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Economic Organization Culture

Allen C Barclay

Abstract

Organizational culture is a phenomenon that exists in all companies. Author Edgar Schein states "Culture is both a dynamic phenomenon that surrounds us at all times, being constantly enacted and created by our interactions with others and shaped by leadership behavior, and a set of structures, routines, rules, and norms that guide and constrain behavior." (Schein, 2004, p.1)

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Most authors and researchers, including Schein, focus on the psychological aspects of why cultures exist and how they influence the organization. This paper intends to look at the economic impact of organizational culture. Since these cultures do exist, what do they do to increase or even

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