**Assignment- Organizational Culture**

**Pizza Hut**

The organizational culture represents the specific pre-defined policies that provide guidance to the employees and give a sense of direction. It is a complex system that comprises the shared beliefs, values and assumptions, and governs the employees’ behaviour within the organization. These underlying assumptions, beliefs and values contribute to the unique and distinct psychological and social environment. In this essay, the organizational culture of Pizza Hut is analysed.

My name is Pratham Gupta and I will be describing the organizational culture as a customer service that I have experienced here.

Pizza Hut's vision statement is simple and to-the-point. This indicates the corporation hasn't employed extensive conversations and dialogues to communicate its opinions and positions to the general public and important stakeholders. The vision statement should be succinct and thorough, communicating the essence of the company and its future objectives to assist stakeholders understand the company's business philosophy and strategy. The corporate culture of the Pizza Hut circle's outermost layer is made up of artefacts. The artefacts are physical and visible manifestations of Pizza Hut's corporate culture. The -door policy, workplace layout, and official dress code for staff are all instances of artefacts. The Pizza Hut's cultural artefacts are plainly visible to the outside world, yet they are difficult to comprehend.

The fundamental ideals are difficult to see. The common aims, concepts, and standards are the basic values of Pizza Hut. Accountability, diversity, quality, cooperation, passion, honesty, and leadership are the essential principles. Pizza Hut management recognises the need of expressing basic principles to employees so that they can accept and alter their conduct as needed.

Pizza Hut has effectively achieved the correct mix between mean and goal orientation, emphasising the necessity of meeting objectives while encouraging employees to take chances only when they are justified.

* Pizza Hut guarantees that staff use ethical and integrated methods for achieving the set goals by concentrating on the mean orientation since integrity is a vital value for the company. Employees are urged to foster only healthy competition in this manner.
* Pizza Hut encourages its staff to give their all in all-in to achieve the allocated goals by emphasising on goal orientation. Employees are not penalised for coming up with novel ideas or taking calculated risks. Pizza Hut has succeeded in reducing its employees' fear of failure in this way.

This organization is more closely associated to the disciplined work culture with vertical hierarchy and tall structure, according to an examination of Pizza Hut's organisational culture. It means that management retains decision-making authority and exerts direct control over employee performance. Employees are rewarded for their creative and inventive work behaviours with monetary and non-monetary incentives, yet empowerment and autonomy are constrained owing to businesses' predisposition for rigid work discipline. Pizza Hut has been able to secure a high level of information flow and harness the knowledge, skills, and capabilities of people from all backgrounds thanks to the open cultural system. Multinational corporations such as Pizza Hut value both of these features in order to adapt quickly to changing client requirements in various geographic locations.