# Organizational Culture

# June 2022 Examination

**Q1. Briefly discuss the definitions of organisational culture. What are the pillars of organisational culture? Please substantiate your answer with a contextual example. (10 Marks)?**

# Answer 1.

## Introduction

Culture essentially defines the rules and practices that permit the business to carry out its daily goal. Seeing that it would impact employees' conduct, business subculture might be a key element contributing to organizational performance. This investigation, as an example, located that professional cultures might also foster a feeling of belonging, community-headedness, cooperation, and robust discussions. Organizational tradition is constructed of not unusual views and values extended by management and afterward "expressed and promoted via numerous Its Half solved only

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# Q2. Culture eats strategy for breakfast, operational excellence for lunch and everything else for dinner. - Please elaborate your understanding of this narrative. Please substantiate your answer with a suitable example. (10 Marks)

# Answer 2.

## Introduction

The statement "culture eats strategy for breakfast" shows that regardless of how stable the overall business approach seems, average effectiveness could be hampered if coworkers no longer embrace the same suitable way of life. Each time it comes down to this now, the people wearing out the strategy also are the people who created or broke it. Pragmatically, no difference in anything corporate strategy or distinct targets users begins to integrate with the organization's workforce. Its ordinary effectiveness usefulness could be hampered if, indeed, the environment

**Q3. Absco Private Limited is a global telecom organisation, with operating presence across Africa, Asia, Latin America and Europe. Of late the organisation has embarked on embedding its value based leadership practise, across all operating entities. In the first quarter of embedding the value based leadership practise, there has been a spike in the number of whistle-blowing cases, especially on malpractices as well as on violation of the organisation values and workplace safeguarding issues. Respective HR teams have been swamped with many complaints and grievances, through a third party managed whistleblowing / grievance channel. This is quite unprecedented for the organisation at it has never experienced such large number of grievance and complaints cases.**

**a. According to you, is there a direct link between the embedding of values based leadership practise and spike in the number of grievance and complaints cases? If so, why? (5 Marks)**

**Answer 3a.**

## Introduction

The value-based management is a system of management that announces that the management should make their thoughts and values further to those established in the employer. Those values are used within the motivation and route of the organizational culture and values. Those values

**Qb. As the HR advisor, please can you outline the root cause analysis (RCA) of the situation and what are some of the key considerations that management should consider to address the underlying issues. (5 Marks)**

**Answer 3b.**

**Introduction**

The root cause analysis is the system wherein the basis or the base of the problem has been found to resolve an unsolved problem. Many steps may be taken to resolve any hassle via understanding the purpose of a conflict between the seniors and the juniors