POSITIVE WORKPLACE ENVIRONMENT IS THE KEY OF SUCCESS OF BUSINESS

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Abstract - Today's world is the world of competition, where success is get only when there is a positive energy in the work atmosphere. If work atmosphere is positive then employee works without taking stress, group work will increase which leads into the success of business. This paper suggest techniques of developing workplace positive which help businessman in their business.

INTRODUCTION

Workplace environment consists of all those factors that have a bearing on the business, such as the strengths, weaknesses, internal power relationships and orientations of the organization etc.

To make work environment positive, employees believes and built trust & values on company which reflects on their performance and, in turn, they are more effective, efficient, and fulfilled in the work they do.

To make work environment more effective here are the some effective points:-
1. Transparent & Open Communication
2. Strong Team Spirit
3. Show Your Appreciation
4. Listen to everyone
5. Trust
6. Motivate employees
7. Training & Development

1.   Transparent & Open Communication:-
A transparent and open form of communication addresses the employee's need to feel that what they have to say has value. It is what makes employees feel that they belong in the organization. Work then becomes meaningful because the employees know that what they contribute affects the organization that they are affiliated with.
When you make the effort to connect with your team members in person—individually and as a group—you're establishing a position of caring that motivates individuals in all sorts of crazy-good ways.

2.   Strong Team Spirit:-
As social beings, we naturally seek support from our peers and seek to belong to a group. Come tough times, the team should come together to deal with whatever problems are out there. This is where **a sense of unity** is evoked in the team and employees will no longer just feel that they're working for themselves. They are now working towards something bigger than themselves, and as a team.
Instilling a strong team spirit is not easy because it **involves the acceptance and tolerance of differences in perspectives and working styles** between teammates. There is a need for them to see that they're working towards a common goal before they can look beyond the differences.

3.   Show Your Appreciation:-
One of the biggest complaints from employees is that they don't feel appreciated. The second someone gives us a "nice job" or "you made a difference on this project," we feel like we matter in a way that gives our work a sense of purpose. If you're not so inclined to give out verbal gold stars, an easy place to start is with a simple "thank you."
The next step is to give meaningful appreciation. Thread the high-fives and "nice jobs" with a more detailed picture behind your acknowledgment. This way, your employees can understand what they're doing well, and do more of it. Also, detailed praise shows you're paying attention and not throwing around empty phrases. When people feel like they're doing good work, they want to rise to the occasion even more.

4.   Listen to everyone:-
Your entire team has great ideas. They're in the trenches all day, bringing their own experience and perspectives to the part of the project they're focused on. For example, if there's a way to make spreadsheets more efficient or cold-calls more productive, the team members know how. It's tempting to stick with protocol because you know that works well. But these days the world moves so fast nobody can afford to stay with a status quo for too long. So instead, make it a policy to listen to new ideas (you could structure appropriate time periods for this, too), and this will tell everyone they're a valuable part of the team. Give the good ideas a try; you never know what might happen—other than the team becomes more invested in their work and the project outcome, for starters.

5.   Trust :-
This is a harder rule to practice for some more than others. So try to default to the assumption that your team is made up of adult, responsibility-taking, competent workers that don't need to be treated like children. (In the end, people act the way they're treated.) In action terms, this means that when you

delegate, really let go and let the individual own the task you gave them.

6.   Motivate employees:-

Rewards are necessary to encourage certain behaviors in persons. This is known as **positive reinforcement** under operant conditioning in the field of psychology. It is used in organizational behavior management as well: by rewarding employees who put in effort for their work, this will promote similar behaviors in the future.

7.   Training & Development:-

In a time when change is more rampant than ever before, it is necessary for organizations to be keep abreast with the changes and train their employees accordingly. For instance, technology is evolving so rapidly that what organizations commonly used ten years ago could be made obsolete today (e.g. Zip drives, dial-up modems, etc).

Adapting to change is never more crucial in this era because **those who don't, get replaced.** This applies to both the individual and the organization itself.

A training and development-focused organization has a clear roadmap for training their employees to sustain and enhance the productivity of the organization as a whole.

CONCLUSION

I hereby conclude that if any entrepreneur use above my research tips then definitely it will help them in their business development and it will make their workplace more effective.

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