Motivation and Empowerment

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The one thing about any company that keeps an employee motivated, wanting them to come to work every day is the company culture. A good company culture is one that not only gives its employees an environment that motivates them to work, but also fosters their growth, allowing them to learn new things at work every day. Interestingly enough, one is not able to understand this unless he or she has been exposed to a company culture where they do not feel like they are working a 9 to 5 job but learning and growing.

That is what interning at Google feels like. I was lucky enough to work with them for two summers and that was a gratifying experience. Their focus on data, their willingness to experiment and their motivation to use failure as a stepping stone towards something great creates an environment which attracts unbelievable assemblage of talent. While most employees working for a company tend to never spend a minute more than they actually require on the job, interns and employees at Google are more than happy to use the commute to and from office to work on their projects. Not only are they happy to do so, but most of them even actually enjoy the process (Gochhayat, Giri, & Suar, 2017).

At Google, you are never more than 150 feet away from food, including lunches and coffee that are on the house. This shows how employee-oriented the environment is and the focus that Google puts in ensuring that it is building a healthy company culture. It also increases employee efficiency since they do not have to step off of the campus to get what they need. Employees have the discretion to work how they like and when they like. Google believes that its employees do not need to suit up on a regular basis in order to look serious about their jobs. They can do so in a set of pajamas and they are good to go (Tran, 2017).

Google is dedicated to being fast rather than slow and motivates its employees to do at least one thing really, really well as opposed to being a jack of all trade but a master of none. They aim to solve problems as quickly and as efficiently as possible. According to the company motto, *great is never good enough* and that is what counts. Thus, Google well deserves the title it has been granted by *Comparably* as a tech company with the very best corporate culture (Forbes, 2018). They give their employee the flexibility to make their own working hours and be productive as they would like to be. They have the creative freedom and choose to work just how they would like to.

However, it is not the perks given by the company that is the only things that make it stand out, but its leadership. With Google, you are not just working with experienced people, but you get to work with pure geniuses that are experts in their field. Furthermore, Google encompasses every technological field there is, which ensures that you are exposed to as much learning opportunities as you can get. These leaders at Google are not only capable and smart but also kind and humble and would love to see you grow as a person and as an employee. Both the management and the teammates treat one another with great regard and have a hands-on approach with regard to their work. That integrate themselves with the employees and interns and come up with viable solutions that can make the life of its customer’s easier.

At the end of the day, Google is all about constant innovation, motivation, above and beyond performance levels and trust. They are very straight-forward in their approach and tell you exactly where things need improvement, which is why working with them was an unforgettable experience.

# References

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