



## **[Glossary]**

### **Organizational Culture & Structure - 2**

<b>Subject:</b>	Business Economics
<b>Course:</b>	B. A. (Hons.), 4 <sup>th</sup> Semester, Undergraduate
<b>Paper No. &amp; Title:</b>	Paper – 402 Organizational Behavior
<b>Unit No. &amp; Title:</b>	Unit – 4 Organizational Culture & Structure
<b>Lecture No. &amp; Title:</b>	Lecture – 2 Organizational Culture & Structure - 2

## **Glossary**

**Core values:** The primary or dominant values that are accepted throughout the organization.

**Dominant culture:** A culture that expresses the core values that are shared by a majority of the organization's members.

**Encounter stage:** The stage in the socialization process in which a new employee sees what the organization is really like and confronts the possibility that expectations and reality may diverge.

**Institutionalization:** A condition that occurs when an organization takes on a life of its own, apart from any of its members, and acquires immortality.

**Organizational climate:** The shared perceptions organizational members have about their organization and work environment.

**Organizational culture:** A system of shared meaning held by members that distinguishes the organization from other organizations.

**Pre-arrival stage:** The period of learning in the socialization process that occurs before a new employee joins the organization.

**Socialization:** A process that adapts employees to the organization's culture.

**Strong culture:** A culture in which the core values are intensely held and widely shared.

**Subcultures:** Mini-cultures within an organization, typically defined by department designations and geographical separation.