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ACHIEVEMENT MOTIVATION FOR ENTREPRENEURSHIP

Dr. S. I. SREEKUMAR

Assistant Professor and Head

Department of Political Science

Panamplilly Memorial Government College

Chakkady, Thrissur, Kerala- 680722

Abstract

Work ethics and working culture are standards or values that are generally based around conscientiousness. Mostly, work ethics is thought to benefit a person morally, thereby, improving the performance of government. Professional honesty among the government workers in India is slowing down in real time. It is a concept of overview in India. A Government organization is formed to achieve certain goals and objectives by bringing individuals together on a common platform and motivating them to deliver their level best. It is essential for the employees to enjoy at the workplace for them to develop a sense of loyalty towards it. The study makes uses of secondary resources from published and unpublished resources. The study enlighten that, What is work culture, Characteristics of a Healthy work Culture, Differences Between Indian Work Culture and Western Work Culture, The Importance of Time, The Office Environment, Hierarchy, Pay Commission at a Glance, Job Satisfaction.

Keywords: *Work Culture, Professional Integrity, Government Employees*

1. INTRODUCTION

A Government organization is formed to achieve certain goals and objectives by bringing individuals together on a common platform and motivating them to deliver their level best. It is essential for the employees to enjoy at the workplace for them to develop a sense of loyalty towards it. Work culture plays an important role in extracting the best out of

employees and making them stick to the Government organization for a longer duration. The Government organization must offer a positive ambience to the employees for them to concentrate on their work rather than interfering in each other's work.

What is work culture?

Work culture is a concept which deals in the study of:

- Beliefs, thought processes, attitudes of the employees.
- Ideologies and principles of the Government organization.

It is the work culture which decides the way employees interact with each other and how a Government organization functions.

In lay man's language work culture refers to the mentality of the employees which further decides the ambience of the Government organization.

A Government organization is said to have a strong work culture when the employees follow the Government organization's rules and regulations and adhere to the existing guidelines. However there are certain Government organizations where employees are reluctant to follow the instructions and are made to work only by strict procedures. Such Government organizations have a weak culture.

Characteristics of a Healthy work Culture

- A healthy work culture leads to satisfied employees and an increased productivity.
- Employees must be cordial with each other. One must respect his fellow worker. Backbiting is considered strictly unprofessional and must be

avoided for a healthy work culture. One gains nothing out of conflicts and nasty politics at work.

- Each employee should be treated as one. Partiality leads to demotivated employees and eventually an unhealthy work culture. Employees should be judged only by their work and nothing else. Personal relationships should take a backseat at the workplace. Don't favor anyone just because he is your relative.

- Appreciating the top performers is important. Praise the employees to expect good work from them every time. Give them a pat on their back. Let them feel indispensable for their Government organization. Don't criticize the ones who have not performed well, instead ask them to pull up their socks for the next time. Give them one more opportunity rather than firing them immediately.

- Encourage discussions at the workplace. Employees must discuss issues among themselves to reach to better conclusions. Each one should have the liberty to express his views. The team leaders and managers must interact with the subordinates frequently. Transparency is essential at all levels for better relationships among employees and a healthy work culture. Manipulating information and data tampering is a strict no at the workplace. Let information flow in its desired form.

- Government organization must have employee friendly policies and practical guidelines. Expecting an employee to work till late night on his birthday is simply impractical. Rules and regulations should be made to benefit the employees. Employees must maintain the decorum of the Government organization. Discipline is important at the workplace.

- The "Hitler approach" does not fit in the current scenario. Bosses should be more like mentors to the employees. The team leaders should be a source of inspiration for the subordinates. The superiors are expected to provide a sense of direction

to the employees and guide them whenever needed. The team members should have an easy access to their boss's cabin.

- Promote team building activities to bind the employees together. Conduct training programs, workshops, seminars and presentations to upgrade the existing skills of the employees. Prepare them for the tough times. They should be ready under any odd circumstances or change in the work culture.

Differences Between Indian Work Culture and Western Work Culture

Work culture varies from workplace to workplace across the world. But there is a significant difference in the methods of working in India and the western countries. The western part of the world is a cluster of developed nations, and hence, a better standard of living and an upgraded lifestyle is an obvious factor. In this blog, we are not saying which of the countries or the work culture is better, but we are only looking at the differences between the two, so you can pick out the best of both worlds and accommodate it in your workplace.

The Importance of Time

In western countries, time is considered to be the most important factor while at work. Their usual work shift is for 8 hours a day. Traditional working hours in the US are Monday to Friday, 9 AM to 6 PM. All employees are very particular about coming to and leaving from the office. There are hardly a few people who work overtime or until late nights, unless necessary. In western countries, people treat work as work and nothing more than that. They come on time, leave on time and get back to their personal life.

In India, we generally get late to work and have to sneak into our offices and work until late night to cover up for the time. Most of us consider work to be our first priority whereas it should be of equal importance to our personal life.

The Colleague Relationship

In western countries, everyone maintains a professional relationship at work, even if they are family members or very close friends. In office and while at work, they follow a strict professional conversation which could be casual later, only when they are out of the organisation premises.

In India, we are yet to get to this level of professionalism. We tend to do a lot of favours for each other. We become friendly in no time, and then there's no stopping to our physical and emotional activities towards each other. Though, in some cases, this also has a positive side. It helps in becoming comfortable in the workplace and creates an encouraging environment, leading to better productivity.

The Break Routine

In western countries, the breaks are generally short. A 30-minute lunch break and 15 minutes tea/smoke break. People usually have beverages at their desks, while checking their emails or calculations or proofreading documents. This leads to more productivity.

In India, we take a 1-hour lunch break where we go for long strolls on the premises. We also take 15-20 minutes tea/smoke breaks that are mini gatherings between all employees in either inside or outside of the office building. This is pretty time-consuming, we know, but it has an advantage too. It refreshes everyone's mood and lightens the environment.

The Office Environment

Offices in the west consider workplace health as one of the most significant things. Maintaining a positive environment and mental health is the biggest factor that increases productivity. These offices often conduct psychological assessments and group development activities.

India is now catching up with this factor. We believe in team building activities. From taking employees to yearly trips to encouraging physical

health by giving fitness vouchers, offices are showering employees with incentives. It makes the work environment relaxed and productive. It also leads to better mouth-to-mouth publicity of your company and employee retainership.

Hierarchy

Western countries do not follow authority as such. A person of younger age could get hired for one of the highest positions based on his or her knowledge. They might be younger than most employees, yet the environment will be smooth. Employees at higher posts also do not show their superiority and behave normally with everyone.

In India, we follow hierarchy with all our hearts. Starting from our families, we believe in paying more respect to the one who is older to us, and we follow the same pattern in our workplace. We also create a division between designated people of our level and the people working below us. A manager would usually not have lunch with employees under him or her. It is not a very sociable environment professionally.

These were the major differences between the work culture in India and Western Countries. All these cannot be certified as good or bad, the rules and regulations were made as per the location and situation of an organization. Nor is this a debate to show which workplace cultures are better or worse in comparison with one another. What you need to do is see between the lines and accept the cultures that suit your company the best.

If this blog helped you understand your company's needs better, or if you have any suggestions, do let us know in the comments section below! And don't forget to share it with your friends and coworkers.

Pay Commission at a Glance

In July 2006, the Cabinet approved setting up of the sixth pay commission. This commission has been setup under Justice B.N.Srikrishna with a timeframe

anticipated to be about Rs. 20,000 cores for a total of 5.5 million government employees as per media speculation on the 6th Pay Commission, the report of which is expected to be handed over in late March/early April 2008. From September 2008, government employee getting hiked salary. Arrears will be effective from 01.01.2006, but central government employee will get only 40% of arrears on 2009 and rest 60% of arrears on 2010. Arrears will be paid in cash. The higher salaries for 5 million government employees will cost the Centre Rs178 bn on an annual basis. The wage hike will exceed pay commission estimates by Rs110 bn, the Government said. To remove stagnation in government introduction of running pay bands for all posts in the Government presently existing in scales below that of Rs 26,000. Four distinct running pay bands are recommended - one running band each for all categories of employees in groups 'B' and 'C' with 2 running pay bands for Group A posts.

The posts of Secretary and Cabinet Secretary will be kept in distinct pay scales. A separate running pay band, designated as -IS scale, will not be counted for any purpose as no future recruitment will be made in this grade and all the present Group D employees not possessing the prescribed qualifications are to be upgraded and placed in the Group 'C' running pay band PB-1 after they are suitably retained. Group D employees possessing the minimum prescribed qualifications will be placed in PB-1 pay band straightaway. Minimum salary at the entry level of PB-1 pay band will be Rs 6660 (Rs 4860 as pay in the pay band plus Rs 1800 as grade pay). Maximum salary at the level of Secretary/equivalent will be Rs 80000. Every post, barring that of Secretary/equivalent and Cabinet Secretary/equivalent will have a distinct grade pay attached to it. Grade pay (being a fixed amount attached to each post in the hierarchy) will now

determine the status of a post with a senior post being given higher grade pay. The total number of grades is reduced to 20 spread across four distinct running pay bands: one Apex Scale and another grade for the post of Cabinet Secretary/equivalent as against 35 standard pay scales existing earlier. At the time of promotion from one post to higher post, the grade pay attached to posts in different levels within the same running pay band to change. Additionally, increase in form of one increment will be given at the time of promotion. A person stagnating at the maximum of any pay band for more than one year continuously will be placed in the immediate next higher pay band without any change in the grade pay. Annual increments will be paid in form of 2 and half percent of the total of pay in the Pay Band and the corresponding grade pay. The date of annual increments, in all cases, will be first of July. Employees completing six months and above in the scale as on July 1 will now be eligible for hike.

Job Satisfaction

Job satisfaction is the end feeling of person after performing a task. To the extent that a person's job fulfills his expectations and values, the job will be satisfying. The feeling would be positive or negative depending upon whether needs is satisfied or not. The concept of "Job Satisfaction" is very broad and it is frequently used as a professional terminology. If we will go deep into its meaning then it can be bifurcated as "Physical Job Satisfaction" and "Psychological Job Satisfaction". Physical Job Satisfaction is the satisfaction which is felt when a person is satisfied with their remuneration, perks, fringe benefits, bonus, professional gifts, and other facilities, basically there are things which give them material gains or gains which are tangible in nature. On the other hand when the satisfaction is intangible i.e. satisfaction which a person feels by rendering selfless service to their Government organization, without expecting any material benefits, and seeking out only for mental and

psychological gratification it is said to be "Psychological Satisfaction".

Some of the factors which affect the Psychological Job Satisfaction are Interpersonal Relationship between Employers and Employees, Employee & Employee, and Employee and Trade Union and so on. In the environment there are many factors present which has a direct impact on the job Satisfaction of any person. It is not necessary that these factors have to be from within the Government organization, they can even be present within the individual. The various External and Internal determinants of Job Satisfaction are as follows: The External Factors are majorly related to the job and Government organization where the person is working. They can be Job Content, Occupational Level, Remuneration, Promotion opportunity, Work Group, Supervision and so on which if appropriately managed in the Government organization will leadly to heightened Job Satisfaction. Enriched job content, high occupational level, fair remuneration, better avenues for career advancement, pleasant interpersonal relations and proper supervision and control has its definite way towards Employee Job Satisfaction. Similarly there are also some individual characteristics, which if possessed by an individual will be self contented and will also be high on Job Satisfaction.

Some such factors can be Attitude, interests, Personal motivators, Educational Level and so on. There are some demographical factors also which has their influence on the satisfaction level of an employee; these are Age, gender and marital status. Any individual with positive attitude, broad interest areas, high and suitable educational qualification will preferably have high level of job satisfaction. It is also found out with the help of some studies and surveys that generally Males are high on Job Satisfaction as compared to Females. Increase in age can sometimes causes a decline in Job Satisfaction

maybe because of a simultaneous increase in expectations with age and experience. And lastly it is observed that sometimes married personnel are found more dissatisfied with the job because of their increased responsibility, but sometimes they are also found more satisfied because they value their job.

II. CONCLUSION

Ethics and working culture in the work of public officers is, nonetheless, more important than in the work of other professions, because they have to communicate with people daily. State officers are the medium link between the citizens and political power; their behavior and working culture form the people' s opinion about the authorities as such, morality and ethics of high officers. It is very important to educate officers, to recognize and solve ethical problems because this could be one of the efficient ways how to avoid them. Conflicts in the work of public officers are the negative appearance, because of their negative impact on the person himself and the people around - customers, colleagues. It has a negative impact on the efficiency of work, communication and working atmosphere. The employees of the municipality who participated in the survey agreed with the opinion that the standards of ethics applicable to the public officers are stricter than those applied to ordinary citizens, and the proper image of the employee helps to support the public confidence in service. It is more difficult to change the culture of an existing organization than to create a culture in a brand new organization. When an organizational culture is already established, people must abandon their old values, assumptions, and behaviors before they can learn the new ones. The two most important elements for creating an organizational cultural change are executive support and training.

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