**Organization Culture**

**June 2023 Examination**

**Question 1:  In what ways has the Schein model of organizational culture been influential in shaping our understanding of organizational culture? How can this model be applied in practice?**

**ANS:**

**Introduction**

Both organizational behavior and management depend on one another to perform correctly, and the capability to apprehend and efficaciously manage an organization's culture is an essential element of organizational behavior and leadership. The Schein model of company culture gives a sensible framework that can be used to analyze and benefit an understanding of the many extraordinary levels and aspects of culture that may be discovered in agencies. This will be accomplished by using the framework to analyze and advantage an understanding of the many distinct tiers and sides of tradition that may be determined in

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**Question 2: How do different cultural dimensions, such as individualism-collectivism or power distance, affect organizational culture? How can leaders use this understanding to create a more inclusive and diverse workplace?**

**ANS:**

**Introduction**

To a vast component, the culture that permeates an enterprise is the source of the beliefs, behaviors, and values embodied by using the staff of that business. It has become an increasingly more critical capacity for leaders to realize and successfully navigate the cultural variations inside their places of work as their agencies have become more global and various. This capacity allows them to communicate correctly with employees from numerous backgrounds.

As a consequence of this, there's an urgent want for offices that can be more open and

**Question 3. a: In what ways can organizational culture models be used to improve organizational performance? What are some of the challenges associated with using these models in practice?**

**ANS:**

**Introduction**

The underlying values, beliefs, and behaviors that contribute to forming an organization's culture can be better understood using a framework that utilizes organizational way-of-life fashions. Using these models, executives can identify factors of the corporate practice of life that are acting effectively, as well as regions in which the culture needs change, which might

**Question 3. b: How can leaders leverage organizational culture models to create a positive workplace environment? Give a contextual example?**

**ANS:**

**Introduction**

Organizational culture models are a device that leaders can use to recognize better and develop the lifestyle in their businesses, which can assist them in creating a more extraordinarily favorable working environment for their personnel. Leaders can also use those models to understand better and broaden