

# Response of organizational culture readings

[Business](#)



Response of Organizational Culture readings In its simplified and broadest sense, organizational culture connotes the behaviors and values that conjointly contribute to the uniqueness of an organization's psychological and social environment. Apparently, organizational culture encompasses the philosophy, experiences, expectations and values that hold employees together as well as bolster unity in the organization, factors that contribute towards its attainment of corporate objectives (National Defense University, N. p). Noteworthy, organizational culture guides the employees on what to do when dealing with colleagues, senior staff or customers even under situations where one party exhibits the most aberrant behaviors. What's more, the culture of an organization is candidly portrayed through observation of how information and power flows through the hierarchies, freedom allowed in personal expression, innovation, and decision making as well as surveillance of how the organization treats its customers, employees and the broader community.

The unabated call for diversity and inclusion and the continually growing competition in the corporate world makes it inescapable for an organization to have a candid and sordid culture that will it stand the strong wave of competition. Different organizations have different organization culture. It, thus, helps in differentiating an organization from its competitors and makes the organization standout through creation of a positive brand image.

Various organizations whose cultures have been torpedoed by malicious actions from top managers find it excessively hard to regain their lost reputation. Apparently, a good organization culture helps it to attract customers and the best staff, thus bolstering its market performance as well as productivity. The article by Flat World Knowledge reiterates that success <https://assignbuster.com/response-of-organizational-culture-readings/>

indicators such as stock prices, market share, sales volume, and revenues (Carpenter, Bauer & Erdogan, N. p).

According to Michael (N. p), culture acts as an immune system for an organization. It prevents people driven by malevolent motives from entering the organization and ultimately reduces imminent possibilities of corporate failure. Organization culture, though dynamic and overlapping, is an important mechanism for preventing organizational failure resulting from peculiar human behaviors.

Additionally, organization culture is imperative in uniting members of the organization to work towards the organizational objectives. It helps in bringing all employees to a common platform where they are treated equally and avert neglecting any employees. Organizations employ people from different backgrounds. The presence of a resilient organization culture bonds the divergent philosophies and notions of employees and brings them into a unified, peaceful coexistence. The healthy employee relationships culminate into an improved motivation, performance and productivity. Various multinationals have organizational cultures that help the employees to act decently in absence of strict rules and regulations.

Ultimately, organization culture helps the organization to extract the best from its diversified team of employees. In an organization culture where the management is particular on items such as reporting, employees, notwithstanding how busy they are, will endeavor and ensure that they deliver the expected results. Noteworthy, organizations cannot afford the cost of having a pitiable or an appropriate organization culture since such happenstances portend the organization's failure. Negative influences can hardly impact negatively on an organization whose culture is strong.

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