

Organizational culture model

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In an organization culture is a term used to explain and determine how the company behaves. It also includes company's values and contribution to the environment. My survey made me understand how Stadler & Company tax service is behaved and responded to the immediate environment.

The Stadler & Company tax service is cultured in way that employees are highly involved in their duties. They are committed since every one is reliable to their action and individual blame is taken rather than team blame. There is a clear channel of relaying information which ensures that information reaches all at the shortest time and it's reliable. The employees also feel as part and parcel of the company, hence, every success is shared to all as a family. Thus every staff carries the responsibility of impacting positively to the organization.

Different departments in Stadler & Company tax service work with together in the aim of achieving a common goal. The employees work hard with the knowledge that a certain common goal must be achieved. Orders and instructions follow a certain protocol to ensure that work is evenly done. Team spirit in Stadler & Company tax service is high and all work hard to achieve a certain. The organization welcomes and adopts the diverse skills of its own staff. The staff is highly skilled; so that outsourcing is not an option in areas where expats are need. Stadler & Company tax service has experienced problems and is dealt with before evolved conflicts.

The management at Stadler & Company tax service usually acts in a manner that portrays the goals of the organization. This department acts as an

example for the rest of the staff to follow. The company code of conduct is followed to the latter ignoring the rules and code of conduct usually leads to consequences and punishments. The code of conduct governs and guides the employees in dealing with the surroundings including core workers and the customers in general. Due to the common goal by all staff, it is easy to achieve an agreement about issues affecting the organization. Even when matters seem to be so complicated they are solved and a consensus is reached. The approach to the market is well coordinated and always surprises, being unpredictable.

The nature at which trust Stadler & Company tax service adapts to the environment is something to reckon with. Any change, either internal or triggered by competitors, is usually responded for the better. This ensures in fact the company keeps at bay with the current market. If a competitor advances and adds customized cars, Stadler & Company tax service is countered by acquiring a luxurious bus and maintains the charges to ensure the customers are still loyal. The policy of Stadler & Company tax service is based on that the customer is always right; whatever they say it is kept into consideration. The company has a complaint number in which the customers complain when not satisfied. So views from customers are usually considered. They also encourage innovation both from the staff and the customers to enable them compete at level grounds with their competitors. The company's future is well defined in that short medium and long term goals are set. These goals and missions are well outlined and every staff member works hard to achieve them. The short term targets are

independent in that they do not affect the long term goals. The goals are used as motivational factors and the managers are usually involved in them.