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business creativity & common sense

Jobs Value Perception & Circularity Internal Adoption Factors

*Understanding the Job Occupant Perceived Value
Equation*

Job Position's **Perceived Value** Equation by the Occupant

Job Position's Value *(occupant version)*

Utilities

u1

Remuneration Attractiveness

(basic remuneration and salary composition)

u2

Curriculum attractiveness

(company brand awareness, job position contribution to curriculum improvement, etc.)

u3

Experiential Attractiveness

(leadership, autonomy, professional growth, learning opportunities, tools & resources, etc.)

e1

Performance Context

(job hardship, personal availability, etc.)

e2

Convenience

(commuting, timetables, work-life balance, teleworking, etc.)

e3

Security / Risk

(job, company and sector risk continuity perception)

Efforts

Integrating Circular Internal Adoption Factors at the Job Position's Value Equation.

We can introduce the added value that the circular condition of the company means into this equation of job perceived occupant's value. The factors of the equation that we can work with are:

Utilities.

It must become an element of the brand company's attractiveness (u1) and part of the personal experience sought (u3).

Efforts.

Moreover, we can explore the potential benefits that companies with a circular profile might have, to a certain extent, a greater chance of future survival and growth (e3), as they align with the general social trend.



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