Influence of Organizational Culture

Organizational cultures constitute of beliefs, policies, and values and shared assumptions that govern how people behave in an institution and they tend to influence employees performance and their work quality as well the how they relate with one another. Employees are most likely to achieve the set goals and objectives when in a good environment.

Different cultures will affect employees and their performances differently. Strong organizational culture promotes teamwork, shared values, inner motivation as well as job satisfaction. In accordance to this when employees are engaged in matters concerning the institution they feel valued and important and this increases their productivity (Martinez et al. 331). Similarly, strong corporate culture indicates that employees hold similar beliefs and ethical values. This will help them create bonds among themselves which ensures they work as a team and avoid conflicts thus focusing on task completion.

Successful organizations are well aware that a strong company culture is the most important asset that leads to growth. According to a study carried out organizational culture plays a vital role in employee performance (Awadh et al. 170). A positive company culture ensures that the employees remain satisfied with their job and are loyal to the organization. Workers are more likely to stay in a company where the culture promotes employee growth and development. A good culture will promote employee happiness which in turn affect positively on their output.

On the other hand, a weak culture negatively affects the employees and their work quality. In such a setting often the employees find it hard to share their opinions with the managers as well their workmates. Employees living in fear will have difficulties delivering and they may not be motivated to give their best (Awadh et al. 172). Managers should promote a friendly environment and encourage employee participation to ensure desired results are achieved.

Therefore, it can be concluded that company culture is a key component in the growth of any organization and a strong organizational culture is necessary to ensure high levels of productivity and quality of work. Companies should always ensure their culture is relevant and whether the values are shared among their members.

Works cited

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