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Organizational culture paper

This document examines the way in which organisational culture influences the decision-making of two authors, Sekaran (2004) and schein (2005) by leading us through the effects of strong and weak cultures on governance and bringing a view of culture and subcultures that should be taken into account by leadership in making the best decisions in line with organisational objectives. It examines what happens when organizations merge, Employee Training on Meringue, the role of management in the merge process to achieve the best results, how the measured organisational strategies would be based on the objectives, objectives and mission of the organisation, the need to deprive the organisation of the de-utilisation of the organisation in accordance with the conflict and risk-a-risk debugging ex-working, to the common persuaence of the need to avoid the use of the funds effectively in accordance with the organisation's objectives. , mission and objectives. Introduction The key element that holds the decision-making in an organisation is its culture. The culture of the organisation must clearly understand its leadership in order to help them make the best strategic decisions in line with their objectives, mission and objectives. A formal and informal culture should involve leadership in decision-making, which should include a strong culture for the best and desired results. The decisions taken should not be contrary to the culture of the organisation, whether formal or informal. This calls for the education of employees when an organisation changes its strategies to ensure the full participation of employees at all levels of the organisation's existence, thus ensuring a smooth transition from one strategy to another. When mergers occur, the active participation of employees, employee education and management must ensure the seamless integration of different cultures into a unified organisational culture. To prevent risk and other unwanted things within the organization, management should adopt the best decision-making strategies and put in place measures to prevent any detention in the process. The influence of organisational culture on decision-making Strategic leadership calls for the creation and maintenance of organisational characteristics that bring collective effort. Therefore, organisational culture is crucial in achieving the organisation's objectives. Organisational culture has a significant impact on organisations, the way decisions are taken, the outcome of these decisions and the impact of these decisions on the strategic position of these organisations. These are the values and norms that influence employee interaction, set organizational goals and help the organization to work effectively in pursuit of its goals in accordance with established standards of behavior. Such a strong culture helps to influence employees in the collective pursuit of organisational objectives. The culture of the organisation shapes the outcome and complex decisions, the decision-making process and the impact of those decisions in achieving the desired objectives. These values and norms influence the way employees interact in the organization, their standards of behaviour and the organization's interaction with the environment (Sekaran 2004). This has a good internal integration and external adjustment as a result. Decision-making within an organization is a complex and challenging issue that involves a strong organizational culture for its mission, vision, objectives and objectives. Organisational culture is a powerful element in decision-making and leadership in positions should critically analyse the culture of the organisation in order to enable them to make the best strategic decisions. A weak organisational culture requires a large-scale reliance on procedures and organisational bureaucracy in the implementation of its objectives and the achievement of its objectives, leading to a reduction in innovation and reduced employee motivation. Organisational culture and subcultures have a profound impact on the outcome of management decisions. The culture of the organisation foresees several other subcultures, which also play a key role in influencing the outcome of decisions and the way decisions are taken. Schein provides an overview of detailed analysis of how subcultures are formed from different subgroups and specific subgroups. These subgroups have different identification characteristics within the organisation by categorising them on the basis of social primary working groups, professional skills and age. This is usually reflected in the Defense Department, which encompasses the different cultures of the various military services and the corps of civil servants assigned to each service. A closer look at each service culture reveals a growing cultural distinction between professional specialties, special units within the service and between line and staff staff. However, all these subcultures posture of the fundamental ideologies, values and norms of DOD (Sekaran 2004) What happens when organizations change their strategies changing or merging different cultures in order to come up with one culture for the organization is a difficult and complex task. This company is intended to set goals, to introduce employees of the organization into a new culture as a result of the merger, the integration of culture and new organization into the environment. In addition, the outcome should be assessed and integration methods renewed in line with organisational objectives. Active employee participation is a fundamental driver of the organisation in achieving the desired objectives in the light of the new strategies it is achieving. The inadmation or satisfaction of employees determines the success of the new strategy. The organisation's core competences should focus on remaining in a competitive market. This is of primary importance constantly revised and changing their strategies. HRM, human resources managers, must provide effective quality management initiatives based on a thorough knowledge of organisational behaviour, cultural values and norms and the diversity of strategy, a fundamental factor of change management initiatives. As a result, the company remains in a competitive market, leads to a deviation of the risk and maintains the market base in line with its mission and objectives. Thus, the company maintains its strategy and improves its position in the market. What happens when two organizations merge? The process of merging organisations with different cultural values and norms poses a greater challenge for employees and management concerned. Mergers are particularly designed for synergy. This process depends entirely on the behaviour of the organisation, culture, creativity and innovative genius of the people. A seamless and smooth transition to a merger relies on the ability of human resources, human resources managers, employment initiatives, structure and the workforce of the company

while ensuring seamless cultural change. A successful merger of industrial restructuring requires a viable management. The guiding role is envisaged for the planning and management of the merger in order to get to the intended culture. In order to help to combine the diversity of cultures in the merger process, employees of undertakings should be in the process of hindering the merger, the reasons for the merger and the certain value of their work for the company and their role in the merger process. This inspires motivation and confidence in the organization. Employees will be able to feel valued, motivated and safe. In the merger, there are different subgroups that require interaction (Schein 2005). Such interaction brings value-added benefits for the newly formed merger. The benefits of subgroups include interacting with peers, bringing new employees to a new merger, interacting with a supervisor that creates a culture for new employees, and interacting with senior employees. It can be useful to use those aspects of existing organisational support systems that promote desired behaviour when planning changes in culture. The sense of community makes people feel trustworthy and dependent on each other. People perform different roles and functions. People with similar cultural values should know each other's aspirations and interests. Times of need require members to come together to help their peers create a sense of belonging to each other, while at the same time feeling welcome about the new reunification. There should be a common vision, mission and objectives. A common vision should be integrated with members with the same value systems. Members of an organisation should be inered with the purpose and Organization. In implementing organisational behaviour and culture, managers should play the role of coaches and profit consultants rather than the role of boss. The role of decision-making in the organisation Decision-making in the organisation is crucial in determining the outcome of the decision and their implications for the management of the organisation. It is important that the organisation is integrated into its environment through a decision-making process. This calls for management to adopt the best course of action in the performance of the organisation's tasks. This is the result of the best action and optimal use of scars. Problems in the workplace can be solved through a decision-making process such as negative employee attitudes, crisis aversion and conflict resolution. Decision-making helps to define the best course of action and promotes the efficient and efficient use of scarcied resources. This leads to employee satisfaction, motivation and increased productivity The common reservation in decision-making is a challenging and complex company that plays on an individual's psychology. Delusions are tied to the fact that they exist from cognitive to personal delusions. Various factors play an important role in the type of decisions taken by the organisation's management. In the decision-making process, selective search evidence is sane when we go looking for evidence to support a specific conclusion. Besides, we may not have wanted to change the way we think in the new circumstances, commonly called inercia. By we find the information irrelevant, we fall within the selective perception of bias. Transparency, sanity in decision-making requires emphasis on recent information with little regard for traced information on the matter. The group thinks that sanity is based on peer pressure, while uncertainty is a sanity where we underestimate the future. The request that supports choice is the result when we interfere with our memories of an attractive choice and an appeal for repetition, where we believe that all information is in our domain (Schein 2005). Sanity in decision-making has positive or negative consequences on the outcome of the decision. However, when taking decisions for the best results, the organisation should put in place measures to prevent self-sufficiency. This will create trust in management from the organizational staff and the organization's environment. This also creates a strong organisational culture and calls for coordinated efforts by administrators to ensure formal decisions based on formal and informal structures within the organisation. The leadership's conclusion should be well aware of the organization's culture, be it when there is a change of strategy or merger, to understand culture and subcultures to make the best strategic decisions for the good of the organization. Best management should take the lead in order to resolve any crisis, motivate employees and resolve conflicts amicable, while taking steps to help suppress any personal diligence that may arise in the decision-making process within the organisation. This could put the organisation in a better position and enable it to make effective and efficient use of its limited resources. References Schein, E.H. (2005) Organizational culture and leadership, (3rd hour), Jossey-Bass. Sekaran, U. (2004). Research methods for companies: Approach to building skills (4th hour). New York: John Wiley & Sons, Inc. Inc.

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