Effect of organizational culture

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Organizational culture refers to those shared expectations, standards, and beliefs that guide people behavior within and outside the organization. These standards and beliefs can also change over time and affect organization decisions. The culture can be seen in organization dress code, employee benefit programs, in hiring or termination processes and in customer service. However, there are many other aspects of organizations that have cultural influences such as training and development. Different factors affect the organization culture and cultural continuity. For instance, internal and external social media greatly influence organizational culture. This essay will discuss the role of organizational culture and its influences specifically on organizational succession planning. Moreover, there is also discussion about the factors that can influence organizational culture such as internal and external social media.

Organizational culture has an influence on every decision of the organization. All the decisions related to management, marketing, R & D and human resources are taken according to the culture of the organization. Specifically, organizational culture has a great impact on the human resource decisions. All the human resource functions such as recruiting, staffing, training, and development as well as employee relations all are taken under the effect of organizational culture. For example, with reference to training and development, managers have to plan their actions according to their company culture. They cannot provide training to the new and existing employees in a vacuity but they need organizational support for this training. With the organizational support, they can attain better results. There are different leadership styles such as democratic, autocratic, transformational, and laissez-faire as well as a charismatic leadership style. The culture of an organization determines the leadership style of its leaders. If the leaders have a democratic style and are willing to give tanning to their employees for their development and growth. Then, human resource can effectively perform this function. However, in the absence of such support, no training and development are possible. This is mostly seen in organizations who managers have autocratic leadership style. Moreover, organizations who do not value learning, do not support the training culture.

In addition, the cultural continuity of an organization has an effect on organization decisions. Different organizations are successful due to their cultural continuity. This cultural continuity also has a strong relationship with organizational succession planning, which ensures employees timely recruitment and development in the organization. General Electric (GE) is an organization that is known for its cultural continuity. The organization encourages training and development and reward performances and do not consider hiring from outside (Guo, Wang, & Feng, 2014). Any change in its culture can bring negative effect over its organizational succession planning.

In addition, we are living in a digital age that affects the organization including its culture. In this digital world, social media indeed has huge power that is affecting organizations employees. Now employees are using social media for their personal and professional lives. Organizations are also taking advantage of social media and using it for the adverting of their products (Felix, Rauschnabel, & Hinsch, 2017). This has changed organizational culture and now the mode is communication in organizations is social media. Nowadays the use of social media has become inevitable in business practices and more and more companies are relying on its use. Social media has different features such as participation, openness, and connectedness that makes its use expedient. Employees feel easy to share any information via social media. This has certainly become the quickest way of information sharing in this digital world. Employees not only connect and communicate but they also share ideas as a solution to different problems. In this way, social media has empowered employees for decision making causing the hieratical structures to flatten.

References

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