Sumeru Software Solutions

Name

Institutional Affiliation

Sumeru Software Solutions

**Serene Dynamism**

Serene Dynamism refers to the ability of an individual or organization to be happy and productive or profitable at the same time. This concept is founded on the idea that such happiness and profitability do not conflict each other. For instance, individuals can sometimes make tough decisions while ensuring that they do not lose their peace Therefore, maintaining peace is the platform on top of which everything is developed. In view of the above, a peaceful yet aggressive approach to doing business is known as Serene Dynamism (Gupta & Saxena, 2011). As the organization continues to make more profits and its degree of competition with other firms increase, employees and top managers participate in intensive and involving labor. As a result, employees may get tired, stressed, or filled with anger in pursuit of their responsibilities. However, Sumeru Software Solutions has established a culture in which employees can effectively strike a balance between their pursuit of peace and their need to meet the performance goals of the entire company. This implies that Sumeru is seeking productivity with peace.

 In order to ensure that employees reach the state of Serene Dynamism, Sumeru has introduced a culture and sets of values in which there is free pursuit of profit and the balancing of interests result in an unceasing peace. The organization understands that for there to be true peace in the face of tough working environments that require keen decision-making abilities, it has to introduce a sense of human, moral and spiritual values. Such values are based on principles of recognition of others, respect, and acknowledgement of the dignity of people within the organization and outside its cultural identities. This is a culture that accepts and appreciates the urge for the common wellbeing at both local and international levels, resulting in peace, brotherhood, and equality.

**Implications if a Potential Employee Does not Belong to AOL**

In cases in which employees do not belong to AOL, the organization considers them as people who have not been aligned with the entire vision and mission of the firm. Therefore, the organization ensures that employees showcase strong readiness to get actively involved in the initiatives of the firm and the AOL Ashram (Alvesson, 2012). This includes being enrolled in training programs and courses provided by AOL. Considering that the office of Sumeru is next to the AOL Ashram campus, in the event that there are initiatives or any other event in the Ashram, workers of normally volunteer to do works called s*eva*. This can be done either in the kitchen, or in other initiatives required to restructure the events. Employees are never compelled to take part in AOL. This is purely a voluntary affair in which people are not under the compulsion of the organization to participate.

 There is no compulsion or organizational directive from Sumeru’s side. As soon as employees join the firm and become immersed into its organizational culture, environment and climate, they get changed and voluntarily kick off their efforts to actively take part in the initiatives of the entire organization. Thus, there are prospective employees who become wholly immersed in such activities of the firm (Gupta & Saxena, 2011). They only partially take part, while there are some who opt not to become members of AOL. Therefore, the organization has taken a non-discriminative position on all employee groups. This implies that whether one is an already established employee or a newly hired one, the principle of non-discrimination reigns without double standards. Thus, all employees are welcomed so long as they are ready to undertake their duties and obligations in a satisfactory manner. All organizational members also have the liberty to sink in and absorb to the degree that they desire to.

**Employees who do not belong to Sumeru Culture**

 For employees who do not yet form part of the Sumeru culture, various implications emerge. For instance, they need to face the challenge of balancing their work and their involvement in the AOL Ashram programs. Nonetheless, participation in the Ashram initiatives at the expense of their work is overlooked and discouraged. Employees are granted the flexibility that they need to adjust their working hours (Gupta & Saxena, 2011). This enables them to meet their delivery their schedules. In addition, employees may take part in Ashram programs. Most workers come out of these processes following events in the Ashram to finish their allotted tasks.

 Employees who are not part of the Sumeru culture are still given much attention. This is because one of the most significant aspects of the Sumeru culture is the caring practice extended to all members and non-members. Showing care to workers manifests itself in many ways. For instance, as they get immersed into the system of the company, they learn that they are precious components of a loving family and begin to behave in a manner that brings out this quality. Employees who are not conversant with the company’s culture are still treated with a lot of trust and openness. This makes them reciprocate with a high degree of devotion, commitment, and improved productivity. Help is also extended without anticipation of anything in return. This includes accommodation of individual problems that each of these employee groups are grappling with (Gupta & Saxena, 2011). In view of the above, people in Sumeru selflessly lend a hand to each other. They actively take part in everyone’s celebrations and problems by going out of their way to aid each other, irrespective of some employees’ status in the organization. For instance, for members who are faced with predicaments such as accidents, people take turns at their bedsides.

References

Alvesson, M. (2012). *Understanding organizational culture*. New York: Sage.

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