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IMPACT OF ORGANIZATIONAL CULTURE ON DECISION-MAKING: A CASE STUDY OF TECH INNOVATORS INC.

1. Introduction

In this learning journal I will go through the culture of my summer job at Tech Innovators Inc., a mid-sized software development company, I paid great attention to organizational culture. Using both first-hand observations and theories of organizational behavior, this examination looks at how the company's unique culture influences its decision-making procedures.

2. Organizational Culture Overview

2.1 Core Cultural Elements

Collaboration and creativity are the core values of Tech Innovators Inc. This philosophy is reflected in the physical environment, which has open-plan offices, lots of breakout areas, and walls covered in whiteboards that are full of schematics and little bits of code. As Schein (2017) notes, such physical artifacts serve as visible manifestations of deeper cultural values. The company promotes a flat organizational structure, casual dress code, and flexible working hours, emphasizing outcomes over traditional corporate formalities.

2.2 Values and Beliefs

The organization's core values include:

1. Radical transparency
2. Rapid iteration
3. Embracing failure as learning

According to Cameron and Quinn (2011), such values typify an adhocracy culture, which prioritizes innovation and adaptability over stability and control.

3. Impact on Decision-Making

3.1 Collaborative Approach

The company's cultural emphasis on collaboration significantly influences its decision-making processes. Major decisions, from product features to hiring, involve input from multiple team members across different levels. This approach, while sometimes time-consuming, ensures diverse perspectives are considered and aligns with the company's value of transparency.

3.2 Data-Driven Decisions

Despite its informal atmosphere, Tech Innovators maintains a rigorous approach to data analysis in decision-making. The culture of "failing fast" is supported by extensive A/B testing and metric tracking. This balance between innovation and empirical validation creates a unique decision-making environment where creativity is encouraged but must be supported by data.



3.3 Rapid Iteration

The cultural acceptance of failure as a learning opportunity enables quick decision-making and implementation. Rather than spending extensive time planning, teams are empowered to make decisions and adjust based on outcomes, embodying the "move fast and break things" philosophy common in tech startups.

4. Conclusion

Decision-making procedures at Tech Innovators Inc. are essentially shaped by the company culture, which promotes cooperation, data-driven analysis, and quick iteration. Although this culture generally encourages creativity and adaptation, there may occasionally be issues when circumstances call for more conservative or organized approaches. Any firm looking to maximize its operational effectiveness must comprehend the complex link between culture and decision-making.



References

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