**Organization Culture**

**Sep 2021**

**1. As a Chief HR officer of an IT company, you want to assess the company culture using Quinn and Rohrbaugh's Competing Values Framework. What are the four types of cultures that emerge through this taxonomy? (10 Marks)**

**Answer:**

**Introduction**

An organization's culture defines a variety of values such as attitude, shared values, corporate goals, and organizational objectives. Also included are the following factors: communication, company values, curiosity, integrity, passion, decision-making, influence, innovation, selflessness, and inclusiveness. In a similar vein, it aids in the analysis of corporate working environments and the team management abilities of employees who constitute the majority of the firm. The framework of conflicting values, on the other hand, was developed in 1983 by John Rohrbaugh and Robert Quinn. Furthermore, it assists in identifying and measuring individuals' behaviors, skills, leadership qualities, and overall learning quality at their place of employment.

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**2. Innovation is one of the values added in your company's core values. Management wants you to take steps that would create an innovative culture in the organization. How would you go about the exercise? (10 Marks)**

**Answer:**

 **Introduction**

Innovation is a process that aids in the development of new methods, strategies, plans, and ideas to gain competitive advantages in business. In a similar vein, creative culture cultivates leaders and creates an environment conducive to drawing customers' attention to the company. On the other hand, innovation is the driving force behind the company, and it aids in the development of employees' leadership and knowledge quality. Also included are ideas for appropriate finding, active opportunity management, external stimuli, and the role of a model and leader as characteristics of the inventive organization. The political system, the legal system, and the language systems are all

**3 a. How do leaders play a role in organizational culture change? Share an example of an industry leader who helped in culture change. (5 Marks)**

**Answer:**

**Introduction**

Company culture has a significant impact on leaders since they are responsible for setting the company's property, objectives, goals, and agendas and delegating, leading, and meeting the needs of employees and managers. Similarly, attractive and effective leaders create a sense of purpose in business, a vision that makes sense, inspiration, and mentorship, which are necessary for organizations to succeed in their respective industries. Furthermore, top corporate executives have an impact on the diversity of their