

Relationship between structure and culture: impact

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Understand the relationship between organisational structure and culture:

Question: 1.

1 In general, there are four organisational types of culture: Control (hierarchy), compete (market), collaborate (clan) and create (adhocracy). The spatial implications of each type are presented so that workplace planners might be able to interpret the results of organisational culture assessment in their process of designing environments that supports the way companies work and represent themselves. In this perspective, I will define briefly each type of organisational culture and to describe the culture at Greenscape.

1. The control (hierarchy) culture is a highly structure and formal place to work. It calls rules and procedures govern behaviour. The leaders strive to be a good coordinator and organisers who are efficiency-minded. The organisers have to have formal policies that can hold the groups together in term of stability, performance and efficient operations are long term goals. 2.

The compete (market) culture is a results driven organisation focused on job completion. Here, people are competitive and goals oriented. The leaders are demanding, hard-driving and productive. The long term focus is on competitive actions and achievements of measurable goals and targets. The success depends also to the market, penetration, competitive pricing and market leadership. 3. The collaborate (clan) culture is an open and friendly place to work where people share a lot of themselves.

It like an extended family. The leaders are considered to be mentors or even parental figure. The group loyalty and the sense of tradition are strong. Here,
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the workplace is a premium on teamwork, participation and consensus. 4. The create (adhocracy) culture is a dynamic, entrepreneurial and creative to work. The innovation and risk taking are embraced by employees and leaders. A commitment to experimentation and thinking differently are what unify the workplace.

Here, success means gaining unique and new products or services. Also, the individual initiative and freedom are encouraged. In conclusion, Greenscape is under the collaborate culture. For example, the leader, Lite Ong, has developed cohesion, belief and friendly relationship with her employees. The spirit at Greenscape is like a family values. Even, when she made a bad decision regarding a new mall on credit, the employees accepted to stay at the company and to work harder to pull through their workplace. Question 1.

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