

Learning outcomes:

To be able to understand:

- What is culture
- What is organizational culture
- Characteristics of organizational culture
- Functions of organizational culture
- Socialization Process



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What is culture?



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Cont...

- Culture refers to set of ideas, beliefs, values, attitudes etc that are shared by a large group of people collectively.
- In broadest sense, culture is a **“way of life”** belonging to a group.



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- **Geert Hofstede**, the widely famous researcher defines culture as:

"the collective programming of the mind which distinguishes the members of one group or category of people from another."

Culture is to humans as what personality is to an individual.



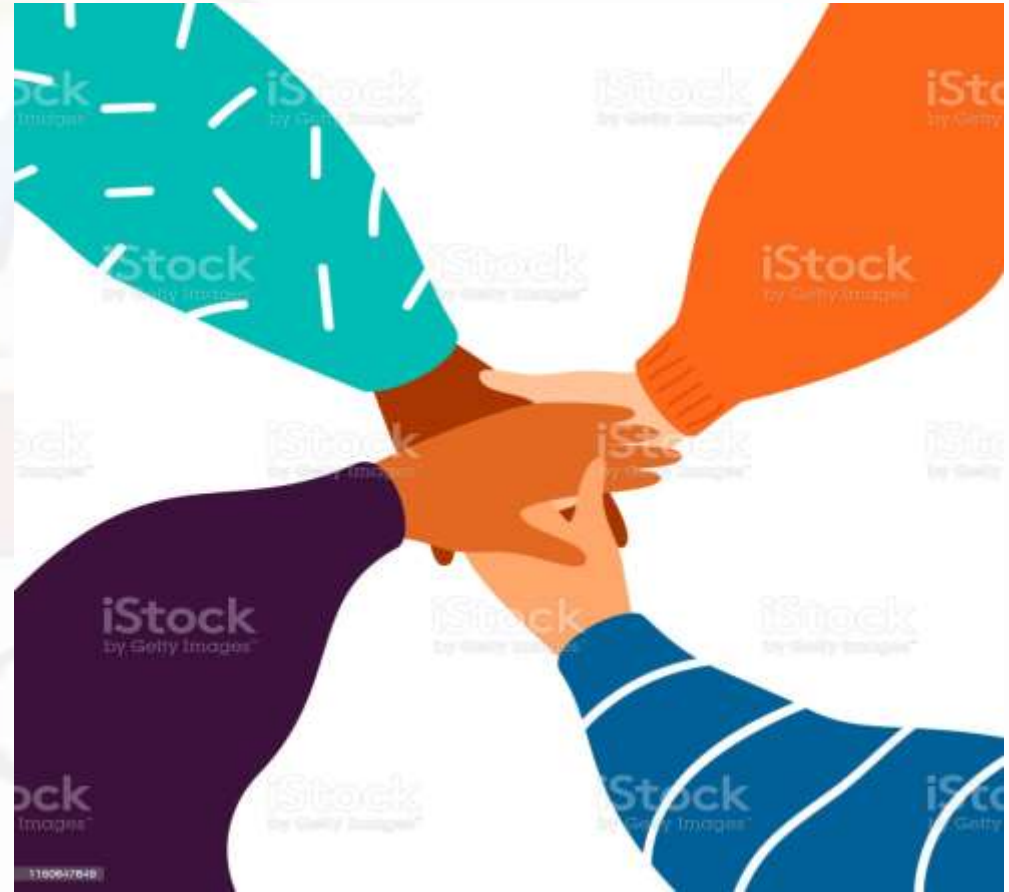
What is Organizational Culture?

- Organizational culture refers to a system of shared assumptions, values, and beliefs that show employees what is appropriate and inappropriate behavior.
- This system of shared meaning held by the members is what separates one organization from the other.



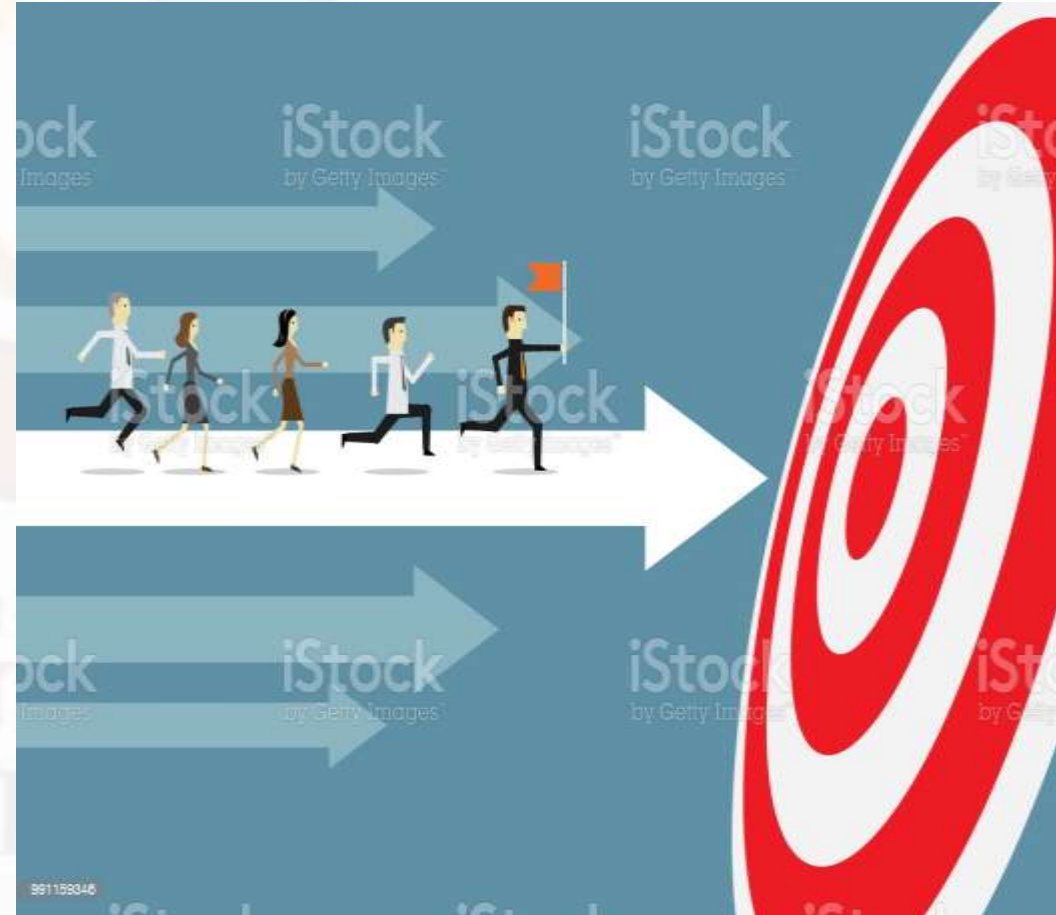
Characteristics of culture

- Individual autonomy
- Structure
- Support
- Identity
- Performance reward
- Conflict tolerance
- Risk tolerance



Functions of culture

- Provides sense of identity to the members of the organization.
- Sets the boundary between one organization and the other.
- It reinforces the values in the organization.
- Facilitates commitment to something larger than self-interest.
- It serves as control mechanism for controlling and shaping behavior of members.



Socialization: A way of keeping culture alive

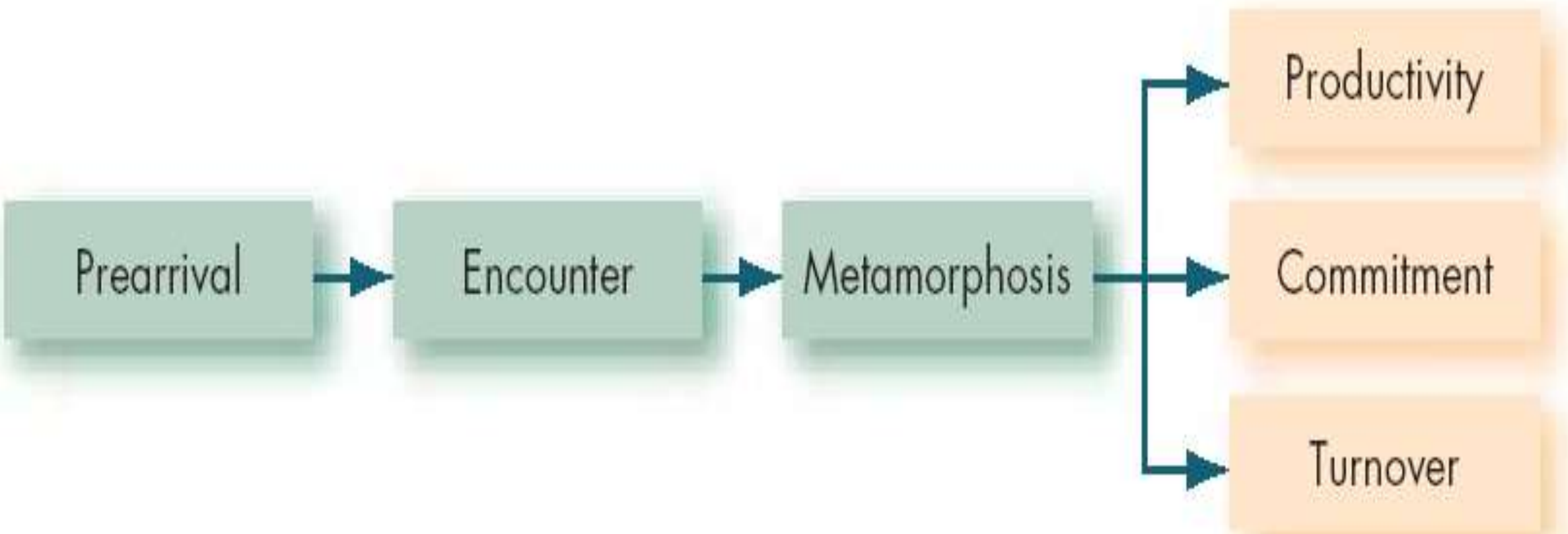
- Process of indoctrinating the new employees into the organization culture.
- Steps taken by an organization to mould new employee into the existing culture.
- New employees are able to understand norms and acceptable behavior.



Stages in socialization process

Socialization process

Outcomes



Pre arrival stage:



- Occurs before a new worker joins the organization.
- A potential employee has a set of values , beliefs, attitudes and expectations.
- ***Such factors must be taken care of at the selection stage.***
- Only those candidates must be selected who fit into the organization's culture.

Encounter stage



- The new employee enters this stage when he joins the organization.
- He gets to know the organization culture in real.
- There may be difference in his expectation and reality.

Metamorphosis stage



- Transformation in new employee takes place.
- He adjusts to his new work environment and group norms.
- His internalization of organization's culture wins him acceptability among his colleagues.
- As a result, his commitment and productivity increases.

References:

- Stephens and Robins, “Organizational Behaviour”
- T.N. Chhabra, “Organization Theory And Behaviour”

The logo of Galgotias University is a circular emblem with a stylized 'G' shape in the center. The 'G' is composed of three curved segments in shades of yellow, blue, and red. The entire logo is set against a light, semi-transparent background.

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