

The positive impacts on employees and corporates' benefits of the egalitarian corporation culture.

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Abstract:

The essay will focus on the two words. The first word is Hierarchical. The belief is that power should be distributed hierarchically across society. Belief in ascribed or inherited ability with ultimate authority residing in institutions. Emphasis on organizing vertically and autocratic or centralized decision-making. Emphasis on who is in charge. Acceptance of authority; reluctance to question authority. The second word is Egalitarian. The belief is that power should be distributed relatively equally across society. Belief in shared or elected power with ultimate authority residing in the people. Emphasis on organizing horizontally and participatory or decentralized decision-making. Focus on who is best qualified. Rejection or skepticism of authority; willingness to question authority. There are many advantages of the egalitarian culture of the manufacturing industry. Alibaba via Twitter Dynamic digital technology, intelligent menu

Keywords: Egalitarian, Tolerance, and open-mindedness.

The advantages of Egalitarian in the company mainly include the following:

1. Promoting equality: Egalitarianism can effectively promote equality in organizations. Everyone should have equal rights and opportunities to access information and resources, which is necessary to create an inclusive and respectful environment.
2. Foster transparency and trust: When all people are seen as equal and essential, people have more confidence in the organization's decisions, and information within the organization is more open and shared, reducing internal concealment and misinformation.
3. Promote fair and equal opportunities: This concept can provide more fair opportunities and equal opportunities for the organization, reduce the hierarchy, promote more vital team spirit and collaboration, and stimulate team creativity.
4. Improve productivity: By breaking the traditional hierarchical system and establishing an equal collaboration platform, the egalitarian concept can promote the ability of the organization to innovate to improve the work efficiency of employees and the overall productivity.

The importance of egalitarianism is mainly reflected in its fundamental value and organizational culture that emphasizes fairness, justice, and equality, which is conducive to forming an excellent working atmosphere and improving employees' job satisfaction and loyalty.

I am going to use Alibaba as a case to analyze.

Alibaba Group will hold a group wedding on May 10 every year, and founder Jack Ma will speak as a witness to encourage and commend employees, which shows Alibaba's caring and relaxing culture. Bringing marriage

to the enterprise can also prove that Alibaba's family culture is robust.

Alibaba has grown from an initial group of 18 entrepreneurs to one with more than A company of 10,000 employees, based on Ali's robust values system, Corporate culture has become the cornerstone of Alibaba Group and its subsidiaries to maintain cohesion. A typical corporate culture is a person who feels that he is an integral part of the whole, feels that his interests are closely related to the interests of the organization, is willing to sacrifice immediate interests for the sake of the whole, and is willing to protect the company from harm, just as he is willing to protect his family.

Because of Ali's egalitarian culture, employees' sense of belonging and satisfaction with the company are improved, and their work motivation and efficiency are enhanced.

With the improvement of employees' happiness, Ali's market value has risen to third place in China and has played a specific role in promoting China's development. Here are some essential impacts:

1. Promote consumption upgrading. Through business models such as online retail, payment, and logistics, Alibaba has launched a series of innovative products and services to meet the personalized needs of consumers, promote consumption upgrading, and drive the continuous expansion of the consumer market.
2. Promote new retail models. The "new retail" proposed by Alibaba organically combines online and offline physical stores, providing brand merchants with more means of marketing promotion and bringing more sales opportunities.

3. Promote the economic development of e-commerce. Alibaba's successful experience has provided a reference for enterprises across the country, promoted more enterprises to develop into e-commerce enterprises, and formed a vast e-commerce industry ecosystem.

4. Promote the transformation and upgradefacturing and big data applications have helped manufacturing enterprises achieve transformation and upgrading, and promoted China's manufacturing industry to the direction of high technology and high added value

Exhibition. Overall, Alibaba's impact on China's economy is positive, pushing forward the development of the market, the application of innovative technology, and so on.

Alibaba's success is inseparable from its corporate culture Alibaba is one of the largest Internet companies in China and one of the largest e-commerce companies in the world. In addition to its great success in business, Alibaba is also known for its unique flower name culture.

Huaming culture is a naming method unique to Alibaba in which each employee is given a Huaming, which is used in place of their real name. The name is usually fun, creative, and reflects an employee's personality, characteristics, or responsibilities. The choice of a flower name is generally proposed by the employee and then reviewed and approved by the team or superior.

The origin of Huaming culture can be traced back to the personal experience of Jack Ma, the founder of Alibaba. Ma worked in the United States before founding Alibaba, and he found that employees of American companies all had a nickname or flower name, which he found interesting and affectionate. So, when he started Alibaba, he introduced the humming culture to enhance cohesion and a sense of belonging among employees.

Huaming culture has been widely used and promoted within Alibaba. Every employee has a name, whether an executive or an employee. This way of naming is not only a name but also a reflection of identity and team culture. The flower name is widely used in internal communication, meetings, and events to communicate between employees.

The benefits of humming culture are manifold. First, it can break down traditional rank and position restrictions, allowing employees to be more accessible and open. Secondly, flower names can increase the personalization and creativity of employees and stimulate their work enthusiasm and innovation ability. In addition, the term can also strengthen the team's cohesion and spirit of cooperation so that employees feel belonging and identity. In general, Alibaba's flower name culture is a unique and interesting way of naming; it is not only a kind of address but also a reflection of identity and team culture. This

culture is found within Alibaba.

Apart from that, Alibaba has done a great job in terms of corporate transparency, and it's focused on egalitarianism, so it set up an app called Alibaba's Always Compliant Platform that people can use to deliver anything they want here. It is a publicly available complaint resolution platform designed to help consumers resolve Alibaba-related complaints and disputes. The platform provides a convenient channel for consumers to complain directly to Alibaba and seek a resolution of their issues.

Through the Aliway complaint platform, consumers can submit complaint information, including order number, product information, complaint content, etc. Alibaba will review complaints and communicate and mediate with relevant parties to seek a solution to the problem. The platform also provides online customer service support, and consumers can contact Alibaba's customer service team through online chat or phone calls to get more timely help and answers.

Alibaba attaches great importance to the protection of the rights and interests of consumers. Through the Aliway complaint platform, they are committed to providing a fair, transparent, and efficient complaint resolution mechanism. Consumers can track the progress of complaints on the platform and keep abreast of how issues are handled. Alibaba will also rate and monitor merchants based on complaints to protect consumers' rights and interests.

In short, Alibaba's Aliway-compliant platform is an open platform that provides consumers with complaint resolution channels, aiming to protect consumers' rights and interests and improve consumer satisfaction. Through the platform, consumers can easily submit complaints, receive Alibaba's support, and help to resolve issues.

Let's talk to Jack Ma. Jack Ma, founder of Alibaba, is a charismatic and participative leader. His personality also brings great contributions to the company's management level. The advantages are as follows.

1. Enhanced team cohesion: Ma Yun's charismatic style enables him to win the respect and trust of employees, which makes the whole team more united and willing to work together to achieve the company's goals.
2. Improvement of innovation: Jack Ma's participative style encourages employees to actively participate in decision-making and put forward their own opinions and suggestions, which helps to stimulate employees' innovative spirit and encourages the company to constantly explore new business models and opportunities.
3. Strong adaptability: Jack Ma's leadership style emphasizes flexibility and adaptability, and he can adjust the company's strategy and operation mode promptly to cope with market changes and challenges. This leadership

style enables the company to better adapt to the changing environment and maintain its competitiveness and growth potential.

To sum up, Ma Yun's charismatic and participative leadership style helps to enhance team cohesion, innovation, and the company's adaptability. These changes positively impact the company's management level, helping to drive its long-term development.

In addition to founder Jack Ma's excellent leadership skills, Alibaba's ability to open the company overseas fully reflects its excellent employer culture. Here are some examples.

Some of Alibaba's employer cultures when hiring overseas include:

1. Innovation and openness: Alibaba encourages employees to be innovative, open to new ideas and ideas, and put forward constructive opinions and suggestions.
2. Teamwork: Alibaba emphasizes the importance of teamwork and encourages employees to establish good communication and collaboration to complete work tasks together.
3. Respect and inclusiveness: Alibaba respects employees of different cultures and backgrounds, advocates multiculturalism and inclusiveness, and provides equal opportunities and treatment for employees.
4. Training and development: Alibaba attaches great importance to the development and growth of employees, provides various training and promotion opportunities, and encourages employees to continue to learn and progress.
5. Salary and benefits: Alibaba provides employees competitive salaries and benefits, including a good working environment, welfare benefits, medical insurance, etc., to attract and retain outstanding talents.

These employer cultures are one of the important factors for Alibaba to recruit and retain talents overseas and also reflect Alibaba's corporate values and cultural concepts.

An egalitarian culture is a good way to use cooperation, but its disadvantages are inevitable.

Potential problems with Egalitarian culture may include the following:

1. Equality does not necessarily mean justice: In an environment of absolute equality, some employees may feel that their efforts are ignored or unappreciated, leading to unfairness and frustration. Ideally, equality is based on justice, and absolute equality may come at the expense of justice.
2. Stifle innovation and diversity: In an egalitarian environment, some employees may feel constrained and afraid to develop new ideas or suggestions because they fear their views won't be valued or adopted. This can inhibit innovation and diversity, hindering the organization's growth and progress.
3. Lack of leadership and decision-making skills: In an equal environment, some employees may lack leadership and decision-making skills because they are not allowed to take responsibility or make decisions. This can hurt an organization's efficiency and productivity.
4. Resource allocation problem: In an equal environment, the allocation of resources may become complicated. If all employees have equal access to resources, how do you decide which projects or tasks should get more resources? This can lead to unfair and wasteful allocation of resources.

In general, the potential problems of Egalitarian culture relate to equality and justice, innovation and diversity, leadership and decision-making, and resource allocation. Organizations should balance these factors according to their specific circumstances and objectives to ensure that the positive effects of a culture of equality are aligned with justice, efficiency, and productivity.

Although egalitarian culture can be imperfect, we value its advantages in the operation of the enterprise; from the above analysis, we can clearly and intuitively understand that egalitarian culture brings benefits to the company far more than its shortcomings, so it will be a highly valuable corporate culture for enterprise management.