



[Summary]

Organizational Culture & Structure - 2

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

Summary

We learnt that culture of an organization is often difficult to measure because it does not have a tangible core. Yet, it is believed to be an important factor influencing organizational performance. Similar to measuring personality of a person, it is possible to measure the culture of an organization. Seven dimensions are considered relevant in measuring organizational culture. Organizational culture is considered important because it affects not only performance, but also other important performance variables such as employees' commitment to job and their turnover. Culture gives a distinct identity to the members of an organization. It also determines whether employees will support technological changes proposed by top management. There are many other points signifying culture, which is a pattern of basic assumptions that members of a group consider important and useful enough to be shared with new members. In simple words, it refers to 'the way things are done in an organization.'