

Five star and amtech

Sociology, Communication



When deciding which type of culture was dominant at either 5 Star or Amtech, I had to look at what type of culture their presidents represented. For example, the president of 5 Star, John Tyler “ believed that 5 Star was the far superior company, had effective managers, had clear responsibilities and jobs” (Daft, 2001).

On the other hand, the president of Amtech, Jim Rawls, did not believe in organizational ideas, thought that charts were just a barrier in the way of the real job that needed to get done, and he thought highly of the people that worked for him. Five Star makes it obvious that they are an aggressive company, and Amtech is more in the line of kindness brings productivity. After examining the two types of cultures, 5 Star represents a clear achievement culture. They make it no secret that they are competitive, even to the point of acquiring Amtech. Star also runs everything in an organization fashion that promotes aggressiveness and diligence. They may lack a little in the personal initiative category of the achievement culture, as their managers did state that they “ wish for more empowerment opportunities” Daft, 2001. But even this was not enough to make me change the classification. Amtech represents the culture of clan, as evidence in the way that they promoted face-to-face communication and fairness by rotating jobs so everyone knew how company operations were managed. At Amtech, employees were committed and collaborated often, demonstrating agreement, a value of clan culture.

After examining both companies and the way that their presidents conduct business, I am not so sure that there is a culture issue or gap. I did not read anywhere that each particular company’s employees desired for one culture,

but worked in another, minus those managers that for more opportunities to be in charge. Each company had their own way of conducting business, which was their right, and all employees knew this. As far as the newly formed company, it most likely will be a combination of the four corporate cultures. Each president and his employees promoted and lived by their own set of cultures.

I think that this is partly why the the company was formed, to synch cooperate cultures with another while leaning each other's habits and work ethic. A perfect balance may be asking too much, especially when a culture may have a gap, so it must be taken slowly and not lightly if the combination is going to work. So, If I was John Tyler, or king for a day, the culture technique that I would use or change would be aggressiveness, especially when we know that there will be changes to how work might open up for him during his time here.

Also John Tyler might like a little increase in consideration, and personal time After a while, employees like to point out that they need attention, and works of encouragement. Another technique that I would use would be competitiveness. I am sore loser, and very competitive, Being good at why I do is why I enjoy comment this culture.

References

1. Daft, R. (2001). TheLeadershipExperience 5th Ed. Mason, OH: Cengage Learning.