

عنوان مقاله:

Review and analysis Organizational culture: Based on the Competing Values Framework

محل انتشار:

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خلاصه مقاله:

In today s rapidly changing environment, recognizing and evaluating organizational culture, as appropriate context to make organizational changes, plays a key role in the success of organizations and successful implementation of organizational improvement programs. The current challenge is not whether or not it is necessary to change, but the challenge is how to make changes to increase organizational effectiveness. Among the various patterns that have been provided for the recognition and assessment of organizational culture, Cameron and Quinn pattern, based on competing values framework, has been selected as the theoretical framework of this study according to the characteristics such as integrity, novelty and usefulness, possibility of drawing and graphical analysis of the current and desired organizational culture and determining the gap between two conditions in order to appropriately plan to change the culture. In this study, to determine the corporate culture, Organizational Culture Assessment Instrument (OCAI), which is one of the major methods based on Cameron and Quinn s model and widely used in diagnosing and changing organizational culture, has been used. The current study investigates the organizational culture in a research institute; it also addresses analyzing the Now and Preferred status and the gap between these two situations .and providing some recommendations to make the appropriate changes in organization culture

کلمات کلیدی:

Organizational Culture, Now Culture Profile, Preferred Culture Profile, The Organizational Culture Assessment Instrument

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