



Organisational culture is highly resistant to change - Discuss

By Philipp Kratschmer

GRIN Verlag Jul 2011, 2011. sonst. Bücher. Book Condition: Neu. 213x169x1 mm. This item is printed on demand - Print on Demand Neuware - Essay from the year 2005 in the subject Business economics - Business Management, Corporate Governance, grade: A1 = 1,0, University of Limerick, course: Organisational Behaviour, 15 entries in the bibliography, language: English, abstract: Organisational culture is nowadays considered as a crucial factor that strongly influences the performance of organisations. From a manager's point of view cultural aspects therefore move into the centre of attention. Because of its specific features organisational cultures tend to have a persisting character. Nevertheless its systematic change is one of the most relevant topics within the field of change management. This essay therefore discusses the question whether organisational culture is resistant to change or not. Starting with a working definition based on Schein's (1992) model of organisational culture, this essay examines the possibilities of changing organisational culture and the barriers that aggravate change. The essay integrates both, the pragmatist and the purist perspective and gives therefore a balanced analysis of the question. Examples will link theory with practice and support the arguments that have been put forth. The conclusion finally summarizes...



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