Organizational Culture and Climate

Understanding Workplace Values and Environment

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Introduction to Culture and Climate

Organizational Culture

Shared values, beliefs, and norms

Organizational Climate

Perception of workplace environment

Significance

Affects performance, satisfaction, retention

Key Elements of Organizational Culture

Core Values

Guiding principles like integrity and innovation

Norms & Beliefs

Unwritten rules shaping behaviors

Symbols & Language

Dress codes, rituals, slogans

Leadership Style

Leader behaviors set cultural tone

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Types of Organizational Culture

Clan

Family-like, teamwork focus

Adhocracy

Innovative, risk-taking

Market

Results-driven, competitive

Hierarchy

Structured, formal roles

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Organizational Climate Dimensions

Support

Recognition

Flexibility

Accountability

Engagement & Morale

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Culture vs Climate: Understanding the Difference

Aspect	Culture	Climate
Nature	Deep-rooted values and beliefs	Perceived work environment
Stability	Long-term, slow to change	Short-term, can change quickly
Focus	Why we do things this way	How it feels to work here
Influence	Leaders, history, practices	Policies, mood, leadership

Interconnected and mutually impactful

Impact on Organizational Success

Positive Outcomes

- High engagement and retention
- Stronger teamwork
- Adaptability to change
- Boosted innovation and productivity

Negative Outcomes

- High turnover
- Low morale
- Resistance to change
- Conflict and inefficiency

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Conclusion and Key Takeaways

1

Culture

Foundation of organizational identity

2

Climate

Experience of the workplace

3

Impact

Shaping thoughts, feelings, and actions

4

Quote

“Culture eats strategy for breakfast.” - Peter Drucker

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