



*Quasar proposes a project to structure within the organization of the customer a system of innovative management, complete and integrated, founded on principles of **Organizational Wellbeing**, through multifactorial diagnosis of the **Organizational***



#### ❖ **Company Climate: What is it?**

The company **climate** is all the perceptions relative to the organizational modality and how the organization satisfies the needs and finalities of its components. In view of the tone of company improvement, it is necessary for the company **climate** to be sufficiently good. The improvement of the company **climate**, which involves all of the organization from the top manager to the base, is the objective of all organizations.

#### ❖ **Multifactorial analysis of the company climate: why do it?**

The analysis of the company **climate** offers a series of advantages:

- Shows well how the company is perceived from the inside, highlighting problems and positive aspects;
- Let's emerge with evidence the aspects that must be acted upon by the management, sometimes to improve internal communications, with formative activities, etc.
- It is an occasion to continue or begin to develop actions of inclusion, of sharing of the organizational culture and objectives of the company

#### ❖ **Investigation on the Company Climate: How is it done?**

The investigation on the **company climate** is done by means of a questionnaire validated by multiple experiences.

The questionnaire used by us permits a certain diagnosis of the company climate.

The questionnaire has been constructed to respect Italian legislation on private material and to be seen with favor by the personnel.

#### ❖ **The Company Climate and the Organizational Wellbeing: a further step**

It can be said that a company exists when there are people who can communicate with each other, able to give an individual contribution with the intention to pursue a common goal. The analysis of the Company **Climate** permits one to gather information on those elements internal to the organization, information mostly oriented on:

- The construction of a **Common Company Culture**;
- The developments of programs of **Internal Communications**;

The **incentive of the resources**

The diagnosis of the Company **Climate** represents the previous step before interventions in the context of **Company Wellbeing**.