



Organizational Culture: A Business Imperative

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Abstract

As the personality of an individual can be seen by his or her characteristics and behaviors, the same concept applies to an organization. The characteristics and unique attributes of an organization are depicted by myriad elements, such as its vision/mission statements, beliefs, values, and areas of focus. From such elements, inference regarding the organization's culture may be made which impacts leadership style, teamwork and collaboration, workflow and processes, innovation, and employee engagement. This literature review is comprised of information and ideas to enable better understanding of the value and importance these components have on an organization's success, growth, and sustainability.



Findings

Innovation

- A culture that places a high value on innovation will be able to take greater risks and cultivate innovation in the organization.

Emphasis on Outcome

- A culture focusing on its human capital will generate expected performance outcomes and business results.

Attention to Detail

- A culture that directs its values and beliefs through the behavior of its workforce will lead to precision focus in its workflow, processes, and systems.

Emphasis on Individuals

- A culture should not only focus on systems and operations, but also on its human capital, treating its people with respect and investing in them.

Teamwork

- A culture should foster open communication and collaboration through high performance teams throughout the enterprise.

Aggressiveness/Assertiveness

- A culture that encompasses assertiveness or moderate aggressiveness in the form of healthy competition and a proactive, perseverant attitude enables the organization to successfully compete in an ever-changing world.

Stability

- An ethical organizational culture creates stability and encourages working with integrity, resulting in clear, honest decisions that support business objectives.

Conclusion

As the quote goes “ability may get you to the top” but it’s the character which keeps you there. In today’s competitive World, it is really difficult yet important for an organization to maintain a good ethical conduct to succeed in long term. We can see that in the initial stages the work culture is a thing which helps you to get at the top, but it is the ethics which helps you stay there.

Moreover, it can be seen that there is a direct correlation between the culture of an organization and the employee turn over ratio.

Employees who feel associated to the company and have pride in it tend to work harder which in turn benefits the organization.

References

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