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ORGANIZATIONAL CULTURE

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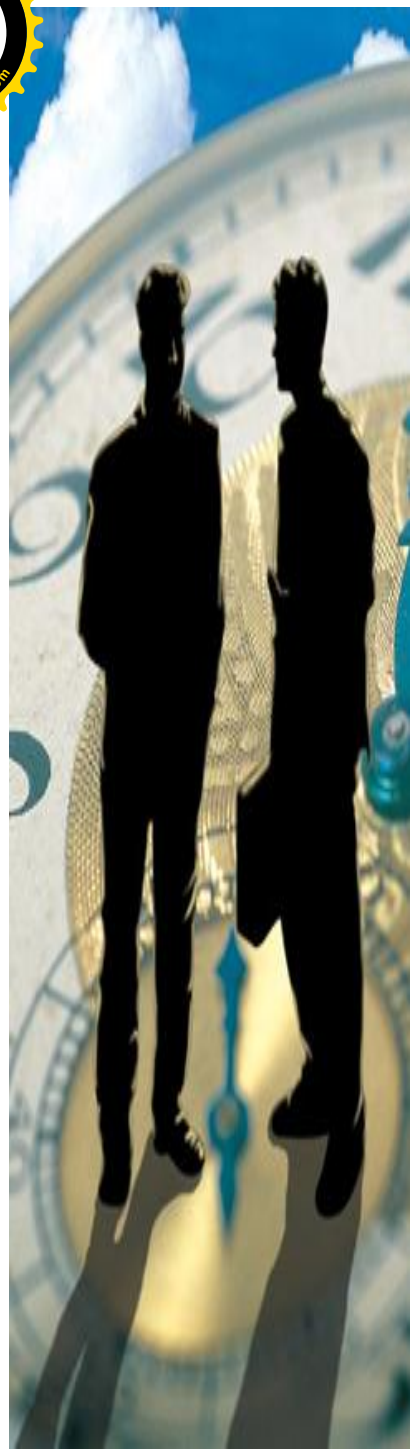

ORG. CULTURE

WHAT DOES IT MEANS?

Organizational culture is
a pattern of basic assumptions that are taught to new personnel as the correct way to perceive, think, and act on day-to-day basis.
(in workplace)

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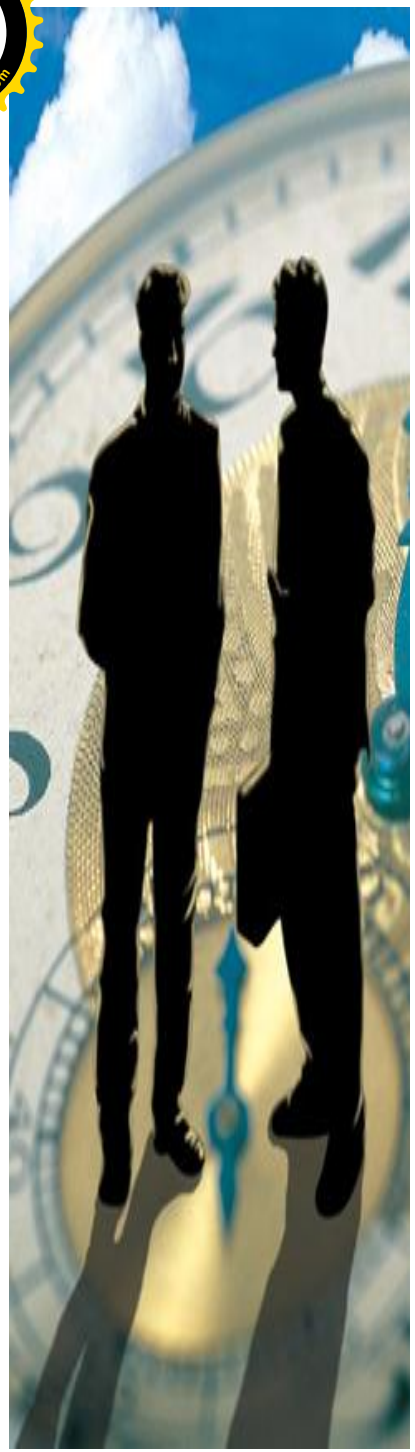

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THE CHARACTERISTICS

- **Observed behavioral regularities.** Use of common senses.
- **Norms.** Works on normative roles.
- **Dominant value.** There are major value to be share among participant.
- **Philosophy.** The beliefs about how participants are to be treated.
- **Rules.** There are some guidelines related.
- **Organizational climate.**

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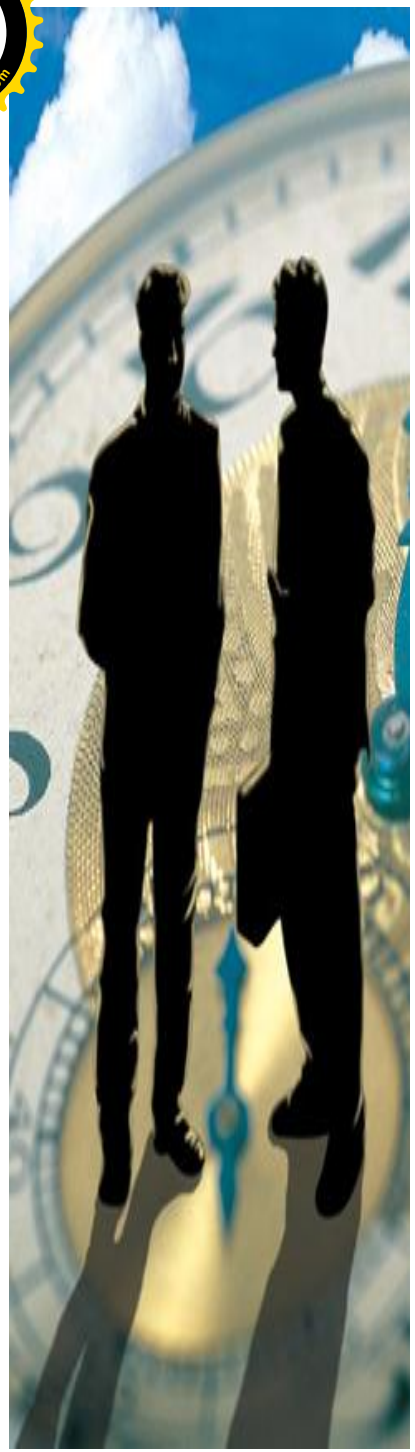

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STRONG and WEAK CULTURE

"Strong managers, Strong cultures"

Besides leadership factor, there seem to be two major factors that determine the strength of an organizational culture:

SHAREDNESS and INTENSITY

have the same core value

degree of commitment

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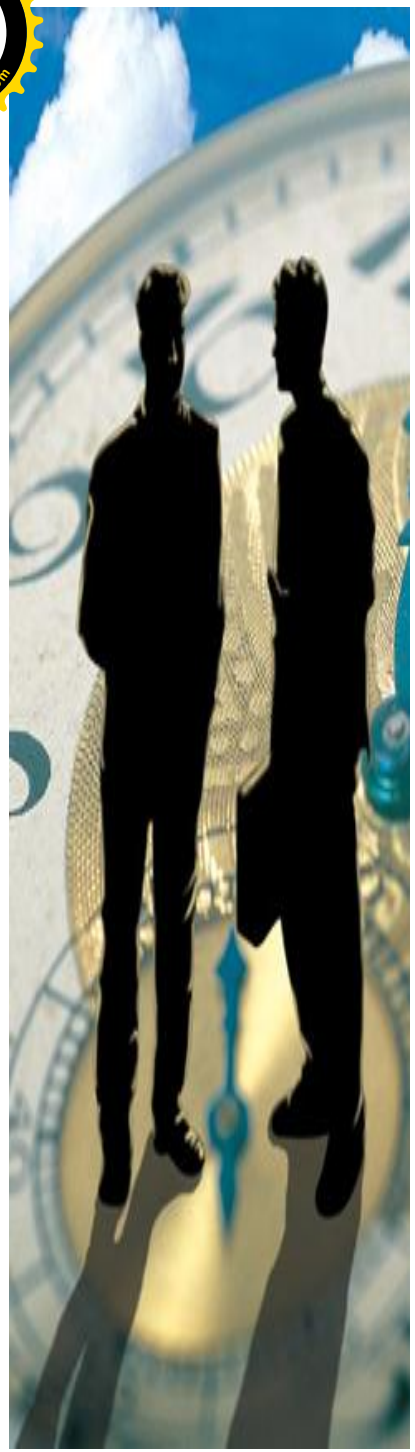

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HOW ITS START?

- **A single person** (*founder*) **has an idea for enterprise.**
- **The founder bring in one or more key people to share it among the core group.**
- **The founding core group begins to act;** raising funds, locating space, obtaining patent, etc.
- **Others are bought into the organization, and a common history begins to be build.**

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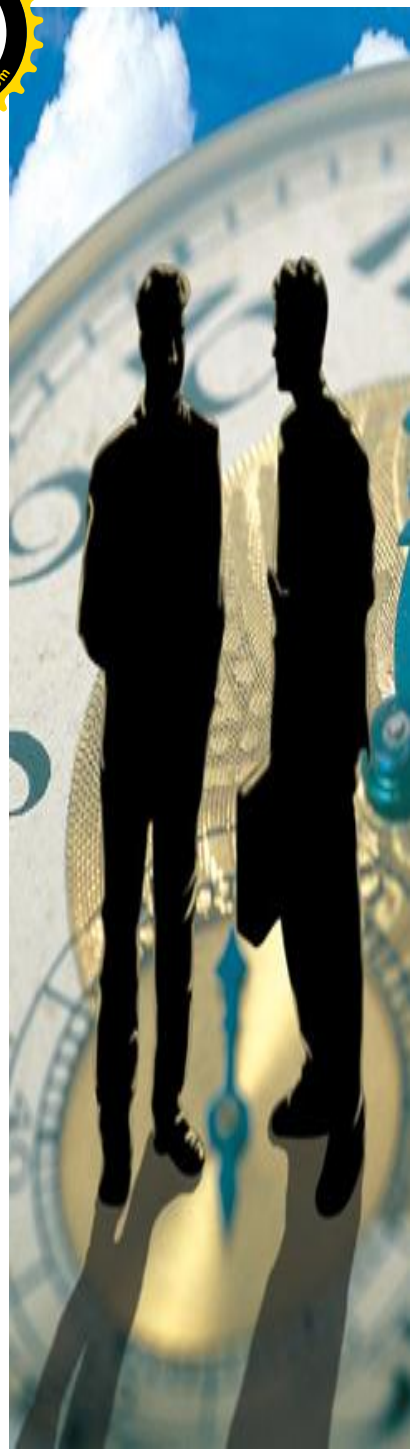

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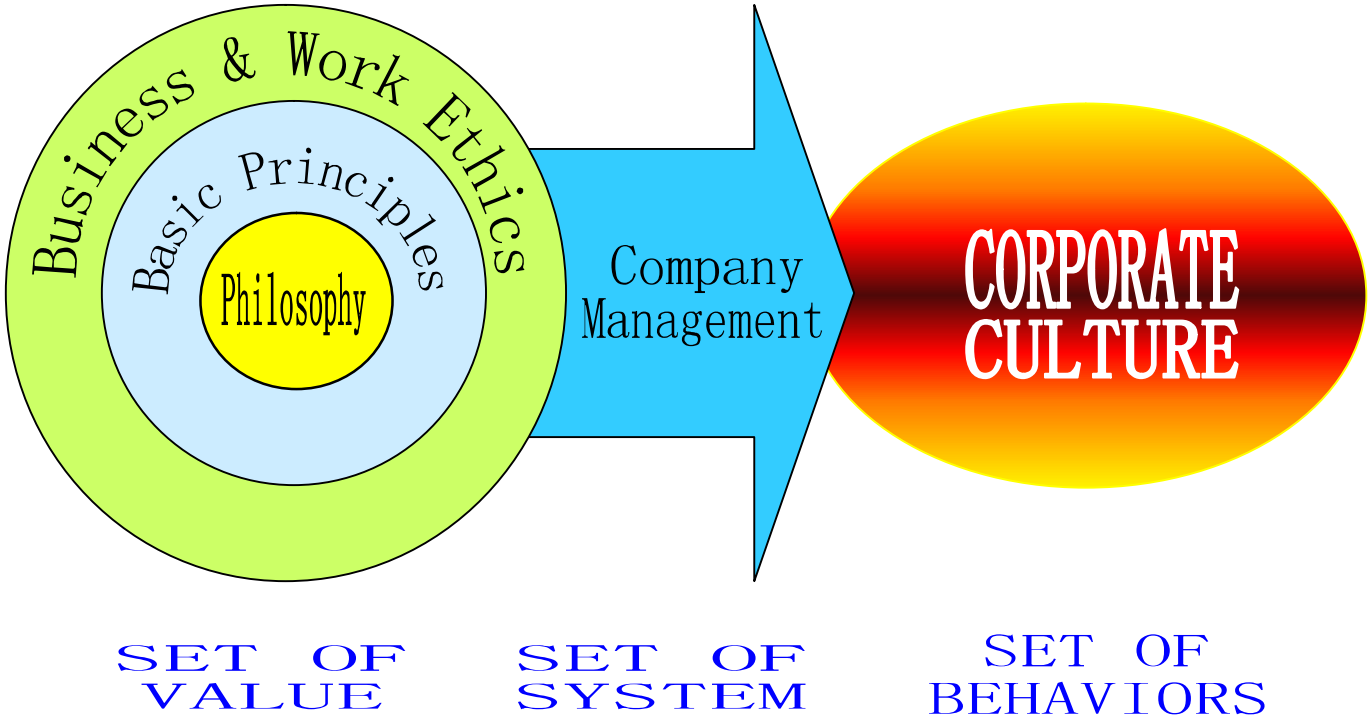
HOW ITS BUILD?



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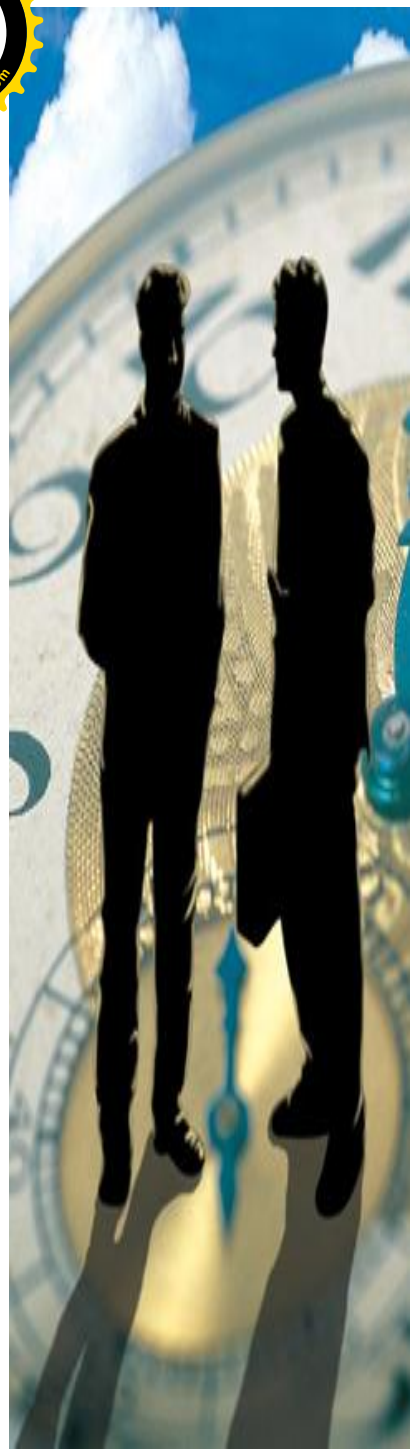

ORG. CULTURE

MAINTAINING THROUGH SOCIALIZATION

- Selection of Entry-Level Personnel.
- Placement on the Job.
- Job Mastery.
- Measuring and Rewarding Performance.
- Adherence to Important Values.
- Reinforcing the Stories.
- Recognition and Promotion.

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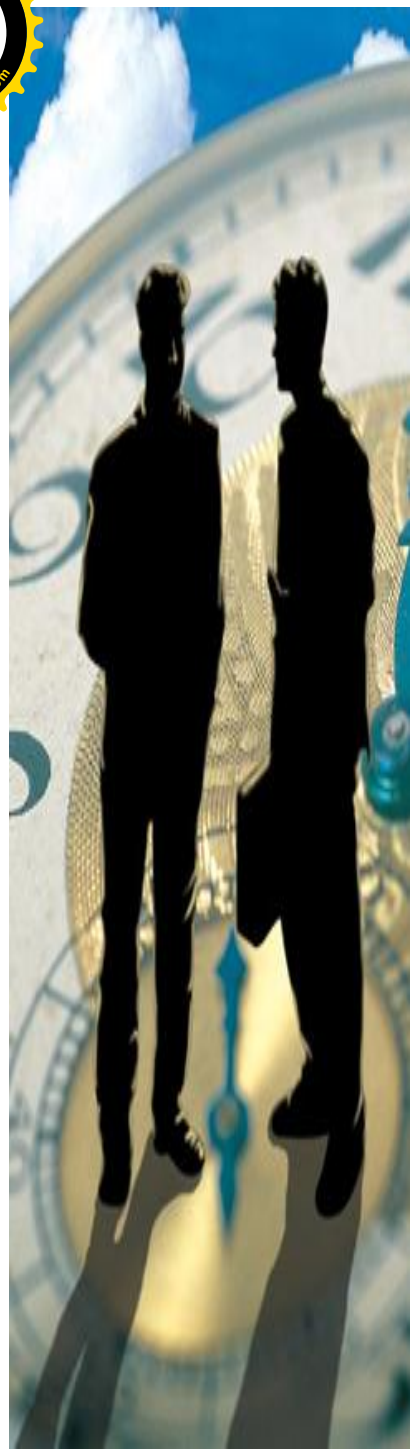

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CHANGING THE ORG. CULTURE

- Felt Need.
- Management Commitment.
- Shared Mindset.
- Employee Involvement.
- Focused Training.
- Accountability.

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