

عنوان مقاله:

Analyzing and defining the dominant organizational culture in Iran

محل انتشار:

هفتمین کنفرانس بین المللی مدیریت (سال: 1388)

تعداد صفحات اصل مقاله: 11

نویسندگان:

MohammadAli Sharifian - School of Management, Sharif University of Technology- International Campus- Kish Island

Delaram SarrafYazdi

Araz Abrishami

خلاصه مقاله:

Past research on cultural dimensions and organizational culture, in Iran, has been accomplished by Hofstede in 1972. Today, Hofstede admits that the result of his study in Iran is no longer accurate and it is changed over time. He recommends considering Iranian cultural dimensions in the organizations similar to Arab countries. Inspired by works of Hofstede, this research employs the five cultural dimensions of Hofstede in the organization, and by different methodology, defines the ranking of each dimension for the students of Sharif University of Technology – International Campus. The research explores how students perceive organizational culture in work situation, discusses the consequences of students' beliefs of organizational culture on their eventual behavior in the organization, and the impact of their behavior on the management of the Iranian companies. Furthermore, the article details the research design, methodology, and questionnaire composition, so that the duplication of the research by others can be easily performed. Finally, the paper suggests a number of implications and directions for supplementary researches

کلمات کلیدی:

Culture, Organizational Culture, HRM, Cultural difference

لینک ثابت مقاله در پایگاه سیویلیکا:

<https://civilica.com/doc/100366>

