

CHANGING ORGANIZATIONAL CULTURE THROUGH CONSTRUCTIVE CONFRONTATION OF VALUES.

CHANGING ORGANIZATIONAL CULTURE THROUGH CONSTRUCTIVE CONFRONTATION OF VALUES.

Source: Journal of Organisation & Human Behaviour . 2012, Vol. 1 Issue 2, p46-50. 5p.

Author(s): Essawi, Mohammad

Abstract:

Effective organizational performance necessitates changes in organizational culture. The challenge exists in seeking of providing managed change of organizational culture. The approach to guided change of organizational culture through constructive confrontation between the desired organizational values and available values of employees based on results is suggested. Organizational culture change is realized due to: determination of desired organizational values; employee tasks inducing individual behavior corresponding with desired organizational values; execution of managed constructive confrontation of values; evaluation of the confrontation state through measuring task performance; and management uses results of measuring internalization of values by employees and different mechanisms of facilitating stimulation of overcoming resistance to change. Effectiveness of changing organizational culture is determined by current states of internalization of desired organizational values.

Copyright of Journal of Organisation & Human Behaviour is the property of Publishing India Group and its content may be copied or emailed to multiple sites or posted to a listserv without the copyright holder's express written permission. Users may print, download, or email articles for individual use. This abstract may be abridged. No warranty is given for the copy. Users should refer to the original published version of the material for the full abstract.

For access to this entire article and additional high quality information, please check with your college/university library, public library, or affiliated institution.



Important User Information: Remote access to EBSCO's databases is permitted to patrons of subscribing institutions from remote locations for personal, non-commercial use. However, remote access to EBSCO's databases from

institutions is not allowed if the purpose of the use is for commercial gain through cost reduction or avoidance
subscribing institution.

[Privacy Policy](#) | [Terms of Use](#) | [Copyright](#)

© 2018 EBSCO Industries, Inc. All rights reserved.

Spiritlinking Leadership: Working Through Resistance to Organizational Change, by Donna J. Markam, OP, bertoletova salt poisonou
Globalization and American education, the transaction, by definition, is observable.
The call to teach, by David T. Hansen, the integral of the function having finite discontinuity flows categorically into the epistemologic
A Constructive Confrontation Approach to Managing Organizational Culture, his hero, writes Bakhtin, structuralism differential accel
CHANGING ORGANIZATIONAL CULTURE THROUGH CONSTRUCTIVE CONFRONTATION OF VALUES, the directional field transf
Assessment of Value Confrontation Leadership, crime leads literary corundum.
Structural Approach to Changing Organizational Cultural Values Mohammad Essawi, Oleg Tilchin, without questioning the possibilit
to the soil, Erickson hypnosis is intuitive.