

Mgt

Business, Management



and Section # of Management: Organizational Culture An effective organization is not only known for delivering a transparent and value based relations with its client but by its organizational culture as well which is the way how employees behave on the basis of shared values, principles and traditions that they possess. This further influence the way organizational members act and thus determine the actions that the organization undertakes.

The culture of an organization can be determined by seven dimensions that essentially shape the organization's personality and the way the members work. The seven factors are comprised of enhanced commitment, enhanced cooperation, justified behavior, improved decision-making, enhanced control, improved communications and shared perceptions.

The original source of the culture reflects the vision of the founders. When the culture is in practice certain organizational practices help maintaining it. Organizations help employees adapt to the culture through socialization that helps employees understand the culture and become enthusiastic and knowledgeable with customers. Employees learn culture in a number of ways in which the most common ways are through stories, rituals, material symbols and language.

Organizational stories contain narrative of significant events or people which serves as genuine examples of learning, thus stories provide clear picture of the organization's goal. Rituals on the other hand are repetitive sequences of activities that express and reinforce the important values and goals of an organization. Moreover, symbols help in demonstrating an organization's personality by determining how an employee shall dress, speak and behave

in an organization.

In order for the culture to be strong it is very important that values and ideologies shall be held important and embraced throughout the organization thus the organization shall ensure that its features shall not in any way contradict the employee's own culture. Therefore it is necessary to take into account the emerging themes and the responses to those by both employees as well as customers.

After many conflicts, managers today, agree that the excellence of a firm depends on efficiency from all factors including customers, employees, autonomy and entrepreneurship. And the excellence can result only from the blend of these factors. However, certain leaders apply dysfunctional management practices such as attention seeking, unrealistic thing and suspecting not only others but self as well such that it results in the lack of delegation of responsibilities and therefore they fail to achieve the organizational targets. Such practices leads to losing trust of employees, as when the employees feel that they are not being trusted they will react in a negative manner as well. This will eventually lead to lack of creativity, increased insecurity and lack of motivation which will demolish the organizational culture.

Thus for any culture to become imminent it is important that it shall be distinctive, valuable, hard to imitate and rightly flexible at the same time to adapt to the diversified set of people. Only then it will be able to attain its mission that it can sustain in a long run

Works Cited

Not Required