Discover the True Treasure in the Workplace

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Abstract

This study examined the true treasure in the workplace and the impact it has on the employees and managers. Trust in the workplace will make the employees feel they are important. Cultures also play an important role in how an organization is shaped and the impact it has on the employees and managers. Taking care of even the smallest of the employees is essential and bringing them to think about success more about the people in an organization and how HR manages feelings. With the opportunity to study HR, I wanted to learn more about the people, the roles because I think that people are the foundation. I am interested in Human Resource Management and my thesis is about Contended Employees, Work Life Balance, Leaving Intention. The results showed positive effects of work life balance have on work efficiency, but negativethe impact on the attraction and retention of employees. The research used survey conducted in a high tech company in Taiwan and the result showed that work life balance on the attraction and retention of employees. This study examined the true treasure in the workplace and the importance of work life balance in order to attract and retain employees. The outcomes from the balance practices have on the organizations are also discussed. The true treasure in the workplace is how important it is to balance and understand the needs of the employees and managers. With the opportunity to study HR, I wanted to learn more about the people, their roles because I think that people are the foundation.

Key word: Contended Employees, Work Life Balance, Leaving Intention

The Author

I am an overseas student from India and the fourth generation living there. I am interested in Human Resource Management and my thesis is about Contended Employees, Work Life Balance, Leaving Intention. The results showed positive effects of work life balance have on work efficiency, but negative impact on the attraction and retention of employees. The research used survey conducted in a high tech company in Taiwan and the result showed that work life balance on the attraction and retention of employees. This study examined the true treasure in the workplace and the importance of work life balance in order to attract and retain employees. The outcomes from the balance practices have on the organizations are also discussed. The true treasure in the workplace is how important it is to balance and understand the needs of the employees and managers. With the opportunity to study HR, I wanted to learn more about the people, their roles because I think that people are the foundation.