



# Workplace Organizational Culture

## What is it?

Workplace organizational culture is defined as the attitudes, values, and beliefs that shape the workplace environment. It is influenced by factors that affect the interaction between people, their work and the organization. The culture or “unwritten rules” can impact employee morale, productivity and health. It plays a key role in predicting workplace satisfaction and stress levels.

## Important elements of organizational culture

- Management practices
- Communication
- Leadership style
- Work life balance
- Fairness
- Demand or workload
- Participation in decision making
- Job control
- Feeling valued
- Social support

## How well is your organization doing?

- Employees know what is expected of them in their day to day roles.
- There is adequate mentoring, orientation and training.
- Employees are comfortable communicating with management.
- Decisions are clearly communicated to employees.
- Employees feel they have good job control and input into decision making (understand and can handle their job tasks and demands).
- Employees work in an organization that has a healthy living philosophy (i.e. healthy eating policies/ guidelines, employee assistance programs, flexible work hours, walking club etc.).
- Employees are appreciated and recognized for contributions.
- There is support for employee health and overall satisfaction.
- Employee participation is valued in decision-making.

For more information contact Health Connection.