

Organizational Culture

Read the material on ("Organizational Culture") answer these questions; and watch the accompanying quiz video for instructor clarification. For further resources reach out to instructors at oh@wgu.edu. Note, this is not an assignment; these resources are only for you to use as needed to prepare for your assessment.

This is the only section of the 4th competency (Organizational Culture) in the course. Competency 5 (Leadership) is next.

- 1) A strong culture should reduce employee turnover, because it results in _____.
- a) a highly centralized organization
 - b) cohesiveness and organizational commitment
 - c) a highly formalized organization
 - d) an outcome-oriented organization

Answer: B

- 2) Culture is most likely to be a liability when _____.
- a) the organization's environment is dynamic
 - b) the organization's management is highly efficient
 - c) the organization is highly centralized
 - d) the organization scores low on the degree of formalization

Answer: A

Notes: Cultures are a liability when they are dysfunctional or there is an absence of shared values. Dynamic companies can be dysfunctional because they are trying to change or currently changing, which means their culture isn't solid and anchoring.

- 3) Top management has a major impact on the organization's culture by _____.
- a) establishing norms that filter down through the organization
 - b) ensuring a proper match of personal and organizational values
 - c) socializing new applicants in the pre-hiring phase
 - d) properly rewarding employees' initiatives

Answer: A

- 4) When you start to accept the differences between your expectations and the reality of the organization, you move into the _____ stage of socialization.
- a) Pre-arrival

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