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# Facts For You

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## EMPLOYEE CENTRIC



When employees are satisfied, businesses can flourish. In employee-centricity, businesses focus on the employees by putting their needs and wants first. Learning how to make an organization more focused on the needs of its employees can help you and your co-workers get along better.

Satisfied employees can help to make companies successful. Employee centricity can influence the contentment of the workforce by prioritizing needs and desires.

## **What is Employee Centricity?**

Employee centricity is a principle that places the needs of personnel as the focus of a company's operations. Instead of concentrating on the company's outputs, such as revenue and customer satisfaction, the corporate culture draws attention to the professionals who make those outputs possible. The company identifies that its team members play a pivotal role in its success, and it demonstrates that sentiment with how it treats them.

Employee Centricity is a new way of managing people in a company. It is based on putting the employee at the center of the company's strategies while designing talent management policies.

A company's activities are centered on employee needs under employee centricity. Instead of focusing on the company's outputs, such as revenue and customer satisfaction, the corporate culture focuses on the professionals who make those outputs possible. It treats its employees well because it recognizes their importance to its success.

## **What are the benefits of Employee Centricity?**

Employee-centric culture benefits organizations in many ways, from improved productivity and retention to better customer centricity service. The benefits of employee centricity include:

- **Greater interest in job duties**

An employee-centric work environment focuses on the strengths and interests of personnel. Professionals can receive assignments on topics they're knowledgeable about and are excited about completing them. They can also exhibit more pride in their roles because they know their duties align with their passions. By working for an agency that practices employee centricity, you can gain assurance that your workflow can help you achieve fulfilment in your career.

- **Increase in workplace productivity**

A greater interest in job duties can lead to an increase in workplace productivity, thanks to employee centricity. As a team member, you can accomplish tasks on your work checklist and complete your projects on time since you're proud of the work that you do. The more productive you are, the more you can improve your skills and make positive contributions to the company, which can help you, become more competent in your field. Working for an employer who encourages you to enhance your performance can help you accelerate your path toward higher-level positions.

- **Motivation to continue employment**

Employees who receive what they need from their employers may choose to continue working at those organizations. They can maintain their employment and the enthusiasm they show when they arrive at work. Employee retention can enable professionals to establish their careers in areas where they're passionate. High retention rates can also mean that employees can continue to work with co-workers who value and mentor them, making the work environment pleasant and inclusive long term.

- **Better balance between work and free time**

A healthy work-life balance can have a positive effect on an employee's job performance. They can handle their day-to-day responsibilities without distractions from their personal lives, and they can avoid burnout by taking time to refresh when needed. Professionals who feel central to the organizations they work for can better establish boundaries between their work priorities and free time. For example, they may feel comfortable using their vacation days because their seniors understand that they deserve major breaks between projects. Having a work-life balance can also boost employee satisfaction.

### **What is an employee-centric culture?**

An employee-centric culture encourages ideas, creativity, free-flowing communication, and new ways of doing things throughout an organization.

In an employee-centric workplace culture, employees feel secure in expressing suggestions and questioning a structure that may be restricting productivity and performance.

When employees think that their company is looking out for their best interests, it makes them feel good about working there. It leads to a happy, engaged, and productive employee-centric culture.

In employee centricity, no one is afraid to say what they think or make suggestions because they don't want to get in trouble or lose their job.

### **How to create a culture of employee centricity?**

Employees are the backbone of any business. So ensuring employees have a pleasant time at work is important for your company's growth. With an employee-centered culture, you can do more for your employees without risking high costs for the company.

To develop an employee-centric culture, you need a plan. Let's explore some key steps to create an employee-centric culture:

## **1. Welcome unique perspectives**

Open and frequent communication between seniors and members of their teams is essential to employee centricity. Facilitate discussions that encourage employees to express their points of view, even if they differ from organizational standards. Giving employees the freedom to approach their jobs in ways they see fit and talk freely about their concerns can make them feel appreciated. Positive communication patterns can foster diversity and inclusivity in the workplace. The professionals may also be more forthcoming about their thoughts, which can give managers opportunities to resolve conflict and continue to satisfy employees.

## **2. Emphasize professional growth**

Another step towards creating an employee-centric atmosphere is to help employees become more competent at their jobs. While leading more personal discussions, supervisors can deliver constructive criticism to show employees the areas where they can improve. Team members can learn that their employer cares about how they perform in the workplace, and they can feel motivated to boost their productivity and strengthen their skills. To mentor associates effectively, organizational leaders can personalize the feedback they provide so employees discover that their managers are watching and evaluating their conduct specifically. Professional growth can form a positive correlation with business growth.

## **3. Recognize high-quality work**

With stronger skill sets and competent communication, professionals can deliver higher quality work. Putting employees at the forefront involves recognizing them for their work ethic. You can give public praise and express appreciation by acknowledging the specific contributions employees made and their impact on the company. Team members can feel inspired by their co-workers' actions, which can guide them as they approach future assignments. Recognition can also enable employees to congratulate one another on their achievements, where they can foster meaningful workplace connections and make collaboration among teams more seamless. Create a system to highlight workplace triumphs consistently.

## **4. Implement feedback from employees**

Receiving feedback can be just as important as giving feedback to employees. Create opportunities for employees to feel comfortable discussing their experiences working in the corporate culture of the company. For example, you can distribute surveys that allow associates to answer anonymous questions about central topics, such as work climate and

flexibility. Next, you can analyze the responses to determine the company's progress in forming an employee-centric atmosphere. By applying your results, you can show employees that you acknowledged their concerns and took the initiative to correct them so the workplace is pleasant for everyone.

### **Conclusion**

In a nutshell, creating employee centricity has a lot of benefits that could help your business do better. It is mainly because your employees are getting more done, are more engaged, have a better work-life balance, and are healthier. All of these things help a business get better and make more money.

**(Reference: Internet Resources)**

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