# What is the Relationship between Organizational Growth and Cultural Norms in Churches?

Name

Institution

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# Research Problem Statement

It is an undeniable fact that the church has played a pivotal role in the development of individuals, and their societies at large. History reveals the various roles that the church has played in different parts of the world, which have not only contributed to spiritual development of the human race, but also provided a fertile ground upon which social and economic development thrive (Robbins et.al, 2013). In America for example, ancient Americans often viewed the church as a central institution in their lives, since it was core source of morality of self-restraint, as well as a sense of community awareness, which was necessary for the overall success of their republican self-government. In addition, there are a number of American scientists in the ancient times, who believed that their experiments would not succeed devoid of the sense of morality that the churches provided (Smyth, Darmody & Lyons, 2013). Through its provision of virtue, the church has delivered a positive influence to the overall development of America.

Social and economic research has shown that the church has played a leading role in the provision of both direct and indirect economic benefits, social services, education with civic skills, community volunteering services such as charity work, as well as economic contributions to societies across the globe. The benefits of the church to the communities contribute to a wholesome development of the people. It is as a result of its contribution that governments across the world have exempted the church from taxation. The assumption here is that the benefits that the society derives from the church often outweigh the tax that the government would have derived from the church as an organization. For instance, the church provides several community services, most of which would have forced the government to spend its revenue to provide to the citizens.

However, the biggest question about the relationship between the church and the government or the corporate world is that ability to return the favor to the church. The government, and other corporate organizations, as the main employers, have not given adequate time to their employees to participate in church programs and its development. People often have to strive to balance between their professional lives and spiritual lives. The balancing act involves a process of planning, by allocating adequate time for each of the important activities of one’s life. In most cases, a person finds both professional and spiritual obligations compulsory, and have to sacrifice other activities as a way of creating time for each of them.

A failure in such planning implies that majority of the time is allowed for one of the compulsory activities, leading to failure to give proper attention to the others. Social science research studies have indicated that for most people, in the cases of inadequate time, they often sacrifice time for church, and prefer to attend to duties related to their jobs. Consequently, it churches lack the necessary attendance on regular Sundays, other than during major holidays and vacations such as Christmas seasons.

# History of the Problem

The internal conflict within an individual regarding whether to attend church or other professional duties, which results into a later choice of failing to attend church service is not a new trend. It has developed as a culture over the decades, and passed through various stages, starting from the initial stages where it was minimal, to a major state where it appears normal to miss church on a regular Sunday. At the initial stages of religious introduction and development, it was a culture of love of God, obedience to His commandments and regular teachings that kept many people going to church as a way of showing their commitment to appreciate the goodness of God. Furthermore, it was a culture that built and sustained the existence of the church as a corner stone in the development of the entire community.

It was possible to assume that part of the basis of commitment for people to church was the immense role of the church in the overall development and existence of individuals in their societies. In America, for example, the church delivered a number of economic benefits to the people within the locality. The provision of economic benefits results from the job opportunities created by the church for the local populations. There are business ventures, training vocations, as well as educational opportunities, which provide direct economic benefits to the people.

The church, having taken part in a noble course of creating economic empowerment to the people, created a precedence where people explored economic freedom. In such efforts to secure jobs for decent livelihoods, employees often dedicate more time, or are forced out of corporate circumstances, to sacrifice time for attending regular Sunday church services for work. The trend has continued over the years, with newer generations adopting trends of attending church on selected occasions such as during holidays.

It is a history that brings one’s attention to the relationship between the organizational growth and cultural norms in churches. While the church has had a historical of teaching people to live in accordance with God’s commandments, it also has a duty to sustain cultural norms that are necessary to keep the human society in a harmonious existence. It is this system of harmony that is also required for organizational growth, through effective workforce. The church has a role to impart necessary skills of discipline, commitment, hard work, loyalty as well as piety as basic ingredients in the success of an individual in various aspects of life.

In essence, the success of an individual contributes to the collective success of the entire organization. Churches, therefore, have a mediating role, by moderating aspects of culture as a means of contributing to the larger success of the organization. For instance, by developing programs that contribute to direct economic benefits to the community, the church helps in the long-term, in the sustenance of the cultural norms, as well as the growth of existing organizations in the community.

# Setting of the Study

The setting of this study occurs in the overall society, which is a community of different people living together in harmony. The study covers the entire society, since it touches on the cultural norms of the society, which form an integral component of community lives. It is important to understand, as mentioned in the previous sections of this discussions, that the church plays a middle role between the cultural provisions and organizational culture. Organizational culture refers to a system of beliefs, norms, and practices that is accepted a way of doing things, usually unique to individual organizations. Even though an organization plays a significant role in the formation and sustenance of their culture, the influence from individual employee cultures also renders a substantial influence. It implies that the prevailing cultural backgrounds from which such employees originate define the overall organizational culture.

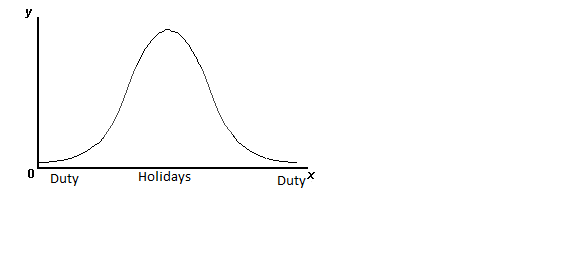
The setting of this study would involve both men and women, young and old members of the society, corporate managers, community experts of cultural values, as well as religious leaders. It is important to acquire a deeper comprehension of their knowledge about the relationship between organizational growth and cultural norms in churches. For example, the study would sample their perceptions and stands reading the role of the church in promoting organizational growth, as well as enhancing the existing cultural norms. On the other hand, it is also important to understand the role of the prevailing cultural values in the development of the organizational culture. The organizational culture has a direct impact on both the short and long-term success of the organization. Each aspect in the relationship has a significant influence on the existence and promotion of the other.

# BOT and causal loop analysis

BOT is the analysis of the behavior of human beings over a given length of time, with reference to certain conditions. It is a mechanism that recognizes and analyzes the fact that human behavior is subject to change, usually over a time. When subjected to different conditions of life, human beings tend to make different choices and decisions that accompany, or tend to help them secure better lifestyles. It implies that the decisions and choices made aim at making people live in compliance with the prevailing circumstances (Graves, Sarkis & Zhu, 2013). It implies that the overall decisions made should help each member of the society in achieving the basic ambitions of their lives.

Taking the case of the declining number of church goers on regular Sundays, it is a case of human behavior changing over time, based on the fundamental principles of their communities. For those in the corporate sector such as employees working in different organizations, it is a trend that planning for extra professional activities are allocated extra time, usually during off-duty. Employees plan to attend church depending on whether they would be duty free or duty bound. In most cases, people miss church services scheduled for Sundays for lacking enough time to attend (Graves, Sarkis & Zhu, 2013). There are a number of people who claim to have been engaged with their professional lives, such that they did not have adequate time to attend to personal matters throughout the week.

It is during these weekends such as Sundays that they find time for personal matters such as families, leading to a situation where people do not attend regular church services. Over time, this problem can persist and develop into a culture in which people make it normal to create excused based on their jobs, and wait for holidays. It is due to the nature of their jobs that people have resorted to miss regular Sunday services, while choosing to attend them over holidays as a way of showing that their commitment to fulfill an obligation (Scott & Davis, 2015). The following is a sketch of BOT curve, which shows that the peak of church attendance occurs over the holidays. Just as explained in the previous sections, most people often fail to create time for church on their busy schedules.



**Significance of Study**

This study seeks to establish the existing relationship between organizational growth and cultural norms in churches. It is in recognition of the pivotal role played by churches in the growth of individual members of the society, which translate into the larger contribution to the organizational growth. It is the growth of the individual members of the organization that lead to the development of the entire organization, as well as the community in which both the church and the organization occur. The findings of this study are useful to a number of stakeholders, including church leadership, organizational management teams, community members as well as the overall team of employees. Each stakeholder would know the role of both cultural beliefs norms, spiritual beliefs, and employment in shaping their overall lives.

**Personal Involvement**

This study involves a personal matter, touching on the welfare of most professionals who have worked as employees at various levels. The policies set by an employer can either promote or harm an individual’s career. An employee is not only motivated to deliver on the job description as stipulated by the company but also to develop and promote their careers. Each employee looks upon their employers to provide a platform on which they can build and enhance their future careers. However, when such employees, entrusted with such noble responsibilities of nurturing talents fail by implementing harmful policies, both the present and future individual productivity is compromised. It is, therefore, important for managers to understand the roles of employees, and work to motivate them to deliver on the realities of their careers.

**Conclusion**

From the above discussion, it is evident that there is need to acquire a deeper comprehension of the relationship between organizational growth and cultural norms in churches. Cultural and spiritual aspects of human life play significant roles in their overall development. When employed as members of an organization, their levels of contributions depend on their personality formation. Productive personalities have better contributions to the course of organizational growth.

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