



Corporate Culture, Self-awareness, and Organizational Change

By Steven Purse

VDM Verlag Jun 2009, 2009. Taschenbuch. Book Condition: Neu. 220x148x8 mm. Neuware - Two groups of managers in widely different companies and countries were administered the Human Synergistics Life Styles Inventory, LSI 1, LSI 2 and Organizational Culture Inventory, OCI (actual), as part of change initiatives. A focal group of 106 respondents from 911 participants formed the main sample, 39 variables were derived. The data were analysed by Pearson s Product Moment Correlation, Principal Components Analysis and Multiple Linear Regression Analysis using SPSS. Results identified intriguing relationships among self-awareness, corporate culture, and consensual change. Specific measures of self-awareness in contrast to global measures are predictive of consensual change, suggesting that this concept does not exist as a trait. Generalized benefits attributed to self- awareness are challenged. The research suggests that person organization fit offers greater potential for consensual change than does concern with corporate culture type. Relationships support theoretical behaviour models; including Self-regulation of Behavior Theory, Social Cognitive Theory and the integrative social-psychological model of self- assessment. 136 pp. Englisch.



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