

The following material will help you get more closely acquainted with the organisational culture theory and its 4 areas.

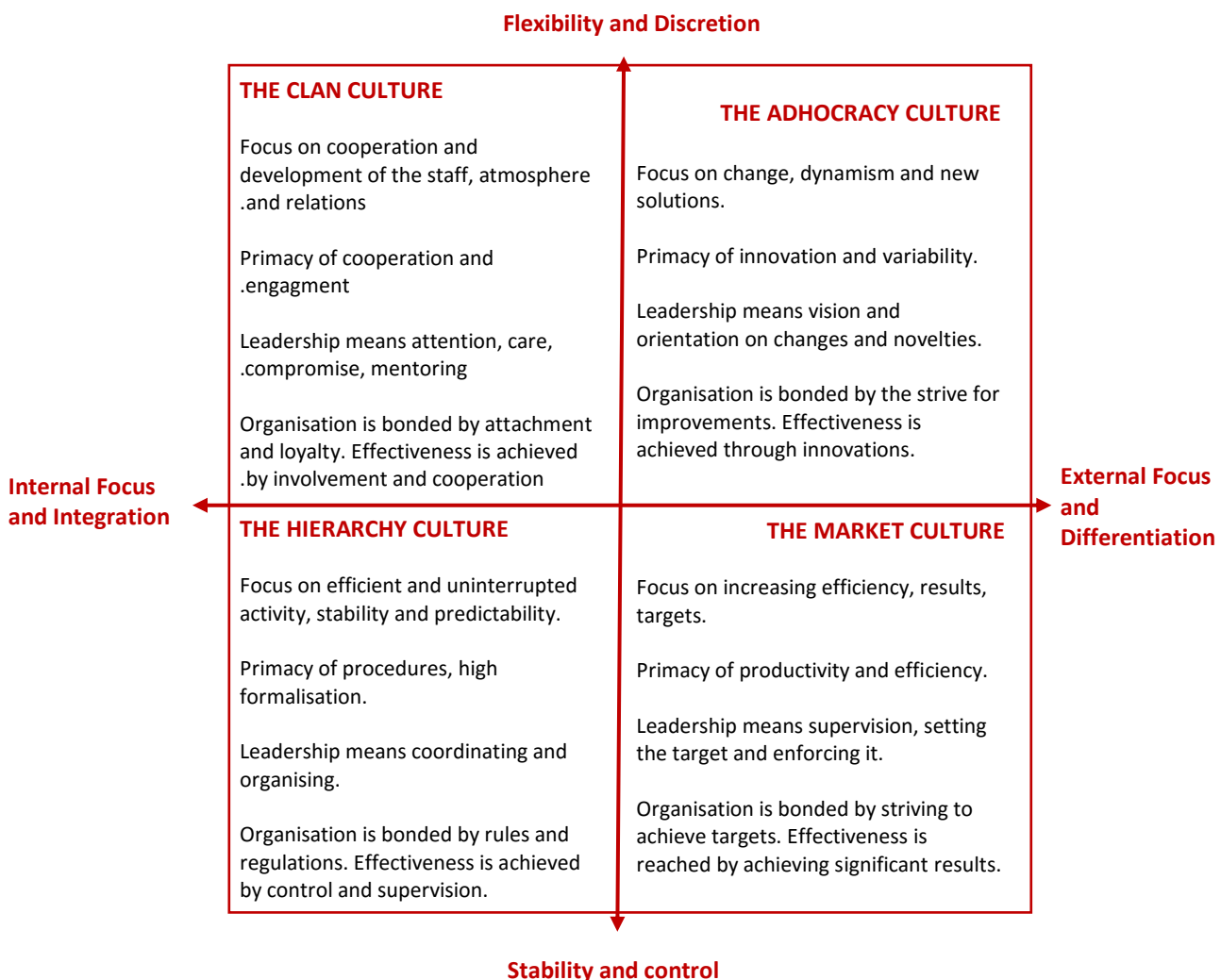
According to the theory by K. S. Cameron and R. Quinn organisational culture consists of 4 areas:

1. Flexibility and Discretion
2. External Focus and Differentiation
3. Stability and Control
4. Internal Focus and Integration

You can determine a dominant type of organisational culture by analysing these areas. According to the information included in this clip, there are 4 main types of organisational culture:

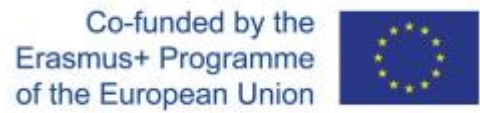
1. The Hierarchy Culture,
2. The Clan Culture,
3. The Adhocracy Culture,
4. The Market Culture.

What does it mean in practice when a particular type of culture is dominant? In a nutshell, the dominant culture can be characterised in the following way:



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According to the research conducted by the think tank Diversity HUB, Generation Y most willingly chooses the Clan Culture as the organisation where they wish to work. This shows, that they expect an organisation to lead them, provide support, coach them and also shows that relationships are important for them.

There is one area in which the results differ significantly and it is the area of leadership. Whilst researching the expectations set by the younger generations towards leaders, the results clearly show that the younger generations expect to have the leader from the Hierarchy Culture, i.e. the one who gives stability, predictability, and gives a clear message about requirements and structure.

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