**Organization culture**

**April 2023 Examination**

**1. Please outline the relation between the organisational culture and organisational structure.**

**Explain the steps for creating organisational culture. Describe six socialization tactics. (10 Marks)**

**Ans 1.**

**Introduction**

Organizational culture and organizational structure have a reliant relationship with one another. In a company, both organizational structure and culture have to be interrelated. In the business globe, organizational structure determines the behavior, mindsets, and principles that tend to produce the work culture in the business organization. It has the power to make decisions by showing the centralized authority at the top of the company's organizational structure is strictly hierarchical. On the other hand, company culture often tends to mirror a lack of flexibility and freedom at the reduced levels within the Organization. It will give even more area and freedom

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

**Ans 2.**

**Introduction**

Every Organization has a culture created with workplace mindsets, environments, and experiences. And while business cultures usually establish, we can likewise utilize methods to encourage a favorable culture that will raise worker job efficiency, involvement in the office, and spirits.

Positive organizational culture is an atmosphere and perspective within a company that cultivates performance, cooperation, satisfaction, and efficiency amongst its workers. In this kind of

**3a. How do effective leaders help in cultural transformation? Discuss various aspects of a successful organisational. Please give an example. (5 Marks)**

**Ans 3a.**

**Introduction**

A reliable leader is a visionary individual who makes his team or juniors work in the direction of accomplishing organizational goals. They enhance and stress employee joy, satisfaction, and happiness. The involved employees will successfully do their work and boost their efficiency automatically, which will cause a boost in sales, and at some point, the revenues will likewise

**3b. What is the linkage between organisational culture and business strategy? How can ethical culture be developed through formal and informal systems? Discuss. (5 Marks)**

**Ans 3b.**

Business culture is usually understood as every one of a business's values, beliefs, and attitudes and how these impact the working and behavior of its staff members. Culture impacts exactly how employees experience a firm. That is what it's like for the stakeholders to purchase from a stakeholder or a business, such as a supplier