
Hot Topic: Employees with a Passion

Hot topic differs from other companies due to its motivations and passions, therefore making this company a successful retailer in the market. Hot Topics passions is attributed to music while Torrid embeds itself in fashion. Because of these clear concepts Hot Topic employees can use their skills to connect with their customers. The average age for an employee at Hot Topic is 25. This is within the age range that is into trends and innovative fashion. This inspired Hot Topics to launch the concert reimbursement program. This program is one of the reason why employees are dedicated to the firm. It contributes to a pleasing work environment where employees feel they can fit in and be valued for what they contribute to the organization. The concert reimbursement program allows employees to attend a concert, fill out an expense report, and get reimbursed for the cost of their tickets. The only requirement for this benefit is to submit a fashion report. This causes a win, win situation where both employer and employee benefit.

The culture also values collaboration, open communication, and empowerment, and is perpetuated by a lack of walls and doors in the corporate headquarters. Everyone works in one spacious room and shares space taking emphasis off hierarchy and promoting collaboration and open communication. Hot Topics can keep their success going because of their involvement with the community and their social responsibilities. Hot Topic recognizes the importance of providing their customers with products that have been produced in a legal and socially responsible manner.

In addition to requiring compliance with applicable local and federal laws they require all manufacturers and product providers to agree to adhere to strict standards to produce the merchandise they sell. These are the minimum standards by which they expect each manufacturer and product provider to conduct business with them and they are founded on the principle that all individuals are owed dignity and respect. The standards include prohibitions of child labor or forced labor treating workers with respect and without discrimination and ensuring fair wages. Included in these standards they require all manufacturers and product providers to ensure that there shall not be any use of forced labor whether in the form of prison labor, indentured labor, bonded labor or otherwise.

The idea of no walls and no doors in the corporate headquarters encourage the culture Hot Topic is trying to perpetuate because the value ensure cohesion communication and openness to share innovative ideas. After all the company encourages risk taking decisions when taking care of the needs of customers. Although i do see myself as a time player and love being among other to collaborate and share my thoughts and ideas for feedback i would not prefer to

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work in such an atmosphere. I do my best work when I'm alone and have time to think out most of my thoughts and ideas before collaboration.

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