**Organization culture Sep 2020**

**1.As a Chief HR officer of an E-commerce company, you want to create a strong organizational culture. How will your employees learn and imbibe the organizational culture and what functions will the organizational culture serve?**

**Answer**: When new employees join an organisation, they carry their own set of expectations and desires. They are completely strangers to the people, work place and the work environment. As a result, it is likely to feel insecure, shy and nervous. In the absence of information and support, there is likely to be anxiety, apprehensions and fear in their minds. They may undergo reality shock caused by a gap between their expectations and the real situation. This can

**2.As a Tech Company, Supersonic Ltd has always been focused on creating a Strong Innovation centric culture. When can the company create an innovative culture? In what ways can Supersonic create an innovative culture?**

**Answer**: Organization culture is a system where values, norms and principles are shared largely by all people. Values are the beliefs that guide our behaviour and decisions across a variety of situations. Values are intensely held in the organization culture and are known as shared values. Shared values are those values that are practiced in common by all the employees of the organization. The culture of an organization is considered to be strong when the majority of people in the organization are liable to practice the same beliefs and values that are useful

**3. a. Organizations with Strong culture yield huge benefits as compared to organizations with a weak culture. Justify**

**3. b. As a Chief people officer, you want to assess the culture of your organization. How will you proceed with the process?**

**Answer**: a) The culture of an organization is considered to be **strong** when the majority of people in the organization are liable to practice the same beliefs and values that are useful to the organization. In other words, in a strong cultured organization, the employees respond very strongly to the values and pass it on successfully to the rest of people. In a strong culture, the values are translated directly into every person’s day-to-day lives. For example, the military has a definite Its sample only

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