

Our HR Practices

The scandinavian school of thought

Communication

1 An approach of this kind helps to create a more open environment where employees are enabled as much as possible to speak openly about their ideas. Management often put a very heavy emphasis on communication with more junior employees. It can be difficult for a worker to rise through the ranks and maintain a good management position if they fail to display good communication skills. A manager is expected to remain close to their subordinates, which helps them to understand what they are thinking and why.

Structure

2 Managers and co-workers usually work in quite close contact. Communication is mostly informal and marked by respect. More senior members of a team will spend a lot of time with subordinates, doing away with many of the 'ceremonial' divides between teams. CEO and junior team members often eat in the same cafeteria at lunch— in which the whole office eats at a set time.



Cooperation and Involvement

3 Managers expect all members of their team to be capable, reliable and well practiced in working independently and without the need for constant supervision. When the trust that this kind of relationship reflects is confirmed, it becomes natural to involve employees to a greater extent.

4

Happy and Progressive Work Culture.

Promotes the idea that individuals shouldn't think of themselves as being any better than the rest of the community. It emphasizes on collective success rather than individual success. The mentality is not about considering oneself any lesser. Instead, it is about encouraging individuals to observe and be sensitive to other people's values. That is why, people working in Oligosoft are used to seeing their managers or CEO washing coffee cups so that the custodian does not have to.

Builds a culture of trust and equality at the workplace. Professionals begin trusting one another from the very start, which makes things quite easy for a new employee at the time of joining. Another benefit of this mentality is that it keeps politics in check at the workplace. Not only are people able to express themselves without fear, they also truly mean what they say.



Drinking coffee, munching sweets and chatting, is an integral part of the Oligosoft work culture. The tradition is about getting together, eating good food and meeting good people. It enhances the bond between employees at work, and therefore, boosts productivity.

5

Celebrations and Recognition

Whenever there is a celebration in a company, every employee is part of it. This creates a sense of value in each member of the workforce. It also boosts engagement amongst employees and they tend to remain loyal and stay with the company for a long period of time.