

Organizational structure

[Business](#), [Management](#)



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Source Schein, E. . Organizational culture and leadership. San Francisco:
Jossey-Bass.

The source titled Organizational Culture and Leadership has been authored by Edgar H. Schein and is a book and it has been published by John Wiley and Sons which is a publishing company that publishes various books and journals that are academic in nature (Schein, 2010). The book has been cited for more than 22000 times and the book is highly credible because it has been authored with the help of several researches conducted over time. The books that are published by Wiley go through a process of being reviewed by experts from the related field and then they are published. The author used to be a professor at the MIT Sloan School of Management and has a Ph. D in the subject of social psychology. His work is objective in nature because it is completely based on objective research. The opinions formed in the book are based on these researches. The author proposes that the organizational culture can be utilized as a tool for adopting and promoting change. The book even focuses on the significance of leaders and their contribution towards utilization of culture to attain organizational aims and objectives. The content of the book provides various theories that can help in identifying how different leaders use different leadership styles to promote organizational change. This information will be used in the research to identify the impact of leadership on culture and how culture can become a change driver.

Source 2

Vaccaro, I., Jansen, J., Van Den Bosch, F., & Volberda, H. (2012).

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Management innovation and leadership: the moderating role of organizational size. *Journal Of Management Studies*, 49(1), 28--51. <<http://onlinelibrary.wiley.com/doi/10.1111/j.1467-6486.2010.00976.x/full>> The source titled “ Management innovation and leadership: the moderating role of organizational size” has been authored by Ignacio G. Vaccaro and other researchers and the source is a journal article (Vaccaro, 2012). The source has been published in a journal titled *Journal of Management Studies* and the sources has been cited for 96 times. The Journal in which the article is published is a journal that published research regarding management and social sciences and the article is reviewed by experts of the field and if the article is relevant to the subject of journal, it is published in the journal. The research is accepted as it is scientific in nature and the findings are based on results obtained from statistical tools which make the results objective in nature. The author of the article is associated with the Department of Strategic Management and Business Environment and has attained education in the field of business. The research is objective in nature as it is based on scientific research. The outcomes of the research are based on the results of the application of a statistical tool called T-test. The researchers identified that behavior of a leader encourage innovation at the management level. The researchers identified those organizations that are smaller in structure gain advantage from leaders who follow the transactional style in order to attain management innovation. The research will be used in the research assignment to support claims that both leadership and organizational culture need to fit with each other. For example it will be used to support the idea that in smaller organizations

change is driven by leaders who follow transactional model.

Source 3

Tsai, Y. (2011). Relationship between organizational culture, leadership behavior and job satisfaction. *BMC Health Services Research*, 11(1), 98. <<http://www.biomedcentral.com/content/pdf/1472-6963-11-98.pdf>> The research article titled “ Relationship between organizational culture, leadership behavior and job satisfaction” was authored by Yafang Tsai and the article is published by BMC Health Service Research is a journal that publishes researches conducted in the field of healthcare (Tsai, 2011). The research has been cited 50 times and the research has been accepted. It is peer reviewed and is published after the article is verified for authenticity and verified by the panel of BMC Health Service Research who have a history in the field of healthcare. The author is associated with a medical university’s department of medical management and has enough experience to conduct research on the subject. The research is backed with the scientific method of research. The statistical tool of correlation was used to identify the outcomes which make the outcome unbiased. The researchers identified that organizational culture is very essential for the happiness and motivation of the employees. The author even identified that leaders who are interactive with employees have a positive impact on team work and team communication. The content is going to be used in the sections where advantages of organizational culture and leadership will be discussed. It will be used to support the belief that organizations where leaders promote interaction and feedback have higher number of satisfied employees.

References

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Schein, E. (2010). *Organizational culture and leadership*. San Francisco: Jossey-Bass.

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<http://onlinelibrary.wiley.com/doi/10.1111/j.1467-6486.2010.00976.x/full>>