Organizational Culture and Our Culture

As our course said, organization culture is the personality of the organization, which is comprised of the assumptions, values, norms, and tangible signs of organization members and their behaviors. And it is related to our general culture obviously closely because it is from the culture of the society.

Firstly, the organizational culture is influenced by beliefs, assumptions and what we try. For example, in our party, everyone believes the Marxism-Leninism and we are striving to construct a communist world so the party’s name is related to communist and most content in the party is related to the socialism or the communism. And you can see that most people in the party cherish the memory of Lenin because of his contribution to the cause of communism. Secondly, the culture is passed through a generation to next one, the organizational culture is same as it. You can see family rules or something same in Asia, which are seem as a kind of heritages from previous generations to teach them how to behave better in the family and they are always benefit the whole family. Thirdly, getting out of the organization, we can find more about how the organizational culture changes following the general culture. Coca-Cola is a nice example to show how an organizational culture changes. This company use different styles to adapt differences between countries’ culture. Its Fanta have different tastes in different areas, such as Guarana taste in Brazil and Socata taste in Poland. And in WWII, when the Coca-Cola German cannot get the source of cola, they create Fanta instead of traditional cola. Fourthly, the appearance of organizational culture can change general culture, too. You can see some faith of company like Alibaba actually changes the environment of business.

All in all, the organizational culture and our Culture are not two single parts. They are closely related.