

Business Standard

How markets performed last week

	Index on July 28, '23	*One-week	% chg over Dec 30, '22	Index on July 28, '23	*One-week	% chg over Dec 30, '22
		local currency			in US \$	
Sensex	66,160	-0.8	8.7	9.4		
Nifty	19,646	-0.5	8.5	9.1		
Dow Jones	35,459	0.7	7.0	7.0		
Nasdaq	14,317	2.0	36.8	36.8		
Hang Seng	19,917	4.4	0.7	0.7		
Nikkei	32,759	1.4	25.5	16.6		
FTSE	7,694	0.4	3.3	9.8		
DAX	16,470	1.8	18.3	21.7		

*Change (%) over previous week Source: Bloomberg



NON-TRADE ISSUES MAY NOT BE PART OF INDIA-CANADA DEAL

EQUITY VALUATIONS CLIMB EVEN AS PROFIT MODERATES



PUBLISHED SIMULTANEOUSLY FROM AHMEDABAD, BENGALURU, BHOPAL, BHUBANESWAR, CHANDIGARH, CHENNAI, HYDERABAD, KOCHI, KOLKATA, LUCKNOW, MUMBAI, NEW DELHI AND PUNE

AN OPPORTUNITY TO MOVE THE NEEDLE FORWARD

> **Lipika Mohanty, Director – People & Development, BUSINESSNEXT,** highlights the organisational levers that can help drive momentum and create a winning workplace culture

In today's VUCA world, organisations univocally recognize employees' immense value and the importance of fostering a winning workplace culture that permeates every aspect of an organisation, impacting employee engagement, innovation, productivity, and business revenue. Such workplace culture is not built by chance; it requires deliberate efforts and strategic thought processes to drive momentum, shape behaviour, and create a positive work environment. There are multiple organisational levers that make it possible, some are briefly stated below.

- 1. A clear vision and a set of core values** that serve as guiding principles providing a shared sense of purpose and creating a space where employees feel valued and have equal opportunity to learn, grow, and succeed; they are well-informed, engaged, and have a voice within the organisation, thus enabling a culture of trust and mutual respect.
- 2. Employee centricity with a focus on** both the physical and the emotional wellbeing of people is a major differentiator. Employee wellness programs and flexible work arrangements supporting work-life balance make employees feel cared for.
- 3. Leadership** that enables success and encourages peer collaboration instead of peer competition, fostering innovation, strong interpersonal bonds, and enhancing overall performance.
- 4. Actively engaging employees** form a crucial component for a winning workplace culture; and comprises involving them in decision-making processes, seeking their input and ideas, and providing opportunities for growth and development.
- 5. Continuous learning and development programs** focused on individual aspirations, but aligned to business goals, foster a culture of ownership, innovation, and growth. Complementing this, a comprehensive **recognition and rewards program** that celebrates employees' contributions and fosters a sense of appreciation also reinforces desired behaviour for a positive and conducive ecosystem.

When employees feel valued, respected, and individuals from diverse backgrounds feel included with equal opportunities for growth, the organisation becomes the hotbed of breakthrough thinking and continuous innovation.

