

Analysis of the effect of culture within an organization

Business, Organization



Analyze the effect of culture within an organization Charles I Ojunta LDR/531
January, 21, 2013 James F Traylor R FC. CFM. Analyze the effect of culture within an organization One of the primary responsibilities of strategic leaders is to create and maintain the organizational characteristics that reward and encourage collective effort.. The most fundamental of this is organizational culture. Organization culture is defined as a system of shared meaning held by members that distinguish the organization from other organizations.

It develops to help organizations cope with its environment. Strong culture provides stability to an organization. The culture of an organization consists of the shared norms, values, and beliefs of members.. By establishing a strong culture, leaders can indirectly influence the attitudes and behaviors of members (Schein 1992) But it is not for every organization. For some organizations it is a major barrier to change..

Many managers have failed in implementing a new strategy for a new vision for the company due to poor analysis of the organizational culture Culture provides a way to control and coordinate the actions of people without the need for elaborate formal control systems or continuous use of direct influence attempts (Tushman & O'Reilly 1996). There are Six Characteristics of organizational culture. As follows Innovation and risk taking, Attention to details, Outcome orientation, Aggressiveness and stability..

Organizational culture can be one of the most important factors in whether a large company succeeds or fails, but it is also one of the hardest things to change about a company , since by its very definition, organizational culture is shared through out the entire company. In analyzing a company's

organizational culture, three core areas are critical each of which is further broken down to create a list of key concepts which are critical to the process of reviewing the organization.

The three areas are Elements of organizational culture,, the company must look at the contents of the organizational culture, and then the subculture that exists within the dominant culture of the company, The organizational culture of the company refers to the basic assumptions , values and beliefs that the organizations supposed to be based on.. The business organizational culture is looked at in terms of what the business considers important ant or unimportant. Within every company, there is also subcultures or a number of subcultures that exist in conjunction with (or sometimes in opposition to) the organizational culture.

Although sub cultures are considered rebellious groups within the organization, but some subcultures can also serve an important function in understanding the operations of the company and therefore can be an asset therefore they are an important and critical concept in understanding the company as a whole it gives you insight into problem areas in the organization. It is necessary to examine the relationship between that culture and the company's ethics. in three areas, Knowledge management, Anchors of organizational behavior and work place values.

Organizations must look at the procedures by which such knowledge is obtained and passed along as well as the organizational memory of the company. In assessing the organizational behavior of the company' s status with these. In this area the assessment is focused on the importance of

values in the work place and the idea of corporate socialresponsibilityA complete analysis of the company requires a final look at the process of group andteam formationwithin the company. This will involve the development of the four other concepts ofleadershipand culture that are of importance to the company's analysis-work teams . ffectiveness, cooperation among teams and team inaction and team building efforts. In essence , the core functions of all these concepts is to generate greater understanding of the company's ability to make use of teams within the existing organizational culture with the purpose of increasing positive relationship between the existing cultures and the company stated ethics. Therefore an analysis of an organizational culture can greatly enhance the efficiency in the work place. Employees form an overall subjective perception of the organization based on such factors as degree of risk tolerance, team emphasis, and support of people..

This overall perception becomes, in effect, the organizations culture orpersonality.. National Defence University. (2009 04). Organizational Culture. Retrieved from [http://www. au. af. mil/au/awc/awcgate/ndu/strat-ldr-dm/pt4ch16. html](http://www.au.af.mil/au/awc/awcgate/ndu/strat-ldr-dm/pt4ch16.html) Robbin, S. (2007). Organizational Behavior (14th ed.). Upper Saddle River, NJ: Pearson/Prentice Hall. Zajac, C. (2009-04). Change of organizational culture Premises, aims, and results. Journal of Intercultural Management, 1(1), 109-116. doi: N/A How to analyze Your Company's Organizational Culture. (2010 July). Retrieved from [http:// www. organizationalculture101. com/analyzing-organizational-culture. html](http://www.organizationalculture101.com/analyzing-organizational-culture.html)