What is Organizational Culture?

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Each organization possesses its own unique set of shared perspectives, values and standards which is known as its organizational culture. The organizational culture influences the manner in which the employees within the organization interact and cooperate to fulfil the organizational goals. In a way, organizational culture can be described as the “personality” of the organization.

An organizational culture is typically created by top level management who introduce rules and procedures regarding how employees should behave within the organization. This also includes how employees are expected to work to achieve the organizational goals. It is also possible for organizational “subcultures” to exist within the organization, with particular work groups or departments having their own unique perspectives and practices. The organizational culture usually remains stable over time as the desired characteristics are internalized within the employees.

Although organizational culture does remain stable over time, it can evolve and change depending on organizational demands. For example, an organization may actively implement organizational change in a bid to improve their efficiency and effectiveness. This process can radically alter the established practices of the organization and lead to the development of a new organizational culture.

Culture can drive the organization to success or hinder it in achieving its vision. It's important to choose employees who adequately fit the culture in order to ensure sustained performance. A number of systems exist for assessing culture and these include the Psychometric Portal Culture & Engagement in addition to bespoke consultancy services offered by PsyAsia International.