneering methods and materials is an expedient measure to be put into operation in promotion of a healthy work culture.

Developing Mutual Understanding with others:

Within all types of organizations, there are some job duties, which are put into operation on an individual basis, whereas, there are others, which are implemented through working in a team, comprising of two or more members. Hence, development of mutual understanding is regarded to be of utmost significance. Furthermore, one needs to be well-aware of certain factors, i.e. making use of polite language and decent words; treating others with respect and courtesy; making provision of factual information; reinforcing the traits of efficiency, honesty and truthfulness; depicting the traits of helpfulness and co-operation and possessing an approachable nature and an amiable attitude. As a consequence of acknowledging and implementing all these factors, one will contribute effectively in developing mutual understanding with others. As a consequence of developing mutual understanding, one will contribute effectively in leading to up-gradation of motivation and concentration levels towards implementing various types of job duties and responsibilities. Furthermore, different types of problems are prevented from giving rise to impediments within the course of putting into operation various job duties and responsibilities. In addition, confidence levels among all members will be honed, when they will have support and assistance available from other members. Hence, throughout the jobs of the individuals, they need to ensure, mutual understanding is developed with other members. Therefore, developing mutual understanding with others is a renowned measure to be put into operation in promotion of a healthy work culture.

Inculcating the Traits of Morality and Ethics:

All the members, belonging to all job positions in the hierarchy are required to inculcate the traits of morality and ethics. These are the traits, which are facilitating in differentiating between various types of appropriate and inappropriate factors; reinforcing a constructive approach; forming positive viewpoints in terms of various factors and individuals; putting in efforts to one's best abilities; possessing the abilities to work under stress; leading to up-gradation of motivation and concentration levels towards tasks and activities; developing mutual understanding with other members; reinforcing the traits of honesty, efficiency and truthfulness; carrying out all types of tasks and activities in a well-organized manner and promoting well-being and goodwill of family and community members. As a consequence of acknowledging and implementing all these factors, traits of morality and ethics will be reinforced. Throughout the jobs of the individuals, recognizing and implementing these traits will be facilitating in promoting enhancement of work culture. One of the important benefits is, all types of job duties and responsibilities will be carried out in a well-ordered

and satisfactory manner. Furthermore, individuals will acquire appreciation and reverence from individuals in leadership positions. Hence, it is understood on a comprehensive basis that inculcating these traits are facilitating in leading to progression of human resources and overall structure of the organizations. Therefore, inculcating the traits of morality and ethics is a decisive measure to be put into operation in promotion of a healthy work culture.

Implementing the Traits of Diligence, Resourcefulness and Conscientiousness:

Implementing the traits of diligence, resourcefulness and conscientiousness is essential for individuals, belonging to all job positions in the hierarchy of the organizations. These are the traits, which are facilitating in acknowledging and implementing various factors, i.e. being well-informed in terms of job duties and responsibilities; being well-aware of methodologies and procedures; utilizing various types of modern, scientific and innovative methods and materials; putting in efforts to one's best abilities; possessing the abilities to work under stress; leading to up-gradation of motivation and concentration levels towards tasks and activities; developing mutual understanding with other members; reinforcing the traits of honesty, efficiency and truthfulness; carrying out all types of tasks and activities in a well-organized manner and providing solutions to various types of problems in an effective manner. As a consequence of acknowledging and implementing all these factors, traits of diligence, resourcefulness and conscientiousness will be reinforced. Throughout the jobs of the individuals, recognizing and implementing these traits will be facilitating in promoting enhancement of a healthy work culture. One of the important benefits is, all types of job duties and responsibilities will be carried out in a well-organized and satisfactory manner. As a consequence, all problems will be prevented from giving rise to impediments within the course of putting into operation various types of job duties and responsibilities. Furthermore, individuals will acquire appreciation and reverence from individuals in leadership positions. Hence, it is understood on a comprehensive basis that inculcating these traits are facilitating in leading to progression of human resources and overall structure of the organizations. Therefore, implementing the traits of diligence, resourcefulness and conscientiousness is an imperative measure to be put into operation in promotion of a healthy work culture.

Providing Solutions to various Problems:

Within the course of putting into operation various job duties and responsibilities, the members, belonging to all job positions in the hierarchy get overwhelmed by various types of problems, related to job duties,

responsibilities, methodologies, procedures, approaches, techniques, work pressure, lack of implementation of time-management skills, lack of analytical, critical-thinking and problem-solving skills, unawareness in terms of various factors, scarcity of financial, human, technical, material and information resources, lack of infrastructure, amenities and facilities, and so forth. The influence of various types of problems and challenging situations is experienced in a major or minor form. Hence, one needs to provide solutions to these in an effective manner. Furthermore, these are prevented from giving rise to impediments within the course of putting into operation various types of job duties and responsibilities. It is understood on a comprehensive basis, when individuals are coping with various types of problems in a well-ordered manner, they will contribute in promoting enhancement of a healthy work culture (The Psychological Contract, 2021). One of the important benefits is, all types of tasks and activities will be put into practice in a well-organized and satisfactory manner. As a consequence, one will contribute in an effective manner in meeting the expectations of individuals in leadership positions. Therefore, providing solutions to various problems is a notable measure to be put into operation in promotion of a healthy work culture.

Honing Time-Management Skills:

All members, belonging to all job positions need to be well-equipped in terms of time-management skills. These are the skills, which are facilitating in taking out sufficient amount of time for all types of job duties and responsibilities. The individuals assign priorities to the tasks. The ones, which are more important are carried out first, whereas, the ones, which are less important are implemented after the completion of more important ones. Procrastination is avoided. Hence, throughout the implementation of various types of job duties and responsibilities, the honing of time-management skills is regarded to be of utmost significance. One of the major benefits of these skills is, all types of job duties and responsibilities will be completed within the required time-frame. Hence, individuals will contribute in an effective manner in incurring the feelings of pleasure and contentment.

As a consequence of leading to up-gradation of these skills, individuals will contribute effectively in doing well in one's job duties, achieving desired goals and objectives and meeting the expectations of individuals in leadership positions. Furthermore, one will promote enhancement of organizational culture and overall structure of the organizations. In this manner, the healthy work culture will be promoted in all types of organizations. Therefore, honing time-management

skills is an advantageous measure to be put into operation in promotion of a healthy work culture.

Leading to Up-gradation of overall Structure of Organizations:

Leading to up-gradation of overall structure of organizations is regarded as one of the major goals of individuals, belonging to all job positions in the hierarchy. In order to achieve this goal, there are various factors in terms of which one needs to be aware, i.e. implementing effective communication processes; making wise and productive decisions; implementing time-management skills; inculcating the traits of morality and ethics; implementing the traits of diligence, resourcefulness and conscientiousness; being well-informed in terms of job duties and responsibilities; being well-aware of different types of methodologies and procedures; utilizing various types of pioneering methods and materials; developing mutual understanding with other members; promoting enhancement of organizational culture and leading to up-gradation of overall structure of the organizations. As a consequence of acknowledging and implementing all these factors, one will contribute in achievement of desired goals and objectives. Throughout one's jobs, all the members need to be well-informed in terms of all these factors. Furthermore, these need to be implemented in a well-ordered and disciplined manner. As a consequence of leading to up-gradation of all these factors, individuals will contribute efficiently in doing well in one's job duties, achieving desired goals and objectives and meeting the expectations of individuals in leadership positions. Furthermore, one will promote enhancement of organizational culture and overall structure of the organizations. In this manner, the healthy work culture will be promoted in all types of organizations. Therefore, leading to up-gradation of overall structure of organizations is a useful measure to be put into operation in promotion of a healthy work culture.

Advantages of Promotion of a Healthy Work Culture:

All members, belonging to all job positions in the hierarchy of the organizations need to be well-equipped in terms of meaning and significance of a healthy work culture. As a consequence, one will contribute in an effective manner in doing well in one's job duties, achieving desired goals and objectives and meeting the expectations of individuals in leadership positions. Furthermore, one will promote enhancement of organizational culture and overall structure of the organizations. In this manner, the mind-sets of the individuals will be stimulated and they will lead to up-gradation of motivation and concentration levels towards implementation of various types of job duties and

responsibilities (5 Types of Work Environments, 2021). All the members need to be well-informed in terms of advantages of promotion of a healthy work culture, i.e. leading to up-gradation of motivation levels; promoting enhancement of career prospects; incurring the feeling of job satisfaction and retaining one's jobs. These are stated as follows:

Leading to Up-gradation of Motivation Levels:

Throughout one's jobs, all the members need to be well-informed in terms of all the factors, which are facilitating in promoting enhancement of work culture. Furthermore, these need to be implemented in a well-ordered and disciplined manner. As a consequence of leading to up-gradation of all these factors, individuals will contribute efficiently in leading to up-gradation of motivation levels. As a consequence, one will augment information in terms of all the factors, which would be facilitating in augmenting information and understanding in terms of various factors. Hence, one will render an important contribution in doing well in one's job duties, achieving desired goals and objectives and meeting the expectations of individuals in leadership positions. Furthermore, one will promote enhancement of organizational culture and overall structure of the organizations. Therefore, leading to up-gradation of motivation levels is regarded as one of the indispensable advantages of promotion of a healthy work culture.

Promoting Enhancement of Career Prospects:

Promoting enhancement of career prospects is regarded as one of the major goals of individuals, belonging to all job positions in the hierarchy. In order to achieve this goal, one needs to be well-informed in terms of job duties and methodologies. All the members, belonging to all job positions need to be well-informed in terms of various types of job duties and responsibilities. Furthermore, one needs to understand that even when certain types of job duties and responsibilities are carried out on an individual basis, still they need to communicate with their supervisors, employers or colleagues regarding various types of methods and procedures. In order to generate desired outcomes, one needs to implement job duties and methodologies in a satisfactory manner. As a consequence, career prospects will be enhanced. This is facilitated through promoting a healthy work culture. Therefore, promoting enhancement of career prospects is one of the significant advantages of promotion of a healthy work culture.

Incurring the Feeling of Job Satisfaction:

Throughout the implementation of one's jobs duties, all the members need to be well-informed in terms of all the essential factors, i.e. job duties, responsibilities, methodologies, procedures, techniques, approaches,

resources, infrastructure, amenities, facilities, organizational culture and overall structure of the organizations. Furthermore, these need to be implemented in a well-organized and disciplined manner. As a consequence of leading to up-gradation of all these factors, individuals will contribute efficiently in doing well in one's job duties, achieving desired goals and objectives and meeting the expectations of individuals in leadership positions. Furthermore, one will promote enhancement of organizational culture and overall structure of the organizations. In this manner, the individuals form the viewpoint that they are satisfied with their jobs, through promotion of a healthy work culture. Therefore, incurring the feeling of job satisfaction is an eminent advantage of promotion of a healthy work culture.

Retaining one's Jobs:

Retaining one's jobs is regarded as one of the major goals of individuals, belonging to all job positions in the hierarchy. In order to achieve this goal, one needs to be well-informed in terms of job duties and methodologies. Furthermore, one needs to augment information regarding various factors, i.e. implementing effective communication processes; making wise and productive decisions; implementing time-management skills; inculcating the traits of morality and ethics; implementing the traits of diligence, resourcefulness and conscientiousness; being well-informed in terms of job duties and responsibilities; being well-aware of different types of methodologies and procedures; utilizing various types of pioneering methods and materials; developing mutual understanding with other members; promoting enhancement of organizational culture and leading to up-gradation of overall structure of the organizations. As a consequence of promoting a healthy work culture, one will acknowledge and implement these factors in an effective manner. Therefore, retaining one's jobs is an expedient advantage of promotion of a healthy work culture.

CONCLUSION:

Healthy work culture is referred to empowering, supporting and helping employees to build new skills. Measures to be put into operation in promotion of a healthy work culture are, implementing effective communication processes, being well-informed in terms of job duties and responsibilities, being well-aware of methodologies and procedures, utilizing pioneering methods and materials, developing mutual understanding with others, inculcating the traits of morality and ethics, implementing the traits of diligence, resourcefulness and conscientiousness, providing solutions to various problems, honing time-management skills and leading to

up-gradation of overall structure of organizations. Advantages of promotion of a healthy work culture are, leading to up-gradation of motivation levels; promoting enhancement of career prospects; incurring the feeling of job satisfaction and retaining one's jobs. Finally, it can be stated, promoting a healthy work culture is vital in leading to progression of human resources and organizations.

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