



OF WORK CULTURE

DIBAKAR PAL ¹

¹ RETIRED EXECUTIVE MAGISTRATE (CIVIL SERVANT) & PHD STUDENT, DEPARTMENT OF BUSINESS MANAGEMENT, UNIVERSITY OF CALCUTTA, INDIA.

ABSTRACT:

Work culture is the yardstick of any community regarding their activeness. Some communities work hard. Some communities work hardly. The rest of the world population lies between these two extreme scales.

KEYWORDS:

WORK CULTURE.

PAPER ACCEPTED DATE:

22nd January 2025

PAPER PUBLISHED DATE:

1st February 2025

INTRODUCTION

Creative writing is based more on manifestation rather than on expression. It does not inform, rather it reveals. So it bears no reference. The best creative writing is critical, and the best critical writing is creative. This article is an outcome of thinking about creative writing meant for a general readership. As such, I have adopted a free style methodology so that everyone can enjoy the pleasure of reading. As you might know, Francis Bacon (1561-1626), the immortal essayist, wrote many essays namely 'Of Love', 'Of Friendship', 'Of Ambition', 'Of Studies', and so on. The multiple-minded genius correctly pointed out that all the words of the dictionary can be used as themes for essays. But little has been done since his death to continue or finish his monumental task. Bacon's unique individual style of presentation ignited my imagination and encouraged me to write creative essays as a method of relieving a wide range of emotions through catharsis.

ARTICLE

A person moves either on compulsion or due to inner urge. One can lead a horse to water but one can't make it drink. Thus it is difficult to make unwilling horse drink water. It is the thumb rule of work or no work in any culture.

Work is a habit. Habit is the second nature. This nature grows automatically like jungle trees. It is spontaneous like a spring that comes out of the hill naturally. An active person cannot sit idle. He likes to work round the clock. He takes rest so that he again can work better. In contrast an idle person always sits idle or sleeps round the clock. If he is asked to work he denies to work showing so many lame excuses.

Work culture is the yardstick of any community regarding

their activeness. Some communities work hard. Some communities work hardly. The rest of the world population lies between these two extreme scales.

There are five types of employees.

The first category works sincerely. They obey the boss faithfully. They come in right time and depart in right time. If they come late they depart late thus to compensate the deficiency. They are perfect employee. They are sensible. They believe that if the employer dies then the employee will remain unemployed. They understand that all cannot be master. It demands intellect. It needs entrepreneurship. It requires tenacity. Very few people have these qualities. As such they agitate without hampering the interest of the owner.

The second category knows how to do the job but will not do anything. The whole day they sit idle. They oil boss if they like. They oil not if they like not. Thus their mood and motive are gloriously so uncertain. The certain thing is that their lobby is very strong. They have high catch. As such they sit on the same sit from cradle to coffin.

The third category knows nothing and does nothing. They come late but go early. They argue that they are not ready to be late twice. They oil the boss round the clock. They prefer to do the domestic and private job of the boss for their cent percent security. They are cautious regarding their rights but seldom of their duties and responsibilities. They are very slippery. They cannot be hold responsible. Thus onus cannot be imposed upon them. They are really born genius. In fact they are finished scoundrel.

The fourth category comes in right time and goes in right

time without doing anything. They manage the job offering bribe. The peculiar thing is that they do not like to learn the job lest they are asked to do that job or imposed and entrusted with any liability. They argue that since they have purchased the job they will do nothing. Sometimes they purchase many jobs. Thus they are present everywhere at the same time. They are like omnipresent God.

The fifth category comes once in a month and gives attendance for the whole month. Thus they perform monthly works in the twinkling of an eye. Just after attendance they depart since they have done much job and are too tired. They are trade union leaders.

If someone oils boss then there is no need to work. Then no work with full pay becomes the norm. He who does not oil the boss then he is harassed in many ways. He becomes a laughing stock. He is burdened with huge work. Sometimes he dies on harness. He knows it. Yet he works silently.

Since it is the reality then who is so fool to work like a bondsman. Such an employee does not work. But that very employee works seriously and sincerely only to get TA bill. They are interested for over time. As such they gossip the whole day, and only work during overtime. Even they try to manage the boss giving some share of extra income so that they need not work even at overtime. For this they have to offer monthly pay packet to the boss. This money they do not pay from their salary. They either steal or prepare false TA bill.

They construct no road but show full expenditure. Sometimes they show same road repeatedly like the crocodile baby of the story. They accept bribe from people of all walks of life and sometimes even from their parents even.

Though they accept bribe from all and everybody for any type of work but they offer bribe only to the boss. Boss is very powerful who protects them from any kind of danger. Further, the boss is so kind that he accepts only cash.

An intelligent person accepts more money but during return submission at the end of the day shows less. In some office the bribe is accepted centrally and the revenue thus collected is distributed according to status in definite proportion as per secret unofficial resolution. This is an organized crime of organized employees. General public have nothing to do except bearing this torture silently. If they protest then either they are declined or beaten or both simultaneously. This is a common picture around the world.

The paradox is that these genius employees take unofficial resolution sitting in the office premises during office

hours. In such an establishment there is a rule of no work no pay. As such they do not take leave. If their parents die they attend office first then they go to graveyard. They are so enthusiastic that they are ready to serve the office 365 days even without any holidays. They change department where the bribe is confirmed and higher.

Business men consider bribe as speed money just like speed post of the post office. To them time is money. They purchase time instead of bribe. They include it in their project cost. They fix selling price accordingly. In fact they do not give bribe from their profit. They, as if, give loan to the customer. They simply collect it from them.

Someone works that is their culture. Someone works not that is their culture. They say no politics is also a politics. Similarly, no style is also a style. Then no culture is also a culture. If doing nothing if the status of culture is attained then it is wise to remain stationary like the pole star.

Someone considers work as worship. To an idle person it is hardship. If work is a blessing then no work is a curse. Both the persons are diagonally opposite regarding their philosophies towards their lives.

In fact work culture is an asset of any nation regarding its human resource. This is the essence of development. It is the key to success. This sense of responsibility paves the way for constant development of any nation in question.

An ethical person works since he is paid for that. If he does not work then it is cheating. A religious person considers it as sin. The wage of sin is death. As such an honest person never avoids duty. In contrast a dishonest person declines to do his assigned job. To defy duty is to defy God. This unethical nature confirms utter and untimely ruin as is believed by a holy soul.

CONCLUSION

Work culture is alias and akin to duty. To someone the call of duty is greater than the call of beauty. To some other it is just reverse. To such a person the call of beauty is greater than the call of duty. He can leave and practically leaves his wife and issues and goes for reckless enjoyment. In fact he does suffer from mental disease. He is quite irresponsible. He leaves his family. His wife and children face danger and he enjoys sadistic pleasure. He is a sincere escapist. He again leaves his new family due to inertia. It is his unique work culture.

REFERENCES

1. They say and hearsay.