

Organizational Culture

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Organizational Culture

- A set of values or beliefs that is unique to any one organization
 - Some issues
 - Strength of the culture
 - Hidden elements
 - Cliques
 - Values
 - Trying to get on the inside

Positive Aspects of an Organizational Culture

- Guides decision making
- Provides identity for members
- Amplifies commitment
- Guides employee behavior
- Provides justification for actions

Strength of an Organizational Culture

- A strong culture could help an organization adapt to the environment
- A strong culture can also be an anchor around the neck of change

Visible Signs of Strong Organizational Culture

- Stories
- Heroes
- Rituals
- Ceremonies
- Symbols
- Myths

Types of Cultures

- The Clan Culture
 - A very friendly place to work where people share a lot of themselves. It is like an extended family.



Cameron, K., & Quinn, R., (1999). Diagnosing and Changing Organizational Culture. New York: Addison-Wesley.

Types of Cultures

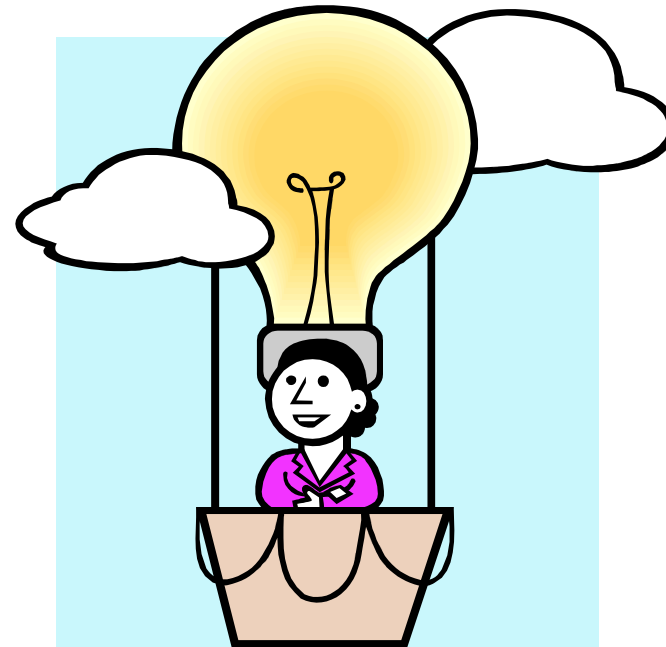


- The Hierarchy Culture
 - A very formalized structured place to work. Procedures govern what people do.

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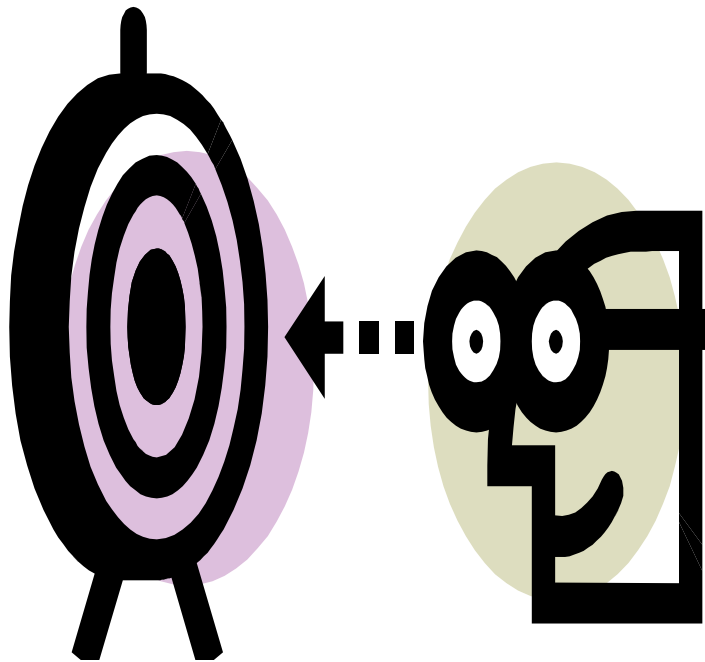
Types of Cultures

- The Adhocracy Culture
 - A dynamic entrepreneurial, and creative place to work. People stick their necks out and take risks.



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Types of Cultures



- The Market Culture
 - A results oriented organization whose major concern is with getting the job done. People are competitive and goal-oriented.

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Acknowledgments

The author wishes to acknowledge the support from the Society for Manufacturing Engineers - Education Foundation, SME-EF Grant #5004 for “Curriculum Modules in Product Lifecycle Management.”



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