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## Organizational culture paper

This paper looks at how organizational culture influences the decision-making of two authors, Sekaran (2004) and Schein (2005) by taking us through the influence of strong and weak cultures on leadership and making views on cultures and sub-cultures that must be taken into account by management in making the best appropriate decisions with organizational objectives. It examines what happens when merger organizations, educating employees about imminent mergers, the role of management in the merger process to achieve the best results, how a change in organizational strategy can affect goals, the objectives and mission of an organization, the role of decision-making in organizations consistent with conflict resolution and risk amenity, and general bias to avoid in decision-making to make effective use of resources in accordance with an organization's goals, mission, and objectives. Introduction An important factor keeping influence in decision-making within an organization is its culture. An organization's culture needs to be understood by its leadership to help them make the best strategic decisions that fit their goals, missions, and goals. Formal and un formal culture should be combined in decision-making by leaders that should embrace a strong culture for best results and desires. Decisions made should not contradict an organization's culture, whether official or official. This calls for employee education when an organization changes its strategy to ensure full employee collaboration at all levels of an organization's existence, thus ensuring a smooth transition from one strategy to another. When a merger occurs, active employee participation, employee education, and leadership should ensure the seamless integration of different cultures into a single organizational culture. To prevent risks and other unwanted developments within an organization, leaders should embrace best decision-making strategies and take measures to help combat any bias in the process. The impact of organizational culture on strategic leadership decision-making calls for the creation and maintenance of organizational characteristics that bring collective effort. Therefore, organizational culture is very important in promoting an organization to achieve its goals. Organizational culture has an important influence on organizations, how decisions are made, the outcomes of those decisions, and the impact of those decisions on their strategic position. These are values and norms that influence employee interaction, define organizational goals, and help an organization be effective in pursuing its goals in accordance with established standards of behavior. Therefore, a strong culture that affects employees the pursuit of organizational goals. The culture of an organization that shapes the outcome of and challenging decisions, decision-making processes and the impact of those decisions on achieving the desired goals. These values and ratings affect how employees interact within an organization, their standards of behavior, and organizational interaction with the organization's environment (Sekaran 2004). This leads to good internal integration and external adapting. Decision-making within an organization is a complex and challenging issue that requires a strong organizational culture for its mission, vision, goals, and goals. Organizational culture is a powerful factor in decision-making and leadership in positions should seriously analyze an organization's culture to allow them to make the best strategic decisions. A weak organizational culture calls for a deep re depends on procedures, and organizational bureaucracy in achieving its goals and achieving its goals, leading to reduced innovation, and reduced employee motivation. Organizational culture and sub-cultures greatly influence the outcome of management decisions. The culture of an organization expects a number of other subcultures that also play an important role in influencing the outcome of decisions and how decisions are made. Schein brings to see a detailed analysis of how subcultures are formed from different subgroups and specific subgroups. These subgroups have different identifying characteristics within an organization, by self-classification on the basis of primary social work groups, career skills, and age. This is often evident in the Ministry of Defense covering distinct cultures of different military services and corps of civil servants assigned to each service agency. A closer examination of each service culture shows cultural differences between professional specialties, specific units in the service, and between staff and employees. However, all subcultures adhere to the core ideologies, values and ratings of DOD (Sekaran 2004) What happens when organizations change their strategies Change or merge different cultures to give a culture to an organization is a difficult and complex task. This policy is expected to set goals, introduce employees in an organization with a new culture due to merger, integrating new culture and organizations with the environment. In addition, this calls for evaluating results and innovate integrated methods tailored to organizational goals. Active employee participation creates a fundamental motivation for an organization to achieve its desired goal from the point of view of the new strategies it adopts. Employee dissatisfaction or satisfaction determines the success of a new strategy. An organization's core competencies should be focused for it to stay floating in a competitive market. It is of primary importance organizations are constantly modifying and changing their strategies. Consular departments, human resource managers, should ensure effective quality management initiatives based on comprehensive knowledge of organizational behavior, cultural values and norms, and the diversity of strategies, a core element of change management initiatives. This makes the company stay floating in a competitive market, leading to risk angst, and maintaining an inline market base with its mission and objectives. So a company maintains its strategy and improves its position in the market. What happens when the two organizations are united? The process of merging between organizations with different cultural values and ratings presents a greater challenge for the employees and management involved. Special mergers are carried out for the purpose of union. This process depends entirely on the organization's behavior, culture, creativity and creative genius. A seamless and smooth transition to a merger based on the capabilities of personnel, human resource management, in making initiatives for the recruitment, structure and workforce of the company while ensuring a seamless cultural change. Leadership is likely to be necessary for a successful merger in restructuring an industry. Leadership roles are intended to plan and manage the merger to go to the intended culture. To help integrate the diversity of cultures in the merger process, employees of companies need to be educated about merger impediment, reasons for mergers, and being convinced of the value of their work to the company and their role in the merger process. This inspires motivation and confidence in the organization. Employees can feel valued, motivated and safe. In a merger, different subgroups exist that require interaction between individuals (Schein 2005). This type of interaction comes with value-added benefits for newly formed mergers. The benefits of subgroups include interacting with colleagues thus ingification of new employees with new mergers, interactions with supervisors that create a culture in new employees, and interactions with senior colleagues. When planning cultural change, it can be helpful to use aspects of existing organizational support systems to promote desired behavior. A sense of community makes people feel confident and dependent on each other. People perform different roles and functions. People with similar cultural values should know each other's aspirations and interests. The time required requires members to come together to assist their colleagues in creating a sense of belonging to each other while feeling welcome to the new merger. A common vision, mission and goal is required. A common vision should be integrated with the members holding the the same value system. Members of an organization should be created to feel the unique purpose and sense of belonging to Organization. In the implementation of organizational and cultural behavior, the executive should play the role of coach and profit consultant instead of the role of the boss. The role of decision-making in a Decision-Making organization within an organization is critical in determining the outcome of the decision and what they mean for an organization's performance. It is important to integrate an organization with its environment through the decision-making process. This calls on leaders to take best action in the performance of the organization's tasks. This leads to the best course of action and the optimal use of scarce resources. Workplace issues can be solved through decision-making processes such as negative employee attitudes, crisis auessee, and conflict resolution. Decision-making helps determine best action and promotes the efficient and effective use of scarce resources. This leads to employee satisfaction, motivation and increased productivity General bias in decision-making is a challenging and complex commitment that plays a role on an individual's psychology. Prejudice is bound to exist differently, from perception to personal prejudice. Different factors play an important role in the types of decisions made by the leadership of an organization. In the decision-making process, selective search evidence is biased where we go out in search of evidence to support a specific conclusion. Moreover, we may not want to change the way we think in the face of new circumstances, often called ineries. By doing away with information that we feel is not important, we fall into selective cognitive bias. Recency, bias in decision-making requires a focus in recent information with little to do with prior information on an issue. Groupthink bias is based on peer pressure while uncertainty bias is where we underestimate the future. The choice supports resulting bias when we interfere with our memories of the attractive options of choice, and bias replation, where we believe all the information in our domain (Schein 2005). Bias in decision-making has a positive or negative impact on the outcome of a decision. However, when making a decision, for best results, an organization should take measures to combat bias itself. This will create confidence in management from the organization's employees and the environment of the organization. This also creates a strong organizational culture and calls for a coordinated effort in the part of administrators in ensuring formal decisions based on formal and non-formal structures within an organization. Leadership conclusions should be well versed with the culture of a organizations, be it when a change in strategy occurs, or mergers take place, understanding the cultures and subcultures to make the best strategic decisions for the benefit of an organization. Best should be accepted by leaders to prevent any crisis, motivate employees, and resolve friendly conflicts while taking measures to help curb any personal bias that may arise during decision-making within an organization. This can put an organization in a better position and allow it to effectively and efficiently use its scarce resources. References Schein, E.H. (2005) Organizational Culture and Leadership, (3rd edition), Jossey-Bass. Sekaran, USA (2004). Research method for enterprises: Skills building method (4th published). New York: John Wiley & Sons, Inc.