**Organization Culture**

**December 2022 Examination**

**1. Please outline the relation between the organizational culture and organizational structure. Explain the steps for creating organizational culture. Describe six socialization tactics? (10 Marks)**

**Ans 1.**

**Introduction:**

The organizational structure can be split into two various dimensions. They are vertical and straight. Upright organizational structures have several degrees of power by people in management placements or supervisors with a limited or little series of control. The control variable is the variety of juniors working under a person compared to the linear structure. The narrow control variety is easier to communicate and manipulate. It likewise requires fewer management abilities to regulate more people, as does more comprehensive control. Linear organizational structures have broader control, such as numerous juniors under a solitary

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**2. Discuss the practices that can be used by an organization to create an ethical Organizational culture. What is a positive organizational culture? Explain. (10 Marks) –**

**Ans 2.**

**Introduction:**

Company culture influences the ethical judgments of employees and stakeholders. Companies functioning to develop a solid moral culture urge everybody to speak out and act with stability. If the companies have strong values, they bring customers to their products items services. Consumers are satisfied and confident, recognizing they are dealing with a straightforward company. An ethical company preserves a multitude of workers over the long term. This minimizes the costs related to turnover. Good values keep supply prices high and safeguard

**Questions:**

**3a. What would you define as some key cultural attributes of Mobius Ltd? (5 Marks)**

**Ans 3a.**

**Introduction:**

Mobius struggle with growing and maintaining a business culture when employees work from another location. A clear understanding of the culture will help managers re-join and maintain the culture in a mixed work environment

**b. The HR Head has been tasked to provide a detailed culture journey plan for the organisation with outcome milestones and indicative timelines. How would you approach this task and what would you do? (Focus on the key attributes to creating and sustaining organisational culture) (5 Marks)**

**Ans 3b.**

**Introduction:**

Organizational culture is a crucial part of every organization's job. However, this culture occasionally must be changed to enhance complete employee satisfaction and boost performance. You must understand how to assist in cultural change in your business to ensure your employees are delighted