Cultures in organization : two case examples

Business, Management

Organizations' Culture Organizations' Culture Organizational culture depicts various beliefs, upheld values and practices within an organization (Schein, 2010). As such, various cultures within an organization are extremely significant, since they may boost or deter the objective attainment within such organizations. In an endeavor to boost my experience in my field, I have worked two firms that uphold dissimilar cultures that helped significantly in the attainment of the firms' objectives.

In the first company, the employers strongly adhered to the aspect of empowering the employees, while giving little regard to the held ranks. All employees within the firm had the right to be heard and played a significant role in the decision-making process, through airing their opinions (Schabracq, 2009). Besides, the firm also upheld effective communication, and this was significant in the decision-making process and timely production, thereby boosting the profits of the firm. Besides, the firm has a culture of employing new production procedures, while incorporating technological knowhow, in an endeavor to foster efficiency.

In the second firm, the management had developed a culture of continued conscripting new and qualified employees within short time spans. Additionally, the firm had a tendency to acquainting their employees with new skills that ascertained the goal attainment of the firm. The firm had the culture of retaining their employees, even with the recruitment of new staff (Flamholtz & Randle, 2011). The firm had also incorporated the tendency to adapt to various production models, and this had significant impacts in the production process (Pfister, 2009). A culture of integrity and accountability within the management and other employees was also significant in

ascertain reliability and hence an improvement in production and profit maximization within the firm.

References

Flamholtz, E., & Randle, Y. (2011). Corporate Culture: The Ultimate Strategic Asset. Stanford: Stanford Business Books.

Pfister, J. (2009). Managing Organizational Culture for Effective Internal Control: From Practice to Theory Contributions to Management Science. Lancaster: Springer.

Schabracq, M. (2009). Changing Organizational Culture: The Change Agents Guidebook. Chichester, England: John Wiley & Sons.

Schein, E. (2010). Organizational Culture and Leadership. San Francisco: Jossey-Bass.