

Five QWL Values Help Us Find Ideal Workplace

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There are five values of Quality of Work Life (QWL) as the core values that will become the foundation for building QWL culture. The five values are Trust, Care, Respect, Learn and Contribute. Related to Care, each member in working organization is expected to have mutual care and help each other, both between the boss - subordinate or fellow - colleagues. "This is one of important behaviors in transformational leadership, namely the concern for individuals in the organization, individual consideration," Dr. Bagus Riyono, M.A, lecturer of Faculty of Psychology said at UGM Multi Media Room on Saturday (26/11).


Being a speaker at *Building Ideal Workplace* Workshop organized by UGM Faculty of Psychology with Career Development Center (CDC), Bagus Riyono said that the organization's members are expected to foster mutual trust among members, both between the boss-subordinate or fellow colleagues. However, trust is the root of the team's success. "Many researchers feel that confidence to be the main foundation of the success of a team," he said.

Bagus said all members of the organization are expected to maintain the spirit of learning continuously. It is because "Learning Organization" is the key to success in facing tighter competition. "Knowledge Management is certainly a requirement for every organization in the future," he said again.

In addition, in establishing a comfortable working atmosphere, they were asked to respect members from among organizations. From humanistic philosophy's perspective, leadership is really a service based on the principles of equality, respect, and dignity for an organization and community. "It is expected there is a spirit to contribute to the progress of organization," Bagus said, adding that to develop a measuring tool for five QWL's values can be done through Focused Group Discussion, Subject Matter Expert finalization and employee test.

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