

Essay Sample on Corporate Cultures Essay

Introduction

Organizational culture is a very critical part of any firm which requires commitment and time to ensure it is well built and becomes active. A corporate culture entails to how a firm is managed inclusive of its values, beliefs together with its vision all integrated into how an employee performs his or her duties (Guiso et al., 2015). From the top management level to the lowest ranked employee of the firm. Besides, a culture at workplaces defines how the workers interact with clients or their co-workers and ensure they identify with their firms (Ortega-Parra & Angel Sastre-Castillo, 2013).

I have been able to note some organizational culture within various companies. For instance, Google Company encourages its employees to be risk takers and innovative. Innovation is a core part of ensuring Google remains successful. This innovation culture present at the firm motivates its employees to think outside the box allowing the workers to come up with new ways of resolving current issues (Weber, 2008). Also, innovation enables the company to be progressive in terms of the level of technology changes depending on the needs required in the market.

Additionally, Google corporate culture traits are targeted at ensuring excellence is achieved. The human resource department integrates the culture of an excellent performance of the employees by appreciating those who excel in their duties. Besides, there are training programs which allow the workers to improve and not settle for less. The drive for excellence culture ensures the workers are motivated to perform their best and training enable them to work smart (Weber, 2008). A point to note is that Google hires employees who are smart through its intensive hiring process. Therefore, when an employee is employed, he or she knows what the duties presented to him and obligation towards the company. A bright and precise mission ensures the worker does not perform duties contrary to the company's goals.

The organization believes in the culture present at the firm because the work environment of Google allows its employees to be happy. A worker who is happy at his workplace results in an optimum output of the worker. The delivery, passion, and desire are always at a high (Weber, 2008). The output level and commitment of the workers also prove that the company believes in the values present at the company.

Some of the values and culture have changed over time since initially, but currently, most decisions at the organization are reached using consensus. Thereby the employees are consulted, and it allows the workers to feel they belong since they are asked. Google has moved to a new direction of ensuring innovation, excellence and a happy working employee as part of this culture. Through that, the firm has excellent employee interaction focused on achieving the company's goals plus also, fostering commitment of its employees who have a sense of belonging in the cooperation.

Conclusion

A notable conclusion remains that organizational culture changes and is created in a bid to ensure a

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E Durkheim



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