

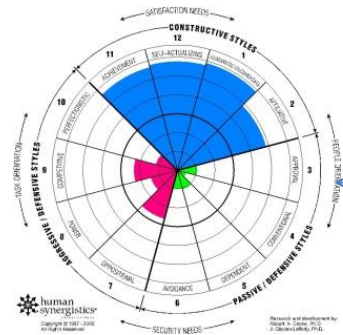
How Culture Works

Ideal Culture

Causal Factors

Actual Culture

Outcomes



Mission & Philosophy

Leadership Practices

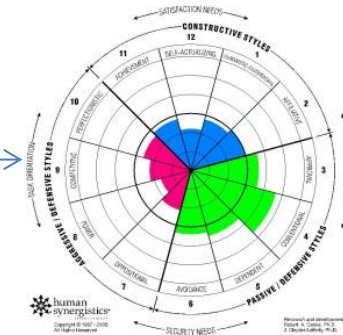
Leadership Styles
Communications
Empowerment
Influence

HRM Systems & Practices

Hiring & Selection
Orientation & Training
Performance Appraisals

Organizational Structure & Job Design

Degree of Centralization
Variety & Autonomy
Identity & Significance



People Factors

Employee Engagement
Satisfaction
Employee Stress/Health
Personal Motivation

Productivity Factors

Customer Service
Quality Improvement
External Adaptability
Group Motivation

