

Enhancing Organizational Culture: Vital in Leading to Progression of Human Resources and Organizations

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Abstract: *The main objective of this research paper is to acquire an efficient understanding of organizational culture. The members, belonging to all job positions in the hierarchy of the organizations are required to be well-informed in terms of techniques, which would lead to enhancement of organizational culture. The up-gradation of organizational culture is regarded to be of utmost significance in promoting well-being and goodwill of human resources and overall organizations. All the members are required to put into practice their tasks and activities in accordance to the norms, values, standards and principles. Furthermore, they are required to inculcate the traits of morality, ethics, diligence and conscientiousness. These are essential in 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 are required to be well-informed in terms of the factor that they need to depict the traits of helpfulness and co-operation. In addition, one needs to possess an approachable nature and an amiable attitude. Within all types of employment settings, organizational culture is facilitating in forming cordial and amiable terms and relationships with each other. In this manner, one will obtain help and assistance available from others in carrying out all types of tasks and activities in a well-ordered and satisfactory manner. Therefore, it is well-understood, enhancing organizational culture is vital in leading to progression of human resources and organizations. The main concepts that are taken into account in this research paper are, understanding the meaning and significance of organizational culture, measures to be put into operation in enhancing organizational culture and advantages of promoting enhancement of organizational culture.*

Keywords: *Enhancement, Goals, Human Resources, Information, Job Duties, Organizations, Organizational Culture, Up-gradation*

I. INTRODUCTION

The organizations are of different types, i.e. educational institutions of all levels, training centres, financial institutions, production and manufacturing organizations, services organizations, agencies, non-government organizations and so forth. In all types of organizations, human resources are in different job positions. Hence, they need to ensure, they are well-informed in terms of different types of job duties and responsibilities.

Furthermore, they need to augment information in terms of different types of methodologies and procedures. These are complicated as well as manageable. Furthermore, these are put into operation in more amount of time or can be less time-consuming. In addition, these are implemented on one's own or through working in collaboration and integration with other members (Hanly, 2020). Hence, all the members need to put emphasis on enhancing organizational culture. It is referred to norms, values, principles, ethics, beliefs and standards. This is the concept, which is facilitating in implementing all the techniques, which are necessary in leading to up-gradation. Therefore, it can be stated, enhancing organizational culture is essential in achieving organizational goals and in leading to up-gradation of overall structure of the organizations.

The individuals, belonging to all job positions in the hierarchy of the organizations need to be well-equipped in terms of traits of morality and ethics. These are the traits, which are facilitating in differentiating between various types of appropriate and inappropriate aspects. Furthermore, individuals are required to reinforce the traits of efficiency, honesty, righteousness and truthfulness. In addition, one will form positive viewpoints in terms of different types of job duties and responsibilities. In all types of job duties and responsibilities, one needs to ensure, they reinforce these traits in an efficient manner. In addition, these are regarded as the key in leading to up-gradation of organizational culture. Furthermore, individuals will be able to do well in their job duties, achieve desired goals and objectives and meet the expectations of individuals in leadership positions. As a consequence, all members will render an important contribution in leading to up-gradation of organizational culture. Therefore, it is well-understood, inculcating the traits of morality and ethics is essential in leading to up-gradation of organizational culture.

A. Understanding the Meaning and Significance of Organizational Culture

Within the course of putting into operation different types of job duties and responsibilities, there are occurrences of different types of dilemmas and challenging situations. Hence, in order to cope with these in an effective manner and do well in one's job duties, one needs to implement the traits of diligence, resourcefulness and conscientiousness. These traits are facilitating in enabling individuals to augment their knowledge and understanding in terms of different types of subjects and concepts. Furthermore, they will be able to cope with different types of problems in a satisfactory manner.

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Hence, throughout the jobs of the individuals, they need to put emphasis on reinforcing these traits. In addition, these are facilitating in carrying out all types of tasks and activities in a well-organized and disciplined manner. As a consequence, all the individuals will render an important contribution in leading to up-gradation of organizational culture. Hence, it is well-understood, these traits have been advantageous and favourable on a comprehensive basis. Therefore, individuals are able to acquire an efficient understanding of the meaning and significance of organizational culture, when they are honing traits of diligence, resourcefulness and conscientiousness.

The individuals are required to lead to up-gradation of motivation and concentration levels towards putting into practice different types of job duties and responsibilities. As a consequence, mind-sets of the individuals will be stimulated towards implementation of different types of tasks and activities. In other words, one will put emphasis on honing interest and enthusiasm levels. In this manner, one will be able to put in their best efforts in carrying out all types of tasks and activities in a well-organized and regimented manner. One of the major benefits of honing motivation and concentration levels is to make sure, different types of setbacks are prevented from giving rise to impediments within the course of putting into operation the functions. The individuals in this manner are forming positive viewpoints in terms of various factors and individuals, whom one is working and dealing with. Furthermore, up-gradation will take place of organizational culture. Therefore, one is able to acquire an understanding of the meaning and significance of organizational culture, when they are leading to up-gradation of motivation and concentration levels. All the members, belonging to all job positions need to put emphasis on honing professionalism. In this case, there are certain factors that need to be taken into account by individuals, i.e. being well-informed in terms of job duties and responsibilities; being well-equipped in terms of methodologies and procedures; utilizing various types of modern, scientific and innovative methods and materials; inculcating the traits of morality and ethics; implementing the traits of diligence, resourcefulness and conscientiousness; coping with different types of problems in an efficient manner; promoting a normal mind-set; possessing the abilities to work under stress; reinforcing a constructive approach and carrying out all types of tasks and activities in a well-organized and disciplined manner. As a consequence of acknowledging and implementing these traits, individuals will render an important contribution in honing professionalism. When human resources are professionals, they will render an important contribution in leading to up-gradation of organizational culture. Hence, throughout the jobs of the individuals, they need to acknowledge and reinforce all the factors. Therefore, an understanding of the meaning and significance of organizational culture is acquired, when they are contributing efficiently in augmenting professionalism.

B. Measures to be Put into Operation in Enhancing Organizational Culture

The individuals, belonging to all job positions in the hierarchy of the organizations need to acknowledge the

importance of organizational culture. The organizational culture is regarded as vital in promoting well-being and goodwill of human resources. Furthermore, one will be able to render an important contribution in leading to up-gradation of overall structure of the organizations. Throughout the implementation of job duties, all members are required to be well-equipped in terms of measures to be put into operation in promoting enhancement of organizational culture (8 Steps of the Selection Process for Hiring Employees, 2020).

The measures are complicated as well as manageable. These are put into operation in more amount of time or can be less time-consuming and these are put into practice on one's own or through working in collaboration and integration with other individuals. One of the important aspects that needs to be taken into account is, positivity needs to be reinforced in all types of measures. The individuals need to ensure, they are promoting well-being and goodwill of others. Furthermore, all types of measures need to be approving towards achieving organizational goals and promoting enrichment of overall structure of the organizations. Therefore, measures to be put into operation in enhancing organizational culture are stated as follows:

II. BEING WELL-INFORMED REGARDING JOB DUTIES AND METHODOLOGIES

All the members, irrespective of their job positions in the hierarchy of the organizations need to be well-equipped in terms of different types of job duties and methodologies. Throughout their jobs, they need to augment information in terms of these. The methodologies are referred to the ways of carrying out all types of job duties and responsibilities in a well-organized and satisfactory manner. Furthermore, one needs to ensure, they are well-informed in terms of traits of morality, ethics, diligence and conscientiousness. These traits are regarded to be of utmost significance in doing well in one's job duties, achieving desired goals and objectives and meeting the expectations of individuals in leadership positions.

As a consequence of being well-informed in terms of job duties and methodologies, individuals will be able to promote enhancement of organizational culture. The main reason being, as a consequence of carrying these out in a disciplined manner, one will be able to achieve organizational goals and lead to up-gradation of overall structure of the organizations. Therefore, being well-informed regarding job duties and methodologies is considered as one of the indispensable measures to be put into operation in enhancing organizational culture.

A. Implementing Traits of Morality and Ethics

The individuals, belonging to all job positions in the hierarchy of the organizations need to be well-equipped in terms of traits of morality and ethics. These are the traits, which are facilitating in differentiating between various types of appropriate and inappropriate aspects. Furthermore, individuals are required to reinforce the traits of proficiency, decency, uprightness and reliability.



In addition, one will form positive viewpoints in terms of different types of job duties and responsibilities. In all types of job duties and responsibilities, one needs to ensure, they reinforce these traits in an efficient manner.

In addition, these are regarded as the key in leading to up-gradation of organizational culture. In other words, when individuals will be moral and ethical in their conduct, they will render an important contribution in promoting enrichment of organizational culture. Furthermore, individuals will be able to do well in their job duties, achieve desired goals and objectives and meet the expectations of individuals in leadership positions, i.e. supervisors and employers. As a consequence, all members will render an important contribution in leading to up-gradation of organizational culture. Therefore, implementing traits of morality and ethics is one of the significant measures to be put into operation in enhancing organizational culture.

B. Inculcating the Traits of Diligence, Resourcefulness and Conscientiousness

Within the course of putting into operation different types of job duties and responsibilities, there are occurrences of different types of dilemmas and challenging situations. Hence, in order to cope with these in an effective manner and do well in one's job duties, one needs to implement the traits of diligence, resourcefulness and conscientiousness. These traits are facilitating in enabling individuals to augment their knowledge and understanding in terms of different types of subjects and concepts. Furthermore, they will be able to cope with different types of problems in an appropriate manner. Hence, throughout the jobs of the individuals, they need to put emphasis on reinforcing these traits.

In addition, these are facilitating in carrying out all types of job duties and responsibilities in a well-organized and disciplined manner. As a consequence, all the individuals will render an important contribution in leading to up-gradation of organizational culture. Hence, it is well-understood, these traits have been advantageous and approving on a comprehensive basis. One of the major benefits is, even complicated and tedious job duties are put into practice in an efficient manner. Therefore, inculcating the traits of diligence, resourcefulness and conscientiousness is an expedient measure to be put into operation in enhancing organizational culture.

C. Augmenting Motivation and Concentration Levels

The individuals are required to lead to up-gradation of motivation and concentration levels towards putting into practice different types of job duties and responsibilities. As a consequence, mind-sets of the individuals will be stimulated towards implementation of different types of tasks and activities. In other words, one will put emphasis on honing interest and enthusiasm levels. As a consequence, individuals will render an important contribution in augmenting knowledge and understanding in terms of all factors. Furthermore, they will possess the abilities to work under stress and carry out job duties and responsibilities in a satisfactory manner. In this manner, one will be able to put in their best efforts in carrying out all types of job duties and responsibilities in a well-organized and regimented manner.

One of the major benefits of honing motivation and concentration levels is to make sure, different types of setbacks are prevented from giving rise to impediments within the course of putting into operation the activities and functions. The individuals in this manner are forming positive viewpoints in terms of various factors and individuals, whom one is working and dealing with. Furthermore, up-gradation will take place of organizational culture. Therefore, augmenting motivation and concentration levels is an eminent measure to be put into operation in enhancing organizational culture.

III. HONING PROFESSIONALISM

All the members, belonging to all job positions need to put emphasis on honing professionalism. In this case, there are certain factors that need to be taken into account by individuals, i.e. implementing effective communication processes; making wise and productive decisions; being well-informed in terms of job duties and responsibilities; being well-equipped in terms of methodologies and procedures; utilizing various types of modern, scientific and innovative methods and materials; inculcating the traits of morality and ethics; implementing the traits of diligence, resourcefulness and conscientiousness; taking out sufficient amount of time for all tasks and activities; coping with different types of problems in an efficient manner; promoting a normal mind-set; possessing the abilities to work under stress; forming positive viewpoints regarding various factors and individuals and carrying out all types of job duties in a well-organized manner.

As a consequence of acknowledging and implementing these traits, individuals will render an important contribution in honing professionalism. When human resources are professionals, they will render an important contribution in leading to up-gradation of organizational culture. Hence, throughout the jobs of the individuals, they need to acknowledge and reinforce all the factors. Therefore, honing professionalism is a renowned measure to be put into operation in enhancing organizational culture.

A. Making Wise and Productive Decisions

The individuals within the course of putting into operation different types of job duties are required to make wise and productive decisions in terms of various factors, i.e. job duties, methodologies, techniques, approaches, procedures, infrastructure, amenities, facilities and so forth. Within the course of putting into practice the decision-making processes, analysis needs to be conducted in terms of various types of alternatives and options that are available. After the analysis is conducted, selection is made of the most suitable and worthwhile alternative or option. The individuals need to put emphasis on augmenting analytical and critical-thinking skills.

The analytical skills are facilitating in conducting analysis of different types of alternatives and options. On the other hand, critical-thinking skills are facilitating in implementing rational, logical and methodological thinking.

These skills are approving in implementing decision-making processes in an effective manner. The individuals in leadership positions are vested with the authority and responsibility of making decisions. They need to ensure, these are facilitating in promoting well-being and goodwill of employees, achieving organizational goals and promoting enhancement of organizational culture. Therefore, making wise and productive decisions is a noteworthy measure to be put into operation in enhancing organizational culture.

B. Taking out Time for all Job Duties

All the members need to be well-informed in terms of time-management skills. These are the skills that are facilitating in taking out sufficient amount of time for all tasks and activities. In the implementation of these skills, priorities are assigned to job duties and responsibilities. The ones, which are more important are carried out first, whereas, the one's which are less important are carried out after the completion of more important ones. Procrastination is avoided. Hence, throughout the job duties of the individuals, they need to ensure, they are completing all types of job duties and responsibilities within the stipulated time-frame.

The individuals need to create a balance between personal and professional lives. Within the course of implementation of their job duties, they need to ensure, they meet the expectations of individuals in leadership positions. Hence, in order to be successful, it is necessary for individuals to take out time for all types of job duties and responsibilities. Furthermore, they will be able to lead to up-gradation of organizational culture, when they will carry out all tasks and activities in an efficient manner within the required time-frame. Therefore, taking out time for all job duties is a notable measure to be put into operation in enhancing organizational culture.

C. Implementing Leadership Functions

Within all types of organizations, there are individuals in leadership positions. These individuals are required to put into operation their tasks and activities in a satisfactory manner. The leaders need to put into practice their functions in a satisfactory manner. The different types of functions are, putting into operation effective communication processes; guiding and leading the workforce in the right direction; making provision of equal rights and opportunities to all individuals; not discriminating against the workforce; formulating laws and rules; helping the workforce in overcoming all types of setbacks; leading to up-gradation of motivation and concentration levels; making provision of infrastructure, amenities and facilities; managing financial, human, technical, material and information resources; taking out sufficient amount of time for all tasks and activities and creating an amiable and pleasant environment within the workplace.

As a consequence of acknowledging and implementing all these factors, one will be able to implement leadership functions in a satisfactory manner. In this manner, individuals in leadership positions will render an important contribution in leading to enhancement of organizational culture. Therefore, implementing leadership functions is a meaningful measure to be put into operation in enhancing organizational culture.

IV. OVERCOMING SETBACKS

The individuals within the course of putting into operation different types of job duties and responsibilities experience different types of setbacks in terms of various factors, i.e. job duties, methodologies, techniques, approaches, procedures, scarcity of financial, human, technical, material and information resources, lack of infrastructure, amenities, facilities and so forth. Within the course of putting into practice the tasks and activities, there are occurrences of setbacks in terms of various areas. The different types of setbacks are experienced in a major or minor form. The individuals need to ensure, they are well-equipped in terms of techniques, which are facilitating in overcoming all types of setbacks.

The individuals in leadership positions need to ensure, they are being well-equipped in terms of techniques, which are necessary in overcoming all types of setbacks. They need to make provision of help and support to other individuals, which are facilitating in overcoming all types of setbacks. In this manner, they are rendering an important contribution in carrying out all types of tasks and activities in a well-organized and regimented manner. Furthermore, one is able to contribute efficiently in promoting enhancement of organizational culture. Therefore, overcoming setbacks is a worthwhile measure to be put into operation in enhancing organizational culture.

A. Managing Resources

In promoting enhancement of organizational culture, individuals need to put emphasis on managing resources. The different types of resources that need to be managed are, financial, human, technical, material and information resources. The financial resources are the monetary resources. These are the key in making purchases of various items, acquiring services of service providers, bringing about changes in various factors and fulfilling different types of needs and requirements. The human resources are the personnel. They are required to make use of their educational qualifications, skills and abilities in an effective manner. Technical resources are various types of technologies, i.e. computers, lap-tops, I pads, scanners, printers, photo-copiers, audio-visual aids, projectors and so forth (Technical Resources, 2017).

Material resources are, tools, devices, machinery, apparatus, equipment and various types of gear. Information resources are, books, articles, reports, projects, newspapers, magazines, other reading materials and internet. The internet is regarded as one of the prominent sources. It is utilized in order to augment information in terms of different types of subjects and concepts. Furthermore, one is able to obtain answers to all types of questions and clarify their doubts in terms of different factors. Hence, through managing all types of resources in an effective manner, one will be able to render an important contribution in promoting enhancement of organizational culture. Therefore, managing resources is an advantageous measure to be put into operation in enhancing organizational culture.



B. Generating Awareness Regarding Work Ethics

Work ethics is referred to the attitudes of dedication and determination towards one's jobs. The individuals, belonging to all job positions in the hierarchy of the organizations need to augment information in terms of traits of morality, ethics, diligence and conscientiousness. In order to acquire an efficient understanding of meaning and significance of work ethics, individuals are required to augment information in terms of job duties and responsibilities. Furthermore, one needs to augment information in terms of different types of methodologies and procedures to carry out tasks and activities in a well-organized and disciplined manner. The generation of information in terms of work ethics will be facilitating to the individuals in carrying out their job duties with dedication.

The individuals, belonging to all job positions in the hierarchy of the organizations need to ensure, they are putting into operation their job duties and responsibilities in a moral and ethical manner. It is apparently understood that within the course of putting into operation their job duties and responsibilities, there are occurrences of various types of problems and challenging situations. Hence, the individuals need to ensure, they do not get disheartened. But they need to put emphasis on reinforcing their confidence and motivation levels. These are the key in doing well in one's job duties, achieving desired goals and objectives and meeting the expectations of individuals in leadership positions. Therefore, generating awareness regarding work ethics is an essential measure to be put into operation in enhancing organizational culture.

C. Creating Amiable Environment within Workplace

Creating amiable environment within workplace is regarded as one of the major goals of individuals, belonging to all job positions in the hierarchy of the organizations. In order to achieve this goal, there are certain factors in terms of which individuals need to be well-aware. The different factors are, implementing effective communication processes; making wise and productive decisions in terms of various areas; being well-informed in terms of job duties and responsibilities; being well-equipped in terms of methodologies and procedures; utilizing different types of modern, scientific and innovative methods and materials; inculcating the traits of morality and ethics; implementing the traits of diligence, resourcefulness and conscientiousness; taking out sufficient amount of time for all job duties and responsibilities; coping with different types of problems and challenging situations in a satisfactory manner; managing resources in an appropriate manner; forming cordial and amiable terms and relationships with each other and making provision of infrastructure, amenities and facilities.

As a consequence of acknowledging and implementing all these factors, one will be able to contribute efficiently in promoting enhancement of organizational culture. The individuals in all job positions are required to be well-aware in terms of their job duties and ways which would be facilitating in generating desired outcomes. Therefore, creating amiable environment within workplace is a useful measure to be put into operation in enhancing organizational culture.

D. Advantages of Promoting Enhancement of Organizational Culture

All the members of the organizations are working diligently in promoting enhancement of organizational culture. In other words, they are paying attention towards putting into practice all types of measures that are facilitating in promoting enhancement of organizational culture. The measures are required to be put into operation in a well-organized manner. Hence, they need to augment their information in terms of different types of advantages of promoting enhancement of organizational culture (Steps and Components of the Communication Process, 2020). These are, managing human resources in an efficient manner; leading to up-gradation of motivation and concentration levels; leading to an increase in productivity and profitability and leading to up-gradation of overall structure of the organizations. These are stated as follows:

E. Managing Human Resources in an Efficient Manner

The human resources are the personnel. They are required to make use of their educational qualifications, skills and abilities in an effective manner. They are considered as the assets of the organizations. In the implementation of all types of tasks and activities, the human resources are required to make use of their skills and abilities in an effective manner. Furthermore, they need to put in their best efforts in meeting the expectations of individuals in leadership positions. Hence, it is understood on a comprehensive basis that managing human resources is regarded as one of the satisfactory measures in achieving organizational goals and leading to up-gradation of overall structure of the organizations. Furthermore, enhancement will take place of organizational culture. Therefore, managing human resources in an efficient manner is regarded as one of the indispensable advantages of promoting enhancement of organizational culture.

F. Leading to Up-gradation of Motivation and Concentration Levels

In order to carry out all types of job duties and methodologies in an effective manner, the individuals need to lead to up-gradation of motivation and concentration levels. As a consequence, the mind-sets of the individuals need to be stimulated and they will put in their best efforts in doing well in their job duties, achieving desired goals and objectives and leading to up-gradation of overall structure of the organizations. Hence, as a consequence of promoting enhancement of organizational culture, one will render an important contribution in honing motivation and concentration levels towards one's work. The up-gradation of motivation and concentration levels will be facilitating in overcoming all types of setbacks. As a consequence, one will be able to prevent these from giving rise to impediments within the course of implementation of job duties and responsibilities. Therefore, leading to up-gradation of motivation and concentration levels is one of the significant advantages of promoting enhancement of organizational culture.

V. LEADING TO AN INCREASE IN PRODUCTIVITY AND PROFITABILITY

Leading to an increase in productivity and profitability is regarded as one of the major goals of individuals, belonging to all job positions in the hierarchy of the organizations. In order to achieve this goal, the members are required to be well-informed in terms of different types of methods and procedures (Gordon, 2020). Furthermore, they are required to possess the essential materials to do well in one's job duties and generate desired outcomes. Getting engaged in regular practice is facilitating in augmenting knowledge and understanding. As a consequence of leading to up-gradation of proficiency levels, one will be able to render an important contribution in leading to an increase in productivity and profitability. Hence, augmenting organizational culture is regarded as one of the essential areas in achievement of this goal. Therefore, leading to an increase in productivity and profitability is an expedient advantage of promoting enhancement of organizational culture.

A. Leading to Up-gradation of Overall Structure of the Organizations

Leading to up-gradation of overall structure of the organizations is one of the major goals of individuals, belonging to all job positions in the hierarchy of the organizations. In order to achieve this goal, the members are required to be well-informed in terms of different factors. As a consequence of promoting enhancement of organizational culture, one will be well-prepared to achieve this goal. The individuals in this manner will contribute efficiently in putting into operation all the factors, which are facilitating in the achievement of this goal. The individuals, belonging to all job positions are required to be well-aware in terms of their job duties and methodologies which would be facilitating in generating desired outcomes. Furthermore, they need to acknowledge the meaning and significance of traits of morality, ethics, resourcefulness and conscientiousness. As a consequence, one will open room towards achievement of this goal. Therefore, leading to up-gradation of overall structure of the organizations is an eminent advantage of promoting enhancement of organizational culture.

VI. CONCLUSION

Organizational culture is referred to norms, values, principles, ethics, beliefs and standards. Measures to be put into operation in enhancing organizational culture are, being well-informed regarding job duties and methodologies, implementing traits of morality and ethics, inculcating the traits of diligence, resourcefulness and conscientiousness, augmenting motivation and concentration levels, honing professionalism, making wise and productive decisions, taking out time for all job duties, implementing leadership functions, overcoming setbacks, managing resources, generating awareness regarding work ethics and creating amiable environment within workplace. Advantages of promoting enhancement of organizational culture are, managing human resources in an efficient manner; leading to up-gradation of motivation and concentration levels; leading to an increase in productivity and profitability and

leading to up-gradation of overall structure of the organizations. Finally, it can be stated, enhancing organizational culture is essential in leading to up-gradation of overall structure of the organizations.

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