

★ ORGANIZATIONAL

CULTURE

(behaviour)

- A set or rules followed by a group of people.
- Work Culture. (the norms and environment in an organization)
Like in Shan, where they give you hampers before you leave, regardless of your visit reason.

→ Difference in organization culture:

- ★ Strong Cultures:- Cultures that are apparent in the behaviour of their workers.
 - 1. Professionalism and good communication.
 - 2. Employee of month bonus and monetary wages.
 - 3. Training for employees (abroad e.g. UK) as a reward.

- ★ Weak Cultures: often seen in Bureaucracy.
lack of work ethic. Reserve good information, low communication etc.

★ Rituals, stuff laid down by the organization, which is to be followed religiously.

★ Storytelling, which is used to teach employees about culture in an organization. Good for conveying sensitive things without being explicit.

* SYMBOLS , MATERIAL , ARTIFACT

- Marketing
- Giving out freebies

* Languages:

- * → Slogans (McDonald: \$'I'm loving it'
'Fingerlicking good'
'Imparting knowledge...')

→ Taglines: Used by good managers to motivate, like 'Bravo'.

→ People working overtime at night need motivation.

→ good taglines benefit mental health.

* KAIZAN MANAGEMENT: (change for better)

1. DISCIPLINE
2. TEAMWORK
3. Quality Control
4. Suggest for improvements

* Japanese approach on organizational culture

* All good organisations strive to achieve.

* CURRENT ISSUES IN ORGA. CULTURE

* CREATE INNOVATION CULTURE:

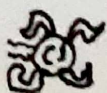
- Appreciation
- Promotion
- Vacation
- Make him a project manager / Team leader
- Engage employees and make things interactive.
- Friendly environment in which people can grow.

* Spirituality:

- Releasing Stress in Employee.
- Japanese and German have schemes to help Employees unwind during breaks.

* Japanese: Employees have a patch of soil on which they grow.

If they get tired, they go grow plants.



* Germany: Bought a chunk of land and used it for growing agriculture.