**Organization Culture**

**December 2021 Examination**

# Question 1. What are the characteristics of Organizational Culture? Explain Schein’s model of Organizational culture. (10 Marks)

## Ans 1.

## Introduction

This structure of wants and objectives of the associates of the business enterprise can help differentiate the establishment from nearly any other establishment. The organizational culture is the way in which they outline their mutual interests. The period culture of that time is not calculative at this time, but rather expressive. In other words, every employee of any business is apprehensive that their traits may be discovered by other employees as a result of the subculture

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# Question 2. Varun is responsible for ensuring that Golden Globe ltd.’s employee centric culture is kept alive. What are the factors that he can leverage to achieve these results? Varun isvery particular about how new joinees socialize and get to know the culture of the company. What socialization techniques should he focus on to ensure a good culture inculcation for them? (10 Marks)

## Ans 2.

## Introduction

Tradition, the term given in an organization for the setting in which innovations are developed, ideas are communicated, and advancements are supported, is called the setting for innovative ideas. In this scenario, the employees feel like a part of their organization and that they are valued and secured in their positions. To have a successful organization, it is essential to develop a culture that is founded on a set of strong and widely held beliefs which are supported by a

# Question 3.a. Explain the two types of spirituality that organizations can integrate in its culture? (5 Marks)

## Ans 3a.

## Introduction

There has been an increase in the number of business schools across the country that are now teaching workplace spirituality, possibly with an application to actual practice within organizations. The topic of spirituality in the workplace initially appeared as a passing fad but now it seems to be taking on a trend role rather than just a passing trend. As an employer,

**3.b. Communication plays a very important role in bringing about a culture change. Explain? (5 Marks)**

**Ans 3b.**

Older employees who are assigned to in-house advertising agencies may find it very difficult to grasp the changes in a culture. A certain point in an organization of this level, communication becomes the key to interrupting around tricky issues. In order to reduce confusion amongst all