**Organisation Culture**

**September 2023 Examination**

**1. What are organisational values? Please outline the relationship between organisational values and culture. Please substantiate your answer with a contextual example with reference to instrumental and terminal values.**

**Ans:**

**Introduction:**

Organizational values are the guiding principles and beliefs that form an organization's behavior, decision-making, and tradition. They constitute the shared ideals, ideals, and ethics that manual an organization's actions and outline its identification. Organizational values offer a framework for employees to apprehend what's vital, how they have to behave, and how they should contribute to the organization's success.

**Concept and application:**

Organizational values function as the muse for establishing a robust corporate culture. They set the standards for worker conduct, shape the employer's goals and techniques, and guide

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**2. How does organisational culture impact in making managerial decisions? Please can you substantiate with an example?**

**Ans:**

**Introduction:**

Organizational culture performs an essential role in shaping managerial decisions within an organization. It encompasses the shared values, beliefs, attitudes, and behaviors that outline how people inside an organization interact and work together. An organization's culture impacts the decision-making system by setting the norms and expectancies that manual managers select. In this essay, we can explore the effect of organizational culture on managerial decisions and provide examples to substantiate this relationship.

**Concept & application:**

**1. Influence on Risk-Taking:** Organizational culture extensively affects the risk managers are

**3. a. In the context of creating and sustaining ethical organisational culture, how can an organization build a culture of transparency and accountability, and why is this important for building ethical organisational culture?**

**Ans:**

**Introduction:**

Creating and sustaining an ethical organizational culture is essential for any company's long-term success and recognition. It includes establishing a set of values, concepts, and behaviors that manual the actions of individuals in the company. Transparency and responsibility are two fundamental pillars of an ethical organizational lifestyle. In this essay, we can explore how

**b. How can a company assess the compatibility of organizational cultures before pursuing a merger or acquisition? Please give an example.**

**Ans:**

**Introduction:**

Mergers and acquisitions (M&A) have become not unusual strategies for companies to grow, extend their market presence, and benefit aggressive benefits. But one of the critical, demanding situations in those endeavors is assessing the compatibility of organizational cultures. Organizational lifestyle encompasses the shared values, ideals, norms, and behaviors that shape how work is performed inside a corporation. While two companies with specific cultures merge,