Commentary

Types of socio-organizational cultures

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DESCRIPTION

Sociology of culture, and the related cultural sociology, concerns the systematic examination of culture, usually understood as the ensemble of symbolic codes individual from a general public, as it is manifested in the society. There are different types of cultures such as:

Clan culture

A clan culture is individuals-focused in the sense that the company organization feels like one big happy family. This is a highly collaborative workplace where each individual is valued and communication is a top priority. Clan culture is usually matched with a horizontal structure, which helps to break down barriers between the C-suite and employees and encourage mentorship opportunities. These organizations are action-oriented and embrace change, a testament to their highly flexible nature.

Adhocracy cultures

Adhocracy cultures are rooted in innovation. These are the organizations that are on the cutting-edge of their industry. They're looking to develop subsequent big thing before anyone else has even started asking the proper questions. Adhocracy cultures value individuality within the sense that employees are encouraged to think creatively and convey their ideas to the table. Because this kind of organizational culture falls within the external focus and differentiation category, new ideas ought to be tied to market growth and company success.

Market culture

Market culture focuses on profitability. Everything is evaluated with rock bottom line in mind; each position has an objective that aligns with the company's larger goal, and there are often several degrees of separation between employees and leadership roles. These are results-oriented organizations that concentrate on external success instead of internal satisfaction. A market culture stresses the importance of meeting quotas, reaching targets and getting results.

Hierarchy culture

Companies with hierarchy cultures adhere to the traditional corporate structure. These are organizations focused on internal organization by way of a clear chain of command and multiple management tiers that separate employees and leadership. In addition to a rigid structure, there's frequently a dress code for workers to follow. Hierarchy cultures have a group way of doing things, which makes them stable and risk-averse.

Purpose culture

In a purpose culture, workers endeavour to accomplish a goal for greater good. This goal could be identified with manageability, the climate, or human rights. Though it is normal for non-benefits to have a purpose culture, for-profit organizations with deep values may also fall into this category.

Employees at an organization with purpose culture are driven by a higher cause than individual accomplishments. Throughout the organization, workers share similar values and want to make a difference within the world. Like with clan culture, this may pose the problem of groupthink, which can stifle innovation.

Strong leadership culture

A strong leadership culture emphasizes the significance of strong leadership and a commitment to helping employees to progress. In such organizations, there are a lot of chances for training and coaching from the many mentors. Managers often take the initiative to invest in the subordinates they feel have the greatest potential, putting them on the fast track for a higher position in the organization.

There is no need for several layers of hierarchy to create a powerful leadership culture. What matters is that workers have the chance to develop their leadership skills and progress in their careers.

Role-based culture

In role-based culture, employees lead projects due expertise instead of position. Organizations place little weight whether someone may be a manager or subordinate.

To thrive in a role-based culture, it is important to have a finely-tuned skill set. Each worker is that the only main individual ready to take care of her position at the organization and should even be among the best in her field. This culture is appealing for the high wages it brings and therefore the emphasis on excellence. Unfortunately, it is difficult to enter such a culture, as you need years of experience and demonstrable skills, instead of just qualifications.

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