

# Engineering management

Engineering



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## Implications for Engineering Managers Organization Culture Verses

Engineering Management Organization culture sets the blueprint of how a company executes its objectives and is, therefore, exceptionally significant for the accomplishment of any organization. Practicing engineering managers in the construction industry needs to know that it is the organization culture that helps actualize the technical skills to provide results (Chinowsky&Songer, 2011). The culture in this case involves the internal standards of operation, construction procedures, norms and laid down regulations that guide every activity of a company.

Organization culture is borrowed from the society practices and must consider the immediate environment to ensure that the organization's operations are not against the norms of the society, which may work against to their disadvantage. Managers should also understand that organization norms vary from one company to another and are set based on what every organization values most. One missing link that most construction managers need to comprehend is the connection between the organization's culture and efficient delivery of construction projects. This is because organizational culture influences the perception of its members, controls their behaviors, and integrates its internal processes with the external demands to ensure harmonious correlation with all the factors influencing construction (Cheung, Wong & Wu, 2011).

Practicing engineering managers need to understand that all construction contractual agreements, procurement procedures, and utilization of construction materials are based on culture of the organizations. This will help protect the organization against abuses and leaves management with no room for guesswork. In case engineering management fails to appreciate

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organization culture, there is the risk of conflicts and resistance in the execution of the constructions plans from several quarters (Fellows, 2010), such as the community, the employees, and different dependable departments that directly impact the construction like procurement and finance, thus minimizing the overall success.

#### References

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