Organizational culture and communication

Dawn Smith

American Public University

MGT 601: Organizational Behavior

Bari Courts

September 20, 2020

Organizational culture and communication

The research will focus on the organization's culture and communication with its application in the work environment. (Sadiartha &Sitorus 2018) argues that "An organization's culture consists of a set of beliefs held and shared by all members of an organization." An organization's culture is also outlined in the processes and daily operations in the organization. Communication is the process of sharing information with symbols from the sender and the receiver, either verbally or nonverbally. ( Satyarthi & Sitorus 2018)

An organization's culture comprises a shared set of beliefs and values that are constituted by the organization's leadership, then relayed and enhanced through various methods such as employee orientation. Consequently, the ideas and values change the employee's perception, understanding, and behavior. Culture is taught in every employee. All work together in harmony to achieve both the mission and vision of that particular organization. Good relations among employees enhance productivity, while others disagree and lack understanding reduces morale and productivity.

(Sadiartha & Sitorus 2018) presents seven characteristics of an organization's culture

* + The organization should be flexible and quickly adopt new ideas in the dynamic working environment, hence promoting innovation
  + The organization should show interest in how each employee is handling its crucial performance index

Organization exist to make an impact within its publics, with emphasis on achievement and result

* + People-oriented; the organization should value impartiality and support to employees.
  + Team-oriented; collaboration and cooperation should be encouraged among employees for collective effort and thus better results.
  + Aggressiveness; the organization should show high competitive ability in the market and aim at doing the best.
  + Stability; stable culture is essential in an organization as it enhances proper coordination of daily operation.

(Sadiartha & Sitorus 2018) "Describes communication as a form of understanding created through the engagement of both management and employees or employees themselves. This communication is aimed at achieving the set goals and vision of the organization. Organizational communication comprises of written articles, memos, emails, workshops, and seminars. The communication process is worthwhile when the following aspects are involved: openness, empathy, and support. Furthermore, communication plays an essential role in enhancing employee relations and critical factors in promoting organizational culture. Some of the communication indicators include; determination to put in practice laid down protocols for efficient communication and coming up with measures to castigate non-compliance to rules. Another pointer is the regulations regarding communication and self- motivation to embrace the culture.

Conclusion

It is important to note that communication plays an essential role in enhancing organizational culture. Timely communication is critical for establishing a culture that embraces time management. Objective communication within the organization enhances cooperation and collaboration at the workplace. Every organization has its own unique culture that differentiates it from others. However, the culture of a particular organization may not be quickly identified

References

  Anak Agung Ngurah Gede Sadiartha, and Sunday Ade Sitorus. "Organizational Culture, Communication, and Leadership Style on Job Satisfaction." International Journal of Research in Business and Social Science 7.4 (2018): 1–9. Web.