Integrating Indigenous Cultures into Organisations

[Name of the Writer]

[Name of the Institution]

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**Introduction**

Australia is known as the one prominent example of the diversity that appears in different forms. People originally belong to different cultures are associated with each other to enhance the overall effectiveness of the society. It is noticeable to consider that people belong to different communities delivered their cultural perspectives in everyday life in various forms. Proper alignment of different cultural perspectives is essential to maintain the required balance in the country at a different level. The phenomenon of diversity also appears in an organisational setting. Workforce linked with various communities collectively works in the organisations to achieve unified organisational goals and personal objectives of high performance (Daft & Samson, 2014). The facet of indigenous cultures appears in many different forms. Organisations need to transform their managerial domains according to the diverse working features adopted by indigenous workers. Here the main focus is to critically analyse the issue of integrating indigenous cultures into organisations.

**Discussion**

Comprehensive integration of indigenous cultures into organisations is only possible with the proper understanding of the diverse cultural prospects adopted by individuals belongs to these original communities (Bodle, Brimble, Weaven, Frazer, & Blue, 2018). Management of the organisations needs to be vigilant when it comes to formed working policies and the overall culture of the work setting. The approach of integration of indigenous culture into organisations is also essential because people belong to these communities have an immense role in the overall economy of the country (Pert et al., 2015). The native communities are recognised as the essential part to ensure the proper utilization of resources at both organisational and national level. The issue of involvement of indigenous individuals into the mainstream of the functioning of the organisations is observed considering many different forms. There are different and important stakeholders who play a critical role to properly established the objective of integration of indigenous cultures into organisations in various forms.

The concern of proper alignment of indigenous perspective into business is critically discussed by Liz keen in news article. The author of this article come up with the focus that it is one of the basic needs of the country’s corporate world to provide necessary support to the indigenous communities to ensure the better form of reconciliation of the country. The main argument set by the author in the article is to provide better ways to indigenous communities to effectively involves the corporate spectrum of the country (Keen, 2018). The main aim of reconciliation Australia is not possible without the active contribution of native people in the form of the beneficial workforce. The idea of involvement of the native individuals in the operations of organisations is closely linked with the broad domain of the culture. It is integral for the management of the country’s organisations to formulate their organisational culture and ethical standards considering the specific cultural norms of the original communities. The author of the considered article rightly builds this argument that the approach of reconciliation Australia is not possible without considering the cultural responsibility specifically associated with the Aboriginal and Torres Strait Islander people.

The author of the article comes up with the opinion that the corporate world successfully expanding its business horizon by integrating indigenous communities into the main forms of business (Keen, 2018). Organisations take it seriously to consider the options of the indigenous workforce and supplies to expand connections with people of original communities. Consideration of indigenous people into business eventually influence overall cultures of the organisations that can explore in different and useful forms. Currently, it becomes essential for the management of the organisations to discover key values of these original communities and utilise them in the form of the workplace setting (Sangha, Le Brocque, Costanza, & Cadet-James, 2015). The implications of the main arguments developed by the author can observe in different forms of organisational domains. Organisations of the country focused to reshape their operative facets to ensure proper involvement of the people belongs to the indigenous communities.

Culture is one great indicator to make inferences about the changing functioning of the organisations that eventually appeared in many different forms. Consideration of the specific cultural norms and standards of the original communities of Aboriginal and Torres Strait Islander in the form of culture of the organisations helps workforce to establish their belongings with the organisation. It reflects a convenient way for the workforce to actual organisational objectives effectively and efficiently. Aboriginal and Torres Strait Islander are catogorised as the two main original communities that have a great impact on the overall formation of the country. It is one of the major tasks for the management of the organisations to ensure the proper alignment between the organisational culture and the specific cultural paradigms considered by the workforce belongs to these communities (Maclean & Inc, 2015). It is important for all shareholders to understand the approach of native management. There are considerable differences exist between the facets of aboriginal and non-aboriginal management.

Cultural perspective of the organisation is established as the one crucial metaphor that eventually influences the performance of the employees and the overall organisational performance. Organisations build their own organisational cultures considering the actual short-term and long-term organisational goals and objectives. Shared values in the form of specific organisational culture help all the employees to align their working perspective with the common cultural standards. The approach of organisational culture helps workers to work as a team for the collective goals set by the higher management of the organisation. It is necessary for the organisations to formulate culture standards which helps all workers to align their personal cultural values with the cultural standards of the organisation (Hilhorst, Baart, van der Haar, & Leeftink, 2015). This particular approach is also applied in case of assurance of proper integration of indigenous cultures into organisations. It is essential for the management of the organisations to respect the specific cultural standards adopted by the workforce belongs to original communities and effectively involves them into the organisational culture. The culture of the organisation should be a clear and significant representation of the shared values and cultural standards which are acceptable for the entire workforce.

Organisations have viable options to adopt different activities and programs to attain and maintain the successful form of integration of indigenous cultures into the overall form of organisational cultures. Development of the collective cultural spectrum is essential because it eventually impacts the working behaviour of the workers. the broad idea of organisational culture is linked with the necessary components of behaviour, values, and attitudes. All these factors play a vital role to determine the unified form of organisational culture acceptable for all the workers at the collective level. It is critical for the management of the organisations to understand that cultural values adopted by the aboriginal workforce differ from the modern domain of the organisational working (Throsby, 2017). There is a need for offering balanced working conditions and cultural values for the workers, so they become able to utilise their working potential at the desired level. The difference between the cultural paradigms of the aboriginal and modern form of organisations can observe in different forms such as the values, goals, and operating styles. Existing difference in these forms ultimately impact the performance level of the workforce (Duxbury, Kangas, & De Beukelaer, 2017). The management of different organisations needs to be vigilant to identify the existing differences and reform all the organisational principles and practical approaches.

Organisations are bound to provide working conditions that are acceptable for all the workers without any discrimination. The approach of the cultural difference in the form of indigenous individuals can observe in case of organisations of different natures. The difference between the prevailing difference between indigenous cultures and the modern working form is the reality that appears in different forms (Young, 2016). Language barriers are the one point of cultural difference that plays a critical role in the working approaches of the people belongs to aboriginal regions. It is suggested for the management of the organisations to offer better and particular language programs to help specific workers who have issues in this specific form. It is one of the basic requirements for the organisations to provide assistance to the indigenous workforce in the form of language complexity (Stewart & Warn, 2017). It is witnessed that aboriginal people follow their own business domains according to specific cultural values and standards. The role of mainstream organisations is important to take necessary measures to ensure a better connection between the indigenous and modern organisational domains. Prevalence of specific cultural heritage institutes helps to develop cross-cultural relationships on different working levels (Blignault, Haswell, & Pulver, 2016). Development and functioning of specific cultural heritage institutions and programs help to ensure proper blend between the indigenous and modern workforce.

**Conclusion**

In conclusion, it is vital to mention that understanding of the cultural perspectives of the indigenous people is essential to attain organisational outcomes in an effective manner. Particular organisations belong to aboriginal communities is the reality of the country which can never be ignored. It is vital for the organisations of the country to initiate strategies and plan of action to align the cultural perspective of the indigenous communities. The partnership between aboriginal and modern organisations at different levels can be one effective approach to successfully consider the cultural perspectives specifically related to the original communities.

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