Exam 2

[Name of the Writer]

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**Question no 1**

1. **Identify and discuss two important challenges in conducting an organizational cultural inquiry. These challenges could be ethical ones, measurement issues, or difficulties in working with the organization, etc.**

**Answer**

The most critical and important issue which can be faced in conducting organizational cultural inquiry are:

* Organizational culture is the deepest thing in all kind of organizations, so inquiring this may not be an easy task. So there may be an issue of getting all informationrmation from individual may be difficult because sometimes people don’t provide all of their secrets or background information.
* Background, a person’s characteristics and other factors about individuals vary from one to another in an organization (Schein, 2010). So it may create a challenge or measuring the exact issue while inquiring organizational culture.

1. **Discuss the advantages and disadvantages of using qualitative methods in the cultural inquiry. Please provide examples.**

**Answer**

Advantages:

* Provide rich and highly illustrative informationrmation regarding the social phenomenon.
* Provide useful information for practical implication.
* Needs small size of sample than quantitative method.
* Provide the possibility to design specific insight
* It Reduces chances for bias in the data and informationrmation
* Focus on the purpose of result and decision rather than huge details
* It converts a person’s experiences into usable data

Disadvantages:

* The qualitative method provides subjective data which is difficult for prompt decision making
* Takes more time than the quantitative method in cultural inquiry
* It lacks statistical data and informationrmation
* It requires investigators to get non-verbal data

**Question no 2**

1. **Discuss the advantages and disadvantages of using quantitative methods in the cultural inquiry. Please provide examples.**

**Answer**

Advantages:

* Provide formulation of purely statistical hypothesis which is easy for concluding results
* It provides faster and more accurate data and informationrmation than other methods
* It enables to evaluate multiple dimensions about organizational culture.
* It will save the time of investigators who works on cultural inquiry.

Disadvantages

* A quantitative method for cultural inquiry in the organization needs constant monitoring of model which is difficult to get. E.g. every employee may not provide continued information whenever you need/want (Schein, 2010).
* Sometimes, inadequate data may be gained which will result in no outcomes of the inquiry.
* In this method, the whole process of inquiry is dependent on the statistics while getting all statistics is not an easy job.

1. **Chapter 14 provides several typologies to understand organizational culture. Which one do you like the most? Why?**

**Answer**

I like the way of rewards and punishment through which organizational culture can be understood. I like it the most because rewards and punishment is the only way that provides exact results about your organizational culture. Likewise, if your employees get rewards so it means that your organizational culture is well organized and employees help each other as well as they are competent but if there are a high number of punishment than rewards then the situation would be different. In short, rewards and punishment provide a true and clear picture of organizational culture (Schein, 2010).

**Question no 3**

1. **There are three generic subcultures in every organization: operators, designers, and executives. Describe each subculture by summarizing some of its important basic assumptions.**

**Answer**

**Executive Subculture**

* Without revenue and financial, there is no return to the executives.
* The executive or CEO is the single hero who controls everything and works hard to get succeed.
* Executives cannot get what they want because subordinates say which they think the boss like. So the boss cannot rely a lot on the information nor the subordinates.

**Designers/Engineering Subculture**

* Human creates and make problems and do mistakes so they should be designed out of the system in some cases.
* In engineering, the results should be mostly based on technology and science.
* Efforts should be product and result oriented to produce something credible.

**Operator Subculture**

* Activities and operations of the organization are the shapes of people activities. So operators are the real asset of the organization.
* Operators are those who face changes, deal with and they bring possible innovation because these things are connected with them.
* The growth, success, and failure depend on the capabilities. Skill and expertise of operators.

1. **Pick an organization, and identify who share these subcultures in the organization. Be sure to explain why you think people belong to one particular subculture.**

**Answer**

Ford Motors has been picked as an organization. In Ford, each subculture shares all these three values. CEO and Directors share these work for overall control and put efforts for organization success and growth. Engineering subculture put efforts to work through technology and machines as well as producing high-quality products while operators share their subculture because they work put hard effort, work more, face changes and work to introduce advanced production system and bring innovation in their operations and processes (Schein, 2010).

**Question no 4**

1. **What are some important challenges an organization faces in each stage of cultural evolution?**

**Answer**

* In founding stages stage challenge can be faced which is that employees may not share similar values which will create problem in the beginning stage.
* In the early growth, some of the people may be against each other values so this may not allow the organizational culture to grow.
* Midlife is an important stage but organization face challenge when some people leave the organization and new people enters so it may create a barrier in this stage of cultural evolution.
* In Maturity, stage organization doesn't mostly face challenges but sometimes people with higher values than others create a problem at this stage because they sometimes devalue others.
* Decline stage is the final stage in which an organization faces the challenges of cultural evolution because the organization is going towards the beginning of another cultural evolution so it creates huge problems for the organization to get settled accordingly (Schein, 2010).

1. **How can leadership face these challenges and improve the organization and its culture?**

**Answer**

Leadership can face and improve these (above mentioned) challenges and improve organization and its culture by many ways but the most suitable and appropriate way is they develop policies and environment that support diversity, inclusion, and equity among all individuals or employees at all stages and any cost. They work to bring all the people together (near to each other) so that the issue and challenges in organizational can be handled and resolved efficiently (Schein, 2010). Beyond that, they also work to offer and provide equal compatible and fully fair financial compensations to all individuals so that they would not feel devalued against each other.

Reference

Schein, E. H. (2010). *Organizational culture and leadership*(Vol. 2). John Wiley & Sons.