

Mgt 501 mod 5 slp managing the organization

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Organizational Culture Organizational Culture Culture refers to a set of important understanding that members of a given community share in common (Carrillo & Gromb, 1999). The shared understanding may consist of norms, attitudes, values or beliefs. Cordes, Richerson & Schwesinger (2010) state that a community may refer to a society, a company, an industry, a department or work unit. As commonly understood, an organization's culture can be established from the things, the doings, feelings and the sayings held in common by members of an organization (Dosoglu-Guner, 2001). Just like McGinty and Moss correctly state, the issue of corporate culture is a difficult subject. However, analyzing a company's culture has proved to be very helpful in creating a plan to improve the culture (Haniffa & Cooke, 2005) My organization's scores on the McGinty/Moss assessment

1. I know how my projects contribute to the success or failure of our organization. TRUE
2. Management here makes lots of announcements to employees. TRUE
3. I have colleagues from a wide variety of professional and personal backgrounds. TRUE
4. In this organization, people who are not ready to be promoted after a certain length of time at their level are generally encouraged to leave. FALSE
5. Departments or teams compete with each other for our organization's resources. TRUE
6. When people are not getting along here, it's a long time before we directly address the issue. FALSE
7. When it's time for me to learn a new skill, training is readily available at no cost to me. FALSE
8. When the boss tells us to "jump!" we ask "how high?" TRUE
9. It takes a long time for this organization to address customer concerns. FALSE
10. Many employees expect to work at this organization for their whole careers. TRUE
11. Senior management says the door is always open -- and they mean it. TRUE
12. It is fun to work here. TRUE
13. We have

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three or fewer layers of management. TRUE. 14. We have performance reviews less than once a year. FALSE. 15. Compensation and benefits are relatively low here. FALSE (Questions have been adopted from Corporate Culture Survey by Debra WoogMcGinty and Nicole C. Moss) Counting my TRUE responses in each third of the quiz, the first section has the most TRUE responses; hence, it corresponds to the culture type of my organization. From the assessment, it is evident that my organization's culture type is the deliberative type, also known as the traditional culture type. The results perfectly fit my general expectations with respect to what I await from any prospective employer. Amongst the attributes that I find consistent with the culture of my organization is the thoughtfulness and intellectuality in our employees and the numerous formal systems present within the organization. The formal systems are also very adaptable to the needs of the organization. Most importantly, there must exist reform teams entrusted with the responsibility and rapidly responding to immediate needs of the clients (Irani, Beskese & Love, 2004). I am, however, surprised at realizing from the assessment that there are possibilities of missing out on important opportunities of changing to the better. I also tend to agree on the possibilities of the company missing out critical information and valuable innovations that might originate from the employees. This critical information and valuable innovation might be critical in improving the organization's operations (Lacatus, 2013). Additionally, it is surprising that costly turnover may arise due to the management's habit of fostering competition. This may in the long run create resentment within the workforce (Lacatus, 2013). I believe this should be taken into consideration by the management, and something should be done urgently to prevent the

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occurrence of the same. My organization's culture type according to McNamara's categories Carter McNamara presents a different approach to organizational culture type, in which he argues that each and every organization has a culture that is built around the organization's values, beliefs, and priorities (Linnenluecke, & Griffiths, 2007). I tend to agree that an organization focusing solely on completing a task creates an environment that is actually demoralizing; hence, just like McNamara rightly puts it, an organizational culture is the organization's personality (MacIntosh, & Doherty, 2010). As in the case of my organization, the culture is established by the top level management, either directly or indirectly. It is directly established mainly through explicit means, while indirectly it is established through a subtler and normally understated method (Somlea, & Marian, 2012). This has made us, as members of the organization, understand ourselves better as well as comprehend how we operate as employees possessing the knowledge of what is important to the organization. The degree to which the two assessments seem to be telling similar or dissimilar things about my organization A critical analysis of these two assessments makes me realize that both assessments bear numerous similarities, as regards their approaches to organizational culture types and the culture type of my organization. Both assessments tend to agree to the extent that communication usually flows from top of the organization, which is the management, in this organizational culture type. Additionally, both assessments tend to agree that the culture type makes organizations have many formal systems that are very flexible to the ever-changing needs of both the customers and the employees. However, the two assessments tend to differ to the extent where McGinty/Moss warns of the possibilities of

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internal competition creating resentment, which drives to costly turnover, while Carter McNamara argues that the culture makes the employees understand how to operate and provides them with the knowledge of what is important to the organization, hence minimizing any likelihood of internal competition creating resentment (Tidor, Gelmereanu, Baru, & Morar, 2012). This, I must admit, requires further critical analysis. What I can infer from the assessments about how my organizational culture fits or doesn't fit with me From these two assessments, I can conclude that my organizational culture type satisfies me; more so, the extent of flexibility of the formal systems of the organization is acceptable for not only our needs, but also the needs of the customer. However, to make my interactions with the culture more effective, I would recommend that the management accept suggestions and any innovations that may come from the employees and that would be of benefit to the organization both in its long-term and short-term operations, improving the efficiency and quality of its operations. Overall, these typologies provide a very elaborate and extensive means of understanding organizational culture types and how I can cope with my organization's culture type. The typologies measure extremely well on the front, where they offer explanations to the various characteristics associated with the different organizational culture types and the various advantages that are attributed to the organizational cultures types. I however feel that, the typologies should give individualized attention to each and every management leadership style and assess the impact of leadership styles on a particular organization's culture. References Carrillo, J. D., & Gromb, D. (1999). On the strength of corporate cultures, *European Economic Review*, 43(4-6), 1021-1037. Cordes, C., Richerson, P. J., & Schwesinger, G. (2010). <https://assignbuster.com/mgt-501-mod-5-slp-managing-the-organization/>

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