



1-1 Discussion: Organizational Culture

Define what constitutes an organization's culture. Is location a critical aspect of a company's culture? Why or why not? Respond to the posts of your classmates. Ask questions, and answer questions asked of you.

To complete this assignment, review the [Discussion Rubric](#) document.

Rubrics

 [Discussion Rubric: Undergraduate](#)

[Start a New Thread](#)

Sort by:

Filter by: [All Threads](#) ▼

Least Recent Activity

1-1 Discussion

Celia Moodenbaugh posted Jun 29, 2020 10:21 PM [★ Subscribe](#)

Hi Class,

I believe there are two main aspects that make up what an organization's culture is. The first is the organization and all that is involved with this. It includes the Mission, Values, size of the organization, the staff hierarchy, the defined goals, etc. And the second part is the staff within the organization. The diversity of culture, background, education, attitude, structure, morals....the list goes on and on! These two things combined, I understand this to be an organization's culture. I do think that location is a critical aspect that adds to the organization's culture. This goes back to the two main elements that I think make up the company's culture which is not only the organization, but the team members and the diversity within that organization.

Have a wonderful week!

-Celia

^ less

1 Unread 1 Replies 1 Views

Last post Tue at 6:05 PM by Kristin Horton

Discussion 1-1

Alexis Thomas posted Jun 30, 2020 7:55 AM [☆ Subscribe](#)

There are many factors that constitutes an organization’s culture including the type of business, the company’s mission, and even who owns or is employed there. The organization’s culture depicts how to behave when working for the company. For example, employees would not act the same if they worked in fast food/food service compared to an office or medical setting. I can think of this as sort of an etiquette for each type of business, the proper way to behave and act in the company setting. An organization’s culture “consists of shared beliefs and values established by leaders and then communicated and reinforced through various methods, ultimately shaping employee perceptions, behaviors and understanding,” (SHRM, 2020) Where a company is located can be a critical aspect to the culture of the company. If a company decides to locate a business in an international company, they would need to adapt to that country’s culture to be successful and respectful of the individuals who live there. Each region in the US has a different culture and for most companies, being able to adapt in the new setting is what will determine if the company will be successful in that region.

SHRM. Understanding and Developing Organizational Culture. 28 Feb. 2020, www.shrm.org/resourcesandtools/tools-and-samples/toolkits/pages/understandinganddevelopingorganizationalculture.aspx

^ less

1 Unread 1 Replies 2 Views

Last post Tue at 6:28 PM by Kristin Horton

1-1 Discussion

Bobbie Burks posted Jul 1, 2020 10:50 AM  [Subscribe](#)

Hello class!

In today's society, an organization's culture is what really makes it stand out above, or below, the rest of it's competition. Consumers are looking at what a company stands for and how it operates rather than just the products or services they may offer. "Organizational culture is defined as the underlying beliefs, assumptions, values and ways of interacting that contribute to the unique social and psychological environment of an organization." (*What is Organizational Culture?: Complete Definition and Characteristics* 2020) An organization's philosophy and values have a direct effect on the employees of the company who represent the company on a daily basis. The culture within the organization is essentially based off beliefs, shared attitudes/opinions, and even rules that have been established by the associates of the organization over time. In my opinion, a company's location is a critical part of an organization's culture. Different geographic locations hold very diverse belief systems which means that a company in New York may have a drastically different organizational culture that a company in Oregon. Many different factors can be contributed from an organization's location such as political beliefs, pay rates, and way of life which all have an effect on what an associate brings intellectually into the workplace every single day.

-Bobbie

What is Organizational Culture?: Complete Definition and Characteristics. (2020, June 17). Retrieved July 01, 2020, from <https://gothamculture.com/what-is-organizational-culture-definition/>

 [less](#)

0	0	4
Unread	Replies	Views

1-1 Discussion: Organizational Culture

Christine Tetreault posted Jul 1, 2020 1:36 PM  [Subscribe](#)

Hi all,

An organizational culture as defined by gothamCulture (2020), “Organizational culture is defined as the underlying beliefs, assumptions, values, and ways of interacting that contribute to the unique social and psychological environment of an organization.”

Location can come into play, as different areas have different values, for example, an organization’s culture in the US might differ from that of Greece. I studied Greece for a past class and learned about the way business is conducted, the way to dress, address people, and how an actual business deal is done.

Business Etiquette (Greece- Greek Language, Culture, Customs and Etiquette, 2016)

- Appointments are necessary and should be made 1 to 2 weeks in advance, although it is often possible to schedule them on short notice.
- Face-to-face meetings preferred rather than telephone or in writing as it is seen as too impersonal.
- Takes time to develop relationships.
- Never say or do something that can be construed as challenging the honor or integrity of a business colleague.
- Under no circumstances should you publicly question someone’s statements.

Business Observations:

- Forming a personal relationship is critical to developing a successful business relationship.
- Companies are hierarchical, Greeks respect age, and position.
- Business is conducted slowly. You will have to be patient and not appear ruffled.
- Greeks are skilled negotiators. They quite enjoy haggling.
- Imposing a deadline on reaching a decision may end the negotiations.
- Have printed material available in both English and Greek.
- Although some business people speak English, it is a good idea to hire an interpreter.

Chris

Greece- Greek language, culture, customs and etiquette. (2016). *Commisceo-Global*. Retrieved from <https://www.commisceo-global.com/resources/country-guides/greece-guide>

What is organizational culture? | Complete definition and characteristics. (2020, June 17). Retrieved from <https://gothamculture.com/what-is-organizational-culture-definition/>

[^ less](#)

0 0 0
Unread Replies Views

1-1 Discussion Post – Organizational Culture

Beverley Mesquita posted Jun 30, 2020 9:20 PM [☆ Subscribe](#)

In this week's discussion post we are discussing what constitutes an organization's culture? In an article provided in module one, it is described as "Organizational culture may be described as the shared values and assumptions that guide behavior in an organization" (Cakra & Ertürk) An organizational culture can also be known as the proper way to behave in an organization. I believe the culture of an organization is the employees' perception, behaviors, and understanding of how the organization runs based on the procedures and processes put into place by the management. The culture not only focuses on individuals but also on the organization's goals.

Secondly, Is location a critical aspect of a company's culture? I would have to say yes and that is because if a company is located in another region their beliefs and values can be looked at differently.

For example, "You give them a thumbs-up, right? In Germany that would probably get your ass kicked if shared with the wrong group of people. A thumbs-up is an equivalent of giving them the finger"

(In Adventure in You PTE LTD., 2014-2019) Organizations in other countries may not be as successful if they practice their organization's culture behaviors in a different country.

In summary, organizational culture needs to be tailored towards their individual beliefs and values of where it is doing business and for what the organizations have for goals.

References:

Cakra, D. N., & Ertürk, A. (2010, July). Comparing Innovation Capability of Small and Medium-Sized Enterprises: Examining the Effects of Organizational Culture and Empowerment. *Journal of Small Business Management*, 48(3), 327. doi: <https://web-b-ebshost-com.ezproxy.snhu.edu/ehost/pdfviewer/pdfviewer?vid=2&sid=0075983c-b1d4-44e4-bf5d-7fd05164d857%40pdc-v-sessmgr06>

Cultural Differences Around the World That Will Surprise You (2014-2019). In Adventure in You PTE LTD. Retrieved from <https://www.adventureinyou.com/travel-tips/cultural-differences/>

^ less

1
Unread

1
Replies

1
Views

Last post **yesterday at 1:50 PM**
by Christine Tetreault

Re

David Weaver posted Jul 1, 2020 12:06 PM [★ Subscribe](#)

Organizational culture is a system of shared assumptions, values, and beliefs, which governs how people behave in organizations. These shared values have a strong influence on the people in the organization and dictate how they dress, act, and perform their jobs. Every organization develops and maintains a unique culture, which provides guidelines and boundaries for the behavior of the members of the organization. The location can also determine the values and beliefs of the employees. An organization's employees will not want to shy away from the things they believe in to satisfying their employment whereas they may rather shy away from the organization and find one that will fit their values and beliefs. Organizational culture includes an organization's expectations, experiences, philosophy,

as well as the values that guide member behavior, and is expressed in member self-image, inner workings, interactions with the outside world, and future expectations. Culture is based on shared attitudes, beliefs, customs, and written and unwritten rules that have been developed over time and are considered as valid.

Shrm. (2020, February 28). Understanding and Developing Organizational Culture. Retrieved July 01, 2020, from <https://www.shrm.org/resourcesandtools/tools-and-samples/toolkits/pages/understandinganddevelopingorganizationalculture.aspx>

^ less

1
Unread

1
Replies

1
Views

Last post **yesterday at 1:55 PM**
by Christine Tetreault

1-1 Discussion: Organizational Culture

Kristy Wotton posted Jul 1, 2020 2:26 PM [☆ Subscribe](#)

Hello everyone!

"Culture is both a dynamic phenomenon that surrounds us at all times, being constantly enacted and created by our interactions with others and shaped by leadership behavior, and a set of structures, routines, rules, and norms that guide and constrain behavior." (E.Schein, p. 1) I would say anything that falls within that category would constitute as culture within an organization. I don't think location is a critical aspect of the culture within the company, as companies all over are able to establish culture within their organization.

References:

Schein H. Edgar, (2004) Organizational Culture and Leadership, retrieved from: https://www.academia.edu/14240224/Organizational_Culture_and_Leadership_by_Edgar_Schein_3rd_Edition

[^ less](#)

0 0 1
Unread Replies Views

Organizational Culture - Csaballa

Cynthia Saballa posted Jul 1, 2020 6:25 PM [☆ Subscribe](#)

Hello!

Organizational Culture is a pattern of shared attitudes, practices, and goals unique to an organization. (Judge, 2013) Location is a critical aspect of a company's culture. Job seekers may aspire to work in a city like Boston and San Francisco. The location draws talent to organizations and for some location can be a deciding factor when assessing job offers. Large cities, usually come with a hefty price tag for the cost of living that not everyone can afford. The way of life varies also depends on geographic location. A business located in Miami, Florida likely would offer a different vibe than a business that operates in Stowe, VT, or London. Company culture is driven by corporate goals and practices, people also create the company culture. Maintaining the integrity of organizational culture begins with talent management and hiring the right fit for the culture. Location is critical when implementing a diversity strategy. Some areas of the country are more diverse and the population offers a varying mix of races, some areas are not as diverse. This is another example of how people would impact company culture.

Thanks,

Cynthia

Resources

Judge Jr., William Q. (2013). *Focusing on organizational change*. Irvington, NY: Flat World Knowledge, Inc.

[^ less](#)

0 0 0

Unread Replies Views

1-1 Discussion

Danyel Franklin posted Jul 2, 2020 12:24 AM [☆ Subscribe](#)

Hello Class,

According to the textbook, "Organizational Culture is a pattern of shared attitudes, practices, and goals unique to an organization". (Judge, 2013). Location is a "critical aspect" of a company's culture. While location can be necessary for major companies, they may have several companies spread around the country to accommodate consumers. Companies are focused on their employees and the values and beliefs rather than the location of a company in most situations. Organizational cultures are different in other countries around the world and often times have other standards.

Judge, W. (11/2013). *FOCUSING ON ORGANIZATIONAL CHANGE*. [MBS Direct]. Retrieved from <https://mbsdirect.vitalsource.com/#/books/MBS1549164/>

[^ less](#)

0 0 0
Unread Replies Views

1-1 DISC: ORGANIZATIONAL CULTURE C. JOHNSON

Cassonya Johnson posted Jul 1, 2020 7:56 PM [☆ Subscribe](#)

DISC 1-1 ORGANIZATIONAL CULTURE

Organizations are complex, add the mixed cultures and there is a win or loss situation, if not handled correctly can cause the failure of business. "...all individuals must invest time and energy in balancing 'production' with 'production capacity'" (Jr., 2013)

Leadership defines and molds the organizations culture. Bill Gates and Microsoft are perfect examples of that. As he is preparing and defining his company, he worked non-stop on problems. Then

resting once solved. (M.A, 2020)

We go to work to take care of our families, and their future. When an organization do not care about us, we lack feelings about that organization. With that in mind, location does not have much to do with the organizations culture, management does.

I have spent 20+ years within the multiple hospitals in my major metropolitan city, but when I joined the complex government entity, the culture is critically different. Keep in mind, I have not left my city, just changed hospitals. The grumbling I heard before was departmental, the grumbling I hear now is facility. The most obvious difference is, now there is a union involved.

Works Cited

Jr., W. Q. (2013). The Strategic Leader's New Mandate. In W. Q. Jr., *Focusing on Orgainzational Change* (pp. 3-8). Irvington: Flat World Knowledge, Inc.

M.A, K. H. (2020, June 29). *Module Overview: OL Managing Organizational Change*. Retrieved from Southern New Hampshire University:

<https://learn.snhu.edu/d21/le/content/469563/viewContent/9225182/View>

 less

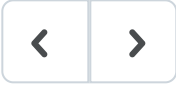
1
Unread

1
Replies

1
Views

Last post **6 minutes ago** by
Danyel Franklin

Reflect in ePortfolio



Activity Details

Task: Reply to this topic

Assessment



Discussion Rubric:
Undergraduate