Ashlyn Hanks

Dr. Gurley

1. **Identify seven elements of an organization’s culture.**

**Work specialization, departmentalization, chain of command, span of control, centralization and decentralization, formalization, and boundary spanning.**

1. **Describe the effects of downsizing on organizational structures and employees.**

**When an organization downsizes, it impacts all aspects of it. The organizational structure changes because some people are not at the company anymore, so it shrinks and has to be modified. It impacts the employees because some employees will likely no longer have jobs. This can also harm employee morale.**

1. **Define organizational culture and give an example of it.**

**Organizational Culture is a system of shared meaning held by members that distinguish the organization from other organizations. This system is characterized by values, beliefs, and underlying assumptions that serve several purposes. A poor example of organizational culture is Activision Blizzard, which has delt with a long period of sexual harassment and gender discrimination. Employees have gone on record to detail the ‘frat boy’ culture at the company.**

1. **What is ethical climate theory (ECT)?**

**Ethical Climate Theory is used to measure shared perceptions of ethical policies, practices, and procedures.**

1. **What are the six forces for change?**

**Changing nature of the workforce, technology, economic shocks, competition, social trends, world politics,**

1. **Give forms of stress at work. How do we mitigate stress?**

**We can individually and organizationally manage stress. Individually, a person can practice time-management techniques, get physical exercise, practice relaxation techniques, and have a strong social support network. Organizations can make sure there is proper training, goal setting, redesign jobs, improve employee involvement, organizational communication, employee sabbatical, and wellness programs.**

1. **What are the consequences of stress at work?**

**There are physiological symptoms such as headaches, lack of sleep, fatigue, dizziness, GI issues, psychological symptoms such as job dissatisfaction, and behavioral symptoms such as increased smoking and alcohol consumption.**

1. **Give an example of an organizational wellness program.**

**An employee wellness program could be workshops to help employees eat better, create a workout regimen, decrease alcohol consumption, or quit smoking.**