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Human-Centered Management, Organizational Culture

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Abstract – In the modern management the authentic leadership is no longer limited to support one's staff rather it involves commitment and broader challenges. Always the vision the stays with the principle of leadership which highlights the self-sacrifice for common good and to achieve the future goals easily. According 2025 successful organizations are those who takes the responsibility of leadership without self-interest for better future and to make the organization much ahead in the coming years. Sometimes leaders are held responsible for the world community, for the thriving more success and good human efforts.

Keywords - workplace well-being; innovative work behavior; human-centered management; organizational culture; leadership; work motivation; job demands–resources; digital transformation; artificial intelligence; responsible innovation.

I. INTRODUCTION

Due to technology advancement the workflow in an organization have changed a lot and keeping a focus on employee's mental health and to see that how employees accept their work environment. Several platforms also there for support to anxiety and from more stress, so that the employees can have better quality of life [1]. This helps to broader the work design to create healthier environment and more the employees can be support and given professional spaces. Today's organizations are adapting more advanced technologies to make the worker's life more easy and convenient [2]. Various technology tools are used now for better performance in the workplace and for friendly environment. Employees are more interested in career advancement and their own development. When a company takes more care of the staff then employees share more innovative ideas and work hard for the company's growth. These all helps in more development of the organization [8].

II. LITERATURE REVIEW

In 2025 a research had been done regarding the shift of change from technology to productivity tools for social change and human potential. It shows how technology, leadership and organization culture influence employees motivation. The research also challenges that technology is only for making things easier but its actual role is promoting well-being and better working environment for the workers. Leadership and culture is the main for digital transformation for a successful organization for the future. So the findings shows that the researchers with proper literature review and the way of investigation of technology to ensure that the future focuses more on advance technologies for enhance workplace in the organization.

III. METHODOLOGY

Digital technology is shaping the modern work culture with a mix of challenges and advantages for the workers. But at the same technology also brings risk and privacy challenges as the workers trying to adjust with the new technology. The digital environment have increased the growth and stability particularly in developing many areas in the workspace for more improvement for employees [37]. The technology also helps to reach the customers very easily which leads to a safe and stress free work environment. The study also show that innovation leads to a successful work but it must be human centered management to ensure efficiency and there should be dignity and respect in the workplace always [38]. The new technology in HR process helps to monitor the work of employees, the mood and to solve e any issues faster if arise. The modern human resource allows the employee for instant feedback, more growth opportunities and better performance expectations which helps for standard workplace [40]. The various industry tools helps in coordination and to minimize the errors. As these tools generally helps to reduce the employee stress making the complex task more easy and absolute transparent [41].

V. RESULTS

In recent times leadership is increasing which can be considered as a good foundation for the employee's health rather than a product of the organization. A good leadership mindset helps more than boosting, encourages employees and to have a much better working environment with innovation behavior [66]. An effective leader tries to reduce the gap between technology and social goals. Rather they try innovation to use as a tools for much better progress and for well being for all the community [67, 68]. But through civic engagement well-being becomes a more success thing and this brings more innovation as an organization outcome in the future. Leaders with great vision created many tools to provide the employees a more convenient workspace and with more innovative ideas from the workers [11].

V. DISCUSSION

Research continuously shown that an effective leadership always wants a healthy working environments which brings more creativity and innovation from the workers. The success of the organization is the result of good leadership and supportive culture and all this serve as a human centered management. Genuine leadership makes the employee feels secure, valued and always informed about everything [4, 12, 69, 70, 71, 74]. Every organization focuses on mainly mentoring and continuous learning

environment and it increase the high turnover rates. So human centered management give focus on employees participation, making more focused and effective for achieving the future goals [17, 123,124, 138]. But leadership and culture are not independent on each other in other hand they praise each other to show how successfully a company can adopt management strategies to give more importance on the workers and the outcome. Leadership and culture are considered as starting point creating a proper environment for existence of human centered management for creating a proper balance of motivation and job satisfaction at the same time. This helps for more innovative ideas from the workers for an overall better organization performance.

VI. CONCLUSIONS

As per organization research it's been said that leadership and culture are the main thing for the better work culture and for better performance. This helps the environment for equal opportunities, collaborating and for continuous learning for developed workspace. There is always a link between culture and innovation behavior where employers have more contribution for giving innovative ideas when the workers have more secure and better workspace. Due to the strong foundations the organizations is capable for excellent performance and achieve various goals. Organizations that are more concerned on human centered management are more capable of changing the market rapidly. As now success is not measured by any technological performance, the most capable organization have the balance between technologies efficiency and human sensitivity and to go beyond job satisfaction to given the employees actual job satisfaction.

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