



Organizational Culture and Employee Engagement



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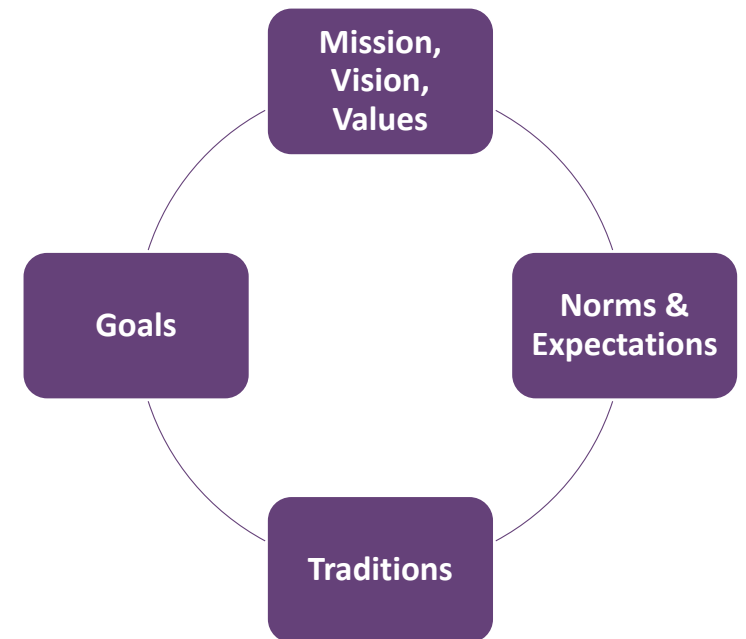


Organizational Culture - Discussion

What is Organizational Culture?

“Gallup believes that culture simply comes down to ‘how we do things around here.’”¹

- ▶ Organizational culture “influences the way people work together, how decisions get made, [and] which behaviors are rewarded”¹
- ▶ An organization’s culture is captured in its values, rituals, stories, written policies and procedures, and physical infrastructure.



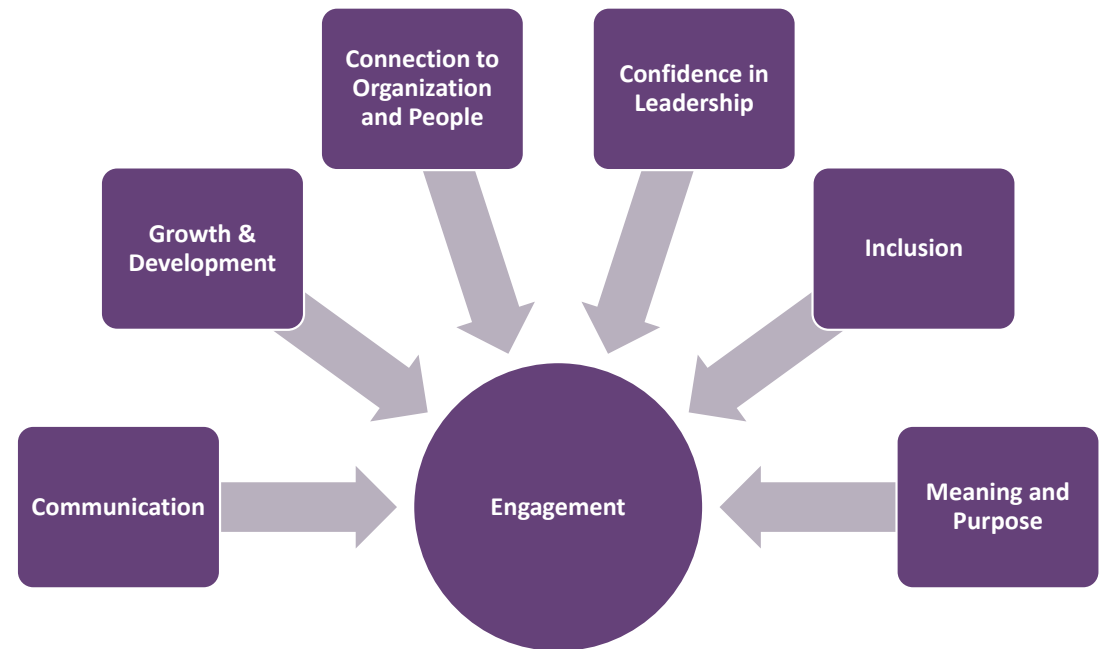
1. A Guide to Organizational Culture. Gallup (2022). Accessed 4/14/2022 at <https://www.gallup.com/workplace/327371/how-to-build-better-company-culture.aspx>.



Employee Engagement - Discussion

What is Employee Engagement?

- ▶ Employee engagement goes beyond the concept of satisfaction to include the *feelings* employees have towards their work and the *behaviors they exhibit* at work.
- ▶ Engaged employees are enthusiastic about their work, have a sense of purpose, are willing to put in extra effort, show initiative, and are adaptable.



A decorative graphic consisting of several overlapping, semi-transparent purple triangles and trapezoids of varying shades, creating a layered, geometric effect. The shapes are positioned in the upper left and center of the page, pointing downwards.

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