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Business, Management



Organization Culture (United s Department of Labor) Organizational culture is a broad aspect that covers the behavior of employees and other parties within an organization as well as how outsiders value their actions. This culture depends on a number of factors, which include: the strengths and weaknesses of their employees, management procedures and the presence of an already established culture (Tompkins, 2010). Culture gives an organization a different identity from the other organizations of a similar nature and type. Therefore, a good culture gives organizations a competitive advantage over the rest of the organizations (Hofstede, 2011). The United States Department of Labor (DOL) is one of the organizations that have a well-established culture that makes it unique.

The culture in DOL is such that there are clear guides on the relationship between the employees and management within the organization. There are clear channels of communication where employees become part of the major decisions of the organization. This enhances the smooth flow of activities in the organization, which is one of the paybacks of a strong organizational culture. DOL has also extended its concern to the external environment. People identify the organization with its contributions towards the eradication of social vices in the society through the process of job creation (United Sates Department of Labor, 2012). Individuals from outside the organization use culture to value the actions of an organization. Therefore, the culture in DOL enhances the values of cooperation, motivation and care for the society.

Artifacts of an organization's culture are the visible characteristics that one can observe in the organization. One of the most visible artifacts in DOL is

the success of the organization in meeting its objectives. DOL's culture has helped it to achieve its objective of improving the social welfare of the workforce in the United States. The culture enhances motivation of employees, which increases their productivity and the overall performance of the organization. Therefore, the culture of the United States Department of Labor has contributed towards its success.

References

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