

What is organisation culture

Experience, Human Nature



It has been argued that, while difficult, organisational culture can be changed. Do you agree? Why or why not? There are many things that it is difficult for organisations culture can be changed. Organisation culture is talking about share values, principles, tradition and ways of doing things. However it influence the ways organisation members act. There are some academic journals and books talk about organisation culture and how could it be change. GR Jones (2007) Organizational theory, design, and change.

Taylor & Francis (2012) TQM and organisational culture reference to <http://www.tandfonline.com/doi/abs/10.1080/14783363.2012.647847> CK Lee, B Tan...(2008) The impact of organisational culture and learning on innovation performance <http://inderscience.metapress.com/content/6334164r472up141/> WebQuest Activity 4 Use your referencing guide to find 10 mistakes in the following paragraph and reference list. Superscript numbers indicate approximately where the mistakes are. One has been done for you.

It is difficult to derive a simple meaning of culture and many texts on the subject open their discussions with a range of definitions (Linstead, Fulop, & Lilley, 2009 and Taylor, 2004). For example: Culture refers to “ a complex set of values, beliefs, assumptions, and symbols that define the way in which a firm conducts its business” (Barney, 1986) and many authors follow similar variations on the theme of “ shared values” (Robbins, Millet, & Waters-Marsh, 2008 and Schermerhorn Jr, et al. , 2011) .

Organisational culture is not the same as national culture which can sometimes work against the values an organisation is trying to encourage (Gerhart, 2009).

References

1. Barney, J. B. (1986). Organizational culture: can it be a source of sustained competitive advantage? *Academy of Management Review*, 11 (3), 656-665. Gerhart, B. (2009).
2. How much does national culture constrain organizational culture? *Management & Organization Review*, 5(2), 241-259. Linstead, S. , Fulop, L. , & Lilley, S. (2009).
3. *Management & Organization: A Critical Text*. Houndmills, Basingstoke: Palgrave Macmillan. Robbins, S. , Millet, B. , & Waters-Marsh, T. (2008).
4. *Organisational behaviour* (5th ed.): Pearson Education Australia. Schermerhorn Jr, J. R. , et al. (2011). *Management* (4th Asia-Pacific ed.). Milton, Qld: John Wiley & Sons Australia. Taylor, C. (2004).

Leveraging corporate culture to build corporate performance. Sydney.

ANSWERS

1. The word “ for example” should put after full stop like as above.
2. Semi colon should be used instead of ‘ and’.
3. Not necessary to put ‘ for example’ in parentheses.
4. The list has the heading

References

1. The references list should be start a new page

2. The publisher of the book has to be mentioned at the last, put a colon after the publication place instead of a full stop.
3. Single quotation should be used instead of “ double quotation”
4. The author name should be in normal form not Italic form
5. All the authors should be mentioned instead of putting ‘ et al’ if the book has 6 or 7 authors, otherwise ignore the ‘ et al’ if it is written only by one author.
6. The location of the publication should be mentioned.