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the early 1980s[7]. Most criticism comes from writers in critical management studies who for example express skepticism about functionalist and unitarist views. They stress the ways in which these assumptions can stifle dissent and reproduce propaganda and ideology. They suggest that organizations do not embody a single culture (diversity), and cultural engineering may not reflect the interests of all stakeholders. Parker suggested that many of the assumptions surrounding organizational professional culture were not new. They reflect a long-standing tension between cultural and structural (or informal) versions of organizations. Further, it is reasonable to suggest that complex organizations might have many cultures, and that such sub-cultures might overlap and contradict each other. The neat typologies of cultural forms found in textbooks rarely acknowledge such complexities, or the various economic contradictions that exist in capitalist organizations.[113] Smircich criticized theories that attempt to categorize or "pigeonhole" organizational culture.[6][114] She applied the metaphor of a plant root to represent culture, saying that it drives organizations rather than vice versa. Organizations are the product of their organizational culture, which shapes behavior and interaction. While Schein's underlying assumptions are that beliefs, perceptions, thoughts, and feelings are taken for granted and can be observed and considered the ultimate source of values and action. However, such assumptions undermine attempts to categorize and define organizational culture.[115] See also: Complexity theory and organizations In the US, corporate culture can legally be found to be a cause of injuries and a reason for fining companies, such as when the US Department of Labor Mine Safety and Health Administration levied a fine of more than US\$10.8 million on Performance Coal Co. following the Upper Big Branch Mine disaster in April 2010. This was the largest fine in the history of this agency.[116] Groups within the organization may act according to their own subcultures that are not fully aligned with that of the organization as a whole. For example, computer technicians will have expertise, language and behaviors gained independently of the organization, but their presence can influence the culture of the larger organization. Egan and Tate speak of organizations having a "shadow side"[117] which Egan defined as: All those things that substantially and consistently affect the productivity and quality of the working life of a business, for better or worse, but which are not found on organisation charts, in company manuals, or in the discussions that take place in formal meetings.[118] Tate describes the shadow side as the "often disagreeable, messy, crazy and opaque aspects of [an] organization's personality" [117] Assessment culture Confirmation bias - Bias confirming existing attitudes Belief perseverance - Maintenance of a belief despite new information that firmly contradicts it Cultural capital - Concept of social status and social mobility Cultural identity - Identity or feeling of belonging to a group Diversity - Concept in sociology and political studies Fail fast (business) - Business management concept Gareth Morgan (business theorist) - Organizational theorist Inclusive business Inclusiveness - Form of social disadvantage and relegation to the fringe of societyPages displaying short descriptions of redirect targets Kick the cat - A higher-ranking person taking out frustration on a lower-ranking person Kiss up kick down - Form of social malfunction Lifestyle (sociology) - Interests, opinions, behaviours, and behavioural orientations of an individual, group, or culturePages displaying short descriptions of redirect targets Machiavellianism in the workplace - Concept in organizational psychology Multiculturalism - Existence of multiple cultural traditions within a single country Narcissism in the workplace - Problem producing an impact on an organization Organizational behavior - Study of human behavior in organizational settings Organizational dissent - expression of disagreement or contradictory opinions about organizational practices and policiesPages displaying wikidata descriptions as a fallback Organizational learning - Academic discipline; examines how goal-driven social entities add and create knowledge Organizational psychology - Branch of psychologyPages displaying short descriptions of redirect targets Organizational studies - Academic fieldPages displaying short descriptions of redirect targets Overwork - Excessive work Power (social and political) - Ability to influence the behavior of others Precarious work - Type of non-standard or temporary employment Psychological capital - tool used for measuring psychological outcomes, initiated by Fred LuthansPages displaying wikidata descriptions as a fallback Psychopathy in the workplace - Prevalence of psychopathy in organizations Realistic job preview Silicon Valley culture - Technology hub in California, United StatesPages displaying short descriptions of redirect targets Three circles model - model for the interaction between the managerial culture, the workplace culture and the surrounding culturePages displaying wikidata descriptions as a fallback Tick-box culture - Bureaucratic and external impositions on professional working conditions Working class culture - Culture and life of wage workersPages displaying short descriptions of redirect targets Workplace diversity - Aspects of a multicultural organization Presenteeism - Pressure to work while sick Occupational safety and health - Field concerned with the safety, health and welfare of people at work ^ Cameron, Newton; Ruth, Knight (2022-02-04). 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"Culture is everything", said Lou Gerstner, the CEO who pulled IBM from near ruin in the 1990s. ^ Unlike many expressions that emerge in business jargon, the term spread across newspapers and magazines. Few usage experts object to the term. Over 80 percent of usage experts accept the sentence The new management style is a reversal of GE's traditional corporate culture, in which virtually everything the company does is measured in some form and filed away somewhere". The American Heritage® Dictionary of the English Language, Fourth Edition copyright ©2000 by Houghton Mifflin Company. Updated in 2009. Published by Houghton Mifflin Company. ^ a b One of the first to point to the importance of culture for organizational analysis and the intersection of culture theory and organization theory is Linda Smircich in her article Concepts of Culture and Organizational Analysis in 1983. See Smircich, Linda (1983). 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