DECENT WORK AND WELL-BEING AT THE WORKPLACE

YOUNG KEE KIM, LG ELECTRONICS

As the essence of corporate competitiveness has shifted from hardware to software, especially to Human Resources, companies are more interested in the ‘Well-being’ of employees. LG Electronics, a company with more than 80,000 employees globally, also considers ‘Well-being’ of its employees as one of the most critical elements determining corporate competitiveness. As stated in ‘LG Way’, a value system pursued by the company, ‘Respecting Human Dignity’ is emphasized as one of the core management principles. The concept of the company’s ‘Well-being’ is only possible when all employees have ownership. Ownership can be achieved by having the ‘feeling that one is continuously growing’ through the work individuals deliver at workplace. In this regard, activities to realize ‘Well-being’ are carried out focusing on the nurturing and development of employees.

Starting from the main activity to identify and improve specific expectations and needs of employees through the ‘LG Way survey’ conducted every year, there is also the ‘OD session’ that reviews capability level of employees and supports strategic capability development activities at the corporate level; the ‘Waste elimination activity’ that creates an environment where employees can focus on doing valuable work contributing to the individual’s development and growth; ‘Open Communication’ activity in which the organizational leader gives an ear to the questions and difficulties of employees about overall work life and carries out improvement activities; and the operation of the ‘Psychological counselling room’ where employees can find expertise help to solve psychological stress.

Now is the time for companies to realize ‘only happy employees deliver happiness to the consumers’ with clear-cut directions and from a ‘Well-being’ perspective.