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Annotated bibliography

Verbeke W, Volgering M, Hessels M. Exploring the conceptual expansion within the field of organizational behavior: Organizational climate and organizational culture. *Journal of Management Studies; 35*:302–329.

In this article, the authors come up with how to explore organizational behavior in the best way. The authors aimed to find out how organizational culture and climate can help in creating a desirable organizational behavior. The relationship between organizational culture and the performance of employees. In the research, the authors have used different examples to determine how different organizational cultures were used to make the organization to perform better. The research is good for this project because it has a direct relationship with what we are going to tackle. It provides a basis on which one can understand organizational dynamics and how managers make sure that they can maintain a good relationship with the employees. By exploring the conceptual expansion within organizational behavior, the authors have laid a foundation on which one can understand how different organizations work.

Biswas, S. (2009). HR practices as a mediator between organizational culture and transformational leadership: Implications for employee performance*. Psychological Studies, 54(2),* 114–123.

The author of this article intended to find out the relationship between transformational leadership and culture of an organization. The culture of an organization greatly determines the type of leadership that will be used. Leaders behave in a given manner based on the leadership style that they have been using. Employees will also behave in a certain manner by looking at what their leaders want them to achieve for the organization. This in turn helps in coming up with an organizational culture that can define the manner in which people relate within the organization. The article directly relates to this topic as it focuses on the relationship between culture and effectives of employees. Both our project and the article have the same purpose and it provides the basis on which we can carry out our research.

Denison, D.R., Mishra, A.K. (1995). Toward a theory of organizational culture and effectiveness. *Organization Science, 6(2*), 204–223.

The author of the article focuses on how organizational culture can be used to achieve a better level of effectiveness. The author finds out that there is a big relationship between the culture in an organization and the effectiveness of the employees and other stakeholders. Depending on the things that the organization is doing, a culture can help them perform better. The author argues that managers choose specific organizational culture over others because of the effectiveness that they expect in return. This is a process that is done by looking at what the employees find appealing to them. The research is a also a reflection of our project and provides answers to some of the questions that we will ask as we get to understand organizational culture in a better way.

Hermalin, B.E. (2001). Economics and corporate culture. In Cartwright, S., Cooper, C. L., Earley, P. C. (Eds), *Handbook of organizational culture and climate*: 2: 217–261.

The author of the article is an accomplished researched who has interest in organizational culture. He has done various research projects with the intention of finding out how the culture of an organization can help improve the effectiveness of employees and the organization in general. In the study, the author finds out that corporate culture is a change aspect of organizations that help in determining the success of the organization. The study is instrumental as it shows the manner in which our project will be carried out. We will know the things that we need to focus on during the research as it outlines the different aspects of culture that any person needs to put into consideration if they are to succeed in the study. It is a study that will also provide a basis for findings that will be used in this project.