

# Evaluation of amazon's work environment



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## What Makes Amazon the Best Place to Work and Why?

I have always been interested in working at the world's reputable company; Amazon. As such, I have often had a keen interest in the history of the company. Based in Seattle, the firm is an e-commerce corporation. Notably, it is among the top organizations that sell their products online. Jeff Bezos founded it in the year 1994, and soon after in 1995, he launched it (Schneider, 2018). Markedly, any individual of a certain age is likely to remember that the firm began a bookstore that operates online. Shortly afterward, it diversified its products and added other commodities such as clothing, electronics, video games, music, as well as DVDs. About half a decade after its inception (in the year 1999), its founder Mr. Bezos was listed in the Times Magazine as the " Person of the Year" (Schneider, 2018). He strikingly received the honor because of the success of the business in popularizing the kind of shopping that is carried out online. Remarkably, the Amazon organizational culture puts it in an apt capacity of responding to the e-commerce demand. Distinctly, the corporate culture of any company usually sets the values and the traditions that influence the behaviors of its employees. For instance, the corporate culture of Amazon often pushes the workers to go yonder the traditional conventions and limits to establish the solutions and idea that are deemed bright (Meyer, 2017). With this overview, this paper portrays the facts concerning the Amazon Company as to why it is the best place to work, and the reasons therein.

## Amazon's Fundamental Driving Forces That Shape its Environment

As one of the global best internet performing seller, the firm continues to look for the fresh and new talents. Nonetheless, to retain a workforce that is well capable, the company usually reinforces its culture to mold the human resources' development for a long-term competitive edge in the global marketplace (Meyer, 2017). Moreover, the firm strives to place its workforce diversity, technological innovation, as well as ethics and morality at its best. To achieve these fundamental driving forces, the firm primarily focuses on globalization, digitization, diversification, as well as setting up the workplace policies that guide the staff and human resources.

Globalization has made the whole world to be a global village, drawing all the countries into an economic system that is one (Morris, 2013). Amazon, through the internet, has made most consumers to take part in the online shopping. Markedly, this has been made possible through technological innovation and advancement, which all can be wrapped into the package of globalization. As such, a lot of people are participating in the online spending, which surpasses the countrywide borders (Morris, 2013). The implication and the power of technical innovation allude that it is impeccable to Amazon to comprehend both the future and the current impacts of the global inclinations on operations, to set up a globalization approach to epitomize the opportunities of learning via exposure to various consumers across the global marketplace.

Due to its global nature, Amazon has diversified its workforce as well, with about 270, 000 workers across the globe (Schneider, 2018). The affinity groups of the firm comprise of the blacks, whites, males, females, the Hispanic, as well as Asians. Apart from women in engineering at Amazon, <https://assignbuster.com/evaluation-of-amazons-work-environment/>

there is also a black employee network. In addition, it is in support of the STEM education. It also helps a lot of female learners, as well as the students of color to tail their occupations in engineering and technology. According to my understanding, the company does not participate in any practices that are immoral and unethical. Some private contractors of Amazon may engage in decadent practices; nonetheless, such do not reflect on it because the company is never directly tied to these unethical doings. It offers reasonable and affordable prices on goods and services, made technical innovations, and they hire diverse human resources, setting the online shopping standards.

#### Amazon's Specific Practices and Their Key Influence on Its Outcomes

The best practices concern the finding as well as using the best ways of carrying the business processes to attain the set goals and objects. Also, they involve being updated concerning the manner in which the best organizations operate. As a collective knowledge, Amazon triggers its workers to evaluate ideas and embrace risks. Remarkably, such a condition is what drives the capacity of the company to try to find new chances to utilize the processes that are data-intensive to offer the online retail service that is both effective and efficient (Meyer, 2017). Benchmarking is among the best practices available for Amazon. It means getting to learn and gain experience from other companies in the industry. Through benchmarking, Amazon can successfully compare itself with other firms such eBay to highlight the sections that could call for improvement.

Other Amazon specific practices are boldness, peculiarity, and customer-centricity (Meyer, 2017). The company fosters boldness among its personnel, and this is depicted in the manner in which it pioneered to market a vast collection of items, which initially began with books. Additionally, its workers are usually reinvigorated to take risks like considering new-fangled ideas, which largely enables the firm to solve issues and enhance their business online. Customer-centricity is captured in the vision statement of Amazon and its organizational culture (Meyer, 2017). For instance, it encourages the employees to focus on the needs and the demands of its customers such as altering the preferences of consumers; subsequently applying them in its e-commerce and business expansion. Peculiarity as Amazon's practice is taken to refer to the notion of thought-provoking conventions (Meyer, 2017). According to Meyer (2017), Amazon has a belief that conventions often impose restrictions on the potential growth of the business; hence, motivating its staff to reckon beyond their noses to catapult the company to its full capability. Markedly, these practices have an un-underestimated influence on the Amazon's outcomes. First, they enhance its competitiveness. They also increase their sales, improve the workforce's skills, improve quality and minimize wastes, and rapidly respond to innovations in its sector.

### The Practices Related To Work Attitudes in the U. S Companies That Are Largely Affected by Diversity

The need to practice inclusion and employee diversity is among the chief work attitudes in the American organizations. Firms like Google that have the diversity programs, which are the most successful are utterly different from <https://assignbuster.com/evaluation-of-amazons-work-environment/>

other corporations. The CEOs together with the senior organizational managers are the prime diversity advocates in the U. S organizations. The inclusion practices ensure that every employee from a diverse background can contribute and remain in the organization with chances to progress and flourish. The strategy to address the diversity is to employ and promote the females. Markedly, women are the under-tapped or the untapped resources that can largely contribute to the company.

## Conclusion

Based in Seattle, Amazon is an e-commerce corporation, which is among the top organizations that sell their products online. It was founded by Jeff Bezos in the year 1994, and soon after, launched it in 1995. As one of the global best internet performing seller, the firm continues to look for the fresh and new talents. It principally focuses on globalization, digitization, diversification, as well as setting up the workplace policies that guide the staff and human resources. Due to its global nature, Amazon has diversified its workforce as well, with about 270, 000 workers across the globe. The best practices concern the finding as well as using the best ways of carrying the business processes to attain the set goals and objects. Benchmarking is among the best practices available for Amazon. Other Amazon specific practices are boldness, peculiarity, and customer-centricity; and these practices have an un-underestimated influence on the Amazon's outcomes. They enhance its competitiveness, increase their sales, improve the workforce's skills, improve quality and minimize wastes, and rapidly respond to innovations in its sector. Finally, the need to practice inclusion and employee diversity is among the chief work attitudes in the American

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organizations, and the strategy to address the diversity is to employ and promote the females.

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