

# Organizational Culture Case Study



# Organizational Culture Case Studies

**Neal M. Ashkanasy, Celeste P M  
Wilderom, Mark F. Peterson**



## **Organizational Culture Case Studies:**

*Organizational Culture and Leadership* Edgar H. Schein, 2010-07-16 Regarded as one of the most influential management books of all time this fourth edition of *Leadership and Organizational Culture* transforms the abstract concept of culture into a tool that can be used to better shape the dynamics of organization and change This updated edition focuses on today's business realities Edgar Schein draws on a wide range of contemporary research to redefine culture and demonstrate the crucial role leaders play in successfully applying the principles of culture to achieve their organizational goals

*Case Studies in Organizational Communication* Steve May, 2012-01-20 This updated edition integrates ethical theory and practice to help strengthen readers awareness judgment and action in organizations by exploring ethical dilemmas in a diverse range of well known business cases This volume explores a range of complex issues in today's organizations addresses ethical concerns and investigates the fundamentals that enable organizations to be simultaneously productive and ethical Compiled with a variety of important examples of organizational communication ethics of today case studies include the discussion of ethical dilemmas faced by Walmart Toyota Enron Mitsubishi BP Arthur Andersen Google college athletics and the pharmaceutical industry among others Through these case studies students are able to directly assess ethical and unethical decision making in a rich diverse and complex manner that moves beyond simple explanations of ethics This book is an invaluable resource for students and those interested in organizational communication ethics

*Communication Case Studies* Carolyn C. Shadle, 2010

*Handbook of Organizational Culture and Climate* Neal M. Ashkanasy, Celeste P M Wilderom, Mark F. Peterson, 2000-06-28 The *Handbook of Organizational Culture and Climate* provides an overview of current research theory and practice in this expanding field The editorial team and the authors come from diverse professional and geographical backgrounds and provide an unprecedented coverage of topics relating to both culture and climate of modern organizations Well known editors Neal Ashkanasy Celeste P M Wilderom and Mark F Peterson lend a truly international perspective to what is the single most comprehensive and up to date source on the growing field of organizational culture and climate In addition the Handbook opens with a foreword by Andrew Pettigrew and two provocative commentaries by Ben Schneider and Edgar Schein and concludes with an invaluable set of combined references

**Organizational Culture**, 2024-01-31 This book elaborates on organizational culture change supported by technology More specifically it goes beyond the core meaning definitions and identities of organizational culture It is a profound effort that explores the key elements and factors that drive internal organizational change through a suggested approach to digitalization It presents insight into the realistic organizational world highlighting novel ideas that enrich the understanding of why change is needed It will empower individuals to examine cultural change through different dimensions as well as nurture new publications in different industries and markets It will also spur future investigations of organizational culture change and related economic and social aspects The book unlocks new avenues for various players including

organizations policymakers practitioners and researchers It is a valuable addition to the literature presenting an impressive body of knowledge on the technology driving cultural change The book follows an easily readable format and is professionally written It includes nine chapters that help readers understand the core need for organizational cultural change and technology and their increasing significance worldwide **Organizational Culture and Behavior: Concepts,**

**Methodologies, Tools, and Applications** Management Association, Information Resources, 2017-02-10 The questionable practices and policies of many businesses are coming under scrutiny by consumers and the media As such it is important to research new methods and systems for creating optimal business cultures Organizational Culture and Behavior Concepts Methodologies Tools and Applications is a comprehensive resource on the latest advances and developments for creating a system of shared values and beliefs in business environments Featuring extensive coverage across a range of relevant perspectives and topics such as organizational climate collaboration orientation and aggressiveness orientation this book is ideally designed for business owners managers entrepreneurs professionals researchers and students actively involved in the modern business realm Organizational Culture Joanne Martin, 2001-08-21 Organizational Culture provides a sweeping interdisciplinary overview of the organizational culture literature showing how and why researchers have disagreed about such fundamental questions as What is organizational culture What are the major theoretical perspectives used to understand cultures in organizations How can a researcher decipher the political interests inherent in research that claims to be political neutral merely descriptive Expert author Joanne Martin examines a variety of conflicting ways to study cultures in organizations including different theoretical orientations political ideologies managerial critical and apparently neutral methods qualitative quantitative and hybrid approaches and styles of writing about culture ranging from traditional to postmodern and experimental In addition she offers a guide for those who might want to study culture themselves addressing such issues as What qualitative quantitative and hybrid methods can be used to study culture What standards are used when reviewers evaluate these various types of research What innovative ways of writing about culture have been introduced And finally what are the most important unanswered questions for future organizational culture researchers Intended for graduate students and established scholars who need to understand value and utilize highly divergent approaches to the study of culture The book will also be useful for researchers who do not study culture but who are interested in the ways political interests affect scholarly writing the ways critical and managerial approaches to theory differ the use and justification of qualitative methods in domains where quantitative methods are the norm Case Studies In Organizational Culture , The Handbook of Organizational Culture and Climate Neal M. Ashkanasy, Celeste P M Wilderom, Mark F. Peterson, 2011 The Second Edition provides an overview of current research theory and practice in this expanding field The editorial team and the authors come from diverse professional and geographical backgrounds and provide an unprecedented coverage of topics relating to both culture and climate of modern organizations Creating a High-Performance

Organizational Culture Based on Empirically Validated Frameworks Constantine Kontoghiorghes, Susan M. Awbrey, 2025-03-27 In today's competitive landscape culture is not just an asset it's a strategic imperative This groundbreaking book introduces the High Performance Organization HPO cultural framework an empirically validated model offering evidence based solutions for driving innovation optimizing talent management and enhancing organizational performance Designed for academics researchers HR professionals organizational leaders and consultants this book provides actionable insights grounded in rigorous research Discover how to fuel innovation and competitiveness by harnessing a strong culture to spark groundbreaking ideas and outpace competitors optimize talent management by attracting developing motivating and retaining top talent through a culture of excellence ethics and continuous improvement boost organizational performance by enhancing profitability quality productivity and adaptability in a dynamic environment elevate employee engagement by cultivating a culture built on mutual respect and integrity and maximize training ROI by transforming training programs into powerful performance drivers with lasting learning transfer and impact Drawing on robust empirical evidence this book is an indispensable resource for driving sustainable organizational change and total system optimization

*Communication and Organizational Culture* Joann Keyton, 2011 Rev ed of Communication organizational culture c2005

*Transforming Organizational Culture Through Meta-Driven Human Resources* Rahiman, Habeeb Ur, Kodikal, Rashmi, 2025-06-04 In this rapidly evolving business world organizations must continuously adapt not only in strategy and operations but also to culture Using data rich meta driven approaches in human resources HR can become catalyst for lasting cultural transformation By aligning workforce analytics behavioral insights and adaptive technologies with organizational values and goals companies can move beyond traditional HR functions to become architects of a responsive and resilient culture This paradigm shifts empowers organizations to foster engagement drive innovation and thrive amid change Transforming Organizational Culture Through Meta Driven Human Resources explores an in depth analysis of how technology integration is transforming HR management This book discusses the ways technology has changed organizational culture Covering topics such as AI powered recruitment organizational culture and digital workforce this book is an excellent resource for HR managers academicians researchers corporate leaders and organizational development professionals

**Business History and Business Culture** Andrew Godley, Oliver M. Westall, 1996 Culture is now seen as fundamental in understanding economic performance in businesses and nations This pioneering interdisciplinary collection brings together economists sociologists and business historians to explore the issues involved The business history focus provides an ideal way to relate the conceptual questions to empirical investigation The book will therefore interest readers in the social sciences and management studies

Organizational Culture Karel De Witte, Jaap J. van Muijen, 2000-02-10 Management of organizational culture is a controversial topic Pragmatists argue that it can be should be and has been easily managed and they offer guidance how to do this whilst purists find it ridiculous to talk about managing organizational culture it cannot be

managed it evolves Contributions to this fascinating book cover the following topics the relationship between leadership and organizational culture the study of the role of organizational culture in four distinct cases a change project of managerial culture the FOCUS instrument for measuring organizational culture the main influences of organizational culture on its individual members critical questions for future research The editors do not intend to give final answers to this ongoing discussion but to contribute to the debate and aid understanding The contributions guide practitioners and researchers through the complex issues to avoid possible pitfalls

Neuro-Organizational Culture Garo D. Reisman, 2015-10-21 This book introduces a new concept on organizational culture called Neuro Organizational Culture or Neuroculture a concept that is based on the most recent neuroscientific knowledge The book describes a new approach to understanding human behavior and interaction in the workplace replacing the old concept of organizational culture by one that takes into account humans perceiving feeling thinking and acting Taking advantage of the substantial progress that has been made in neuroscientific research the book combines experiences gained from organizational culture in the past 30 years with the latest findings from brain and emotion research as well as with important insights from sociology and psychology The book explains the three building blocks of Neuroculture Reflexivity Notions and Emotions Neuroculture consistently conceptualizes the culture of groups and individuals consistently under one roof which allows for a better explanation of individual deviations It provides a structural framework and an inventory along with proven methods and templates to analyze continuously foster and actively change organizational culture In addition it outlines global megatrends in order to define cultural requisites that promote sustainable success of organizations in the 21st century

*Psychology of Work Understanding Human Behavior in Organizations* Dr. Sachitra Chakravorty & Shekhar Thanky, 2025-05-10 Psychology of Work Understanding Human Behavior in Organizations

**Organizational Culture in Action** Gerald W. C. Driskill, Julien C. Mirivel, 2025-08-11 Offering students and practitioners an applied approach to the subject Organizational Culture in Action OCA walks them through a six step model for analyzing an organization's culture The application of the model provides insight into positive communication practices to improve organizational ethics and effectiveness The authors review relevant theory while integrating a constitutive approach to studying organizational culture and communication Practical guides for multiple data collection methods are provided and the workbook format is full of interactive tools that engage students and reinforce learning Based on feedback from professionals students and colleagues the 4th edition includes the following substantive developments Development and integration of the Model for Positive Communication by engaging Dr Julien Mirivel co founder of the Positive Communication Network as a co author A clear commitment and focus on the role and goal of the OCA in fostering the co creation of positive organizations by developing implications through the analysis of enacted elements that both shape and are shaped by communication An improved applied focus by stating Mental Shifts in Chapter 1 that are carried throughout the book All chapters updated with recent literature and case studies The latest applied research is integrated in

units on diversity change leadership and effectiveness in relation to positive organizational communication Cases examples and applications relevant to crisis Generative AI employee engagement virtual organizations conflict management and public relations are provided Pedagogical guides to aid in qualitative analysis and ways to utilize research literature in the final report Clarification of cultural analysis used throughout the book by a reformatting Chapter one with an inclusion of a visual of the model b revising wording of the six steps in the model Colleagues and alumni serving guiding the development of cases and review of positive practices in chapters on diversity and change Online resources including guides for auto ethnography and coding Professionals come away equipped to apply cultural insights into fostering inclusiveness in relation to diversity supporting organizational change making leadership more dynamic understanding the link between ethics and culture and achieving personal and professional growth

**Influencing Organizational Culture** Stefan Kühl,2025-08-11 In the management discourse few words are thrown about more carelessly than organizational culture While the term is usually defined too broadly including such phenomena as assumptions values traditions articles of faith myths and artifacts this book applies a far more narrow concept Organizational culture or the informal structure of an organization is a term used to describe the behavioral expectations in an organization that have not been decided on in a formal way but that evolved by means of repetition and imitation This book shows how this narrow definition makes it possible to more precisely observe and understand an organization s culture and its changes Management s only way for influencing organizational culture and this may sound paradoxical at first is to change the organization s formal structure as for example its incentive schemes goal setting processes strategic directions or hierarchy

*Organizational Culture in Action* Gerald W. Driskill,Angela Laird Brenton,2010-09-13 This book is a practical guide to reading the culture of organizations and to understanding the implications of culture for organizational effectiveness Sharing their experiences from over 25 years of consulting and teaching the authors make the process of cultural analysis practical and applicable Beginning with an explanation of the theories of organizational culture the book provides guidance on collecting information leading students through qualitative research methods of observation interviewing and analyzing written texts Students come away equipped to apply cultural insights to fostering diversity supporting organizational change making leadership more dynamic understanding the link between ethics and culture and achieving personal growth Key Features Application activities are integrated throughout each chapter Inviting students to apply the concepts learned these activities can also be used in class or for assignments Four contexts chapters contain topical cases and examples These chapters demonstrate the value of cultural analysis as students consider the implications for change ethics diversity and leadership Includes numerous real life examples Based on the authors extensive consulting experience these examples help students see the material applied in context NEW Expanded discussion of ethics with related cases and sections on multicultural organizations generational diversity the use of dialogue groups and intercultural training bring the text thoroughly up to date

*Strategic Knowledge Management in Multinational*

*Organizations* O'Sullivan, Kevin, 2007-08-31 This book presents a comprehensive set of investigations of a wide range of environmental factors both internal and external that contribute to the key challenge of complexity in KM These factors include culture technology communications infrastructure and learning and leadership structures Provided by publisher

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