

**ORGANIZATIONAL CULTURE:
DEFINITION, COMPONENTS & SIGNS**

Topics

- We begin with the definition of organizational culture
- Then we consider the components of organizational culture
- Finally we take a look at the signs of organizational culture



What is organizational culture?



- Organizational culture is a system of shared
 - Assumptions
 - Values
 - Beliefs
- Organizational culture defines for organizational members what is appropriate and inappropriate behavior

Organizational culture influences behavior

- Organizational culture is a subtle means of influencing employee behavior
- We are frequently not aware of its influence
- We carry much of it with us in our heads



*Just as a fish may not be aware of the water,
we may not be aware of our organizational culture*

Levels of organizational culture



Organizational culture profile

Innovative

Aggressive

Outcome oriented

Stable

People oriented

Team oriented

Detail oriented

Signs of culture



Mission
Statement

Stories

Rules &
Policies

Physical
Layout

Rituals

Summary

- Organizational culture is a system of shared assumptions, values, and beliefs
- Organizations' cultures are reflected in their mission statements, stories, rules and policies, physical layout and rituals
- All organizations have cultures and these are potentially powerful influences on members behavior
- They are a form of internalized control

