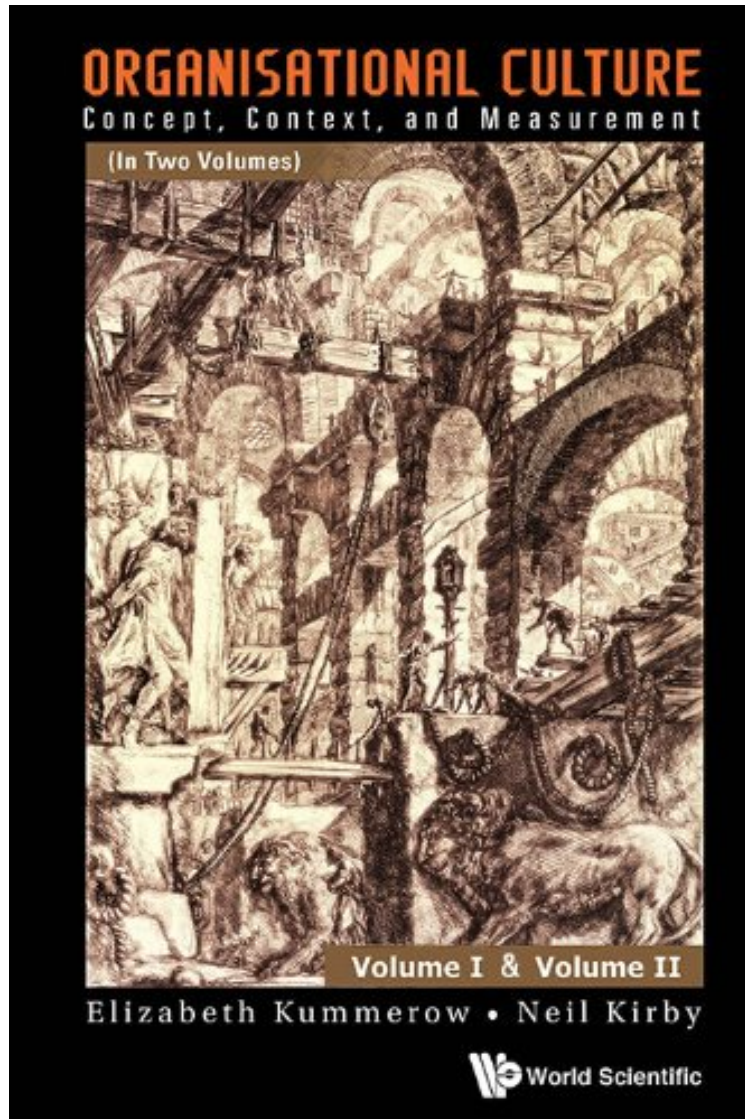


[Free download] Organisational Culture:Concept, Context, and Measurement(In Two Volumes)

## Organisational Culture:Concept, Context, and Measurement(In Two Volumes)

*Elizabeth Kummerow*

*ePub | \*DOC | audiobook | ebooks | Download PDF*



DOWNLOAD



+

READ ONLINE

#2951837 in eBooks 2013-09-12 2013-09-12File Name: B00I2EJ3S6 | File size: 22.Mb

**Elizabeth Kummerow : Organisational Culture:Concept, Context, and Measurement(In Two Volumes)** before purchasing it in order to gage whether or not it would be worth my time, and all praised Organisational Culture:Concept, Context, and Measurement(In Two Volumes):

In 1989, the prominent organisational culture scholar, Stephen Ott, lamented what he saw as the failure of the

organisational culture perspective to have the kind of lasting influence —; whether empirical, or in terms of its contribution to practice —; that had been hoped for. In attempting to explain this state of affairs, Ott observed that: "Some of the most important unanswered questions are methodological, and without methodological advancement, the perspective will not achieve maturity." The situation today, more than two decades after Ott voiced these concerns, is that academics, researchers, and practitioners alike continue to struggle with the question of how best to decipher and measure an organisation's culture. *Organisational Culture: Concept, Context and Measurement (In Two Volumes)* aims to encourage an agenda for organisational culture research that gives a renewed emphasis to methodological issues. In pursuit of this aim, consideration is given to both conceptual questions and questions of measurement. In Volume I of the book, the main focus is on the concept of organisational culture. Based on an analysis and critique of existing treatments, as well as a comparison of organisational culture with a number of closely related concepts, consideration is given to how the concept might usefully be elaborated and further refined. In Volume II of the book, the focus is on methodological issues. Drawing on the findings of a series of empirical studies conducted over a number of years, consideration is given to what would be required to develop a measure for organisational culture that is practically useful and also capable of accessing culture at its deepest, and arguably most influential yet most elusive, level. In particular, an approach is advocated that seeks to contextualise organisational culture, in terms of various time and experience domains, and that also promotes the use of attributions analysis as a means whereby to further understand culture at this level. A valuable resource for scholars and practitioners alike, the book provides readers who are interested in understanding the role and influence of culture in organisations with a comprehensive analysis of the development and application of the organisational culture concept. For readers who are interested in conducting research into the measurement and practical application of organisational culture, the book provides a methodological approach that can be used to guide their research. **Readership:** Advanced undergraduate and postgraduate students in organisational psychology and business (including students enrolled in coursework and/or research Masters and PhD programs); organisational psychology or business academics engaged in organisational culture research; organisational change agents and consultants involved in change programs related directly or indirectly to organisational culture.

**About the Author** Dr Elizabeth Kummerow's interest in organisational culture has developed over many years in the context of her experience as a higher degree research student, as a university lecturer in management and organisational behaviour, and as a psychologist and manager in various human services organisations in both the public and private sector. Dr Kummerow holds a PhD degree from the University of Adelaide. The various studies that were carried out as part of, and subsequent to, this research -- which was concerned with methodological issues in understanding organisational culture -- are reported in the second volume of this book. As a university lecturer, Dr Kummerow has more than ten years of teaching experience with the Business School of the University of Adelaide. She has taught at both undergraduate and postgraduate levels, and has been responsible for the development and delivery of courses in general management, human resources management, organisational behaviour, organisational change, leadership, and organisational culture. As a psychologist and manager, Dr Kummerow has worked with human services organisations involved in the provision of supported employment services, and more recently, psychological support services for clients with special and complex needs. Dr Neil Kirby is Senior Lecturer in the School of Psychology at the University of Adelaide in South Australia. He is a member of the Australian Psychological Society and the College of Organisational Psychologists. His teaching and research interests in organisational psychology include organisational culture, the historical development of organisational theories, the role of the organisational psychologist, and the person/organisation fit. Dr Kirby is also Director of the Disabilities Research Unit in the School of Psychology at the University of Adelaide and his interests in disability include the assessment of support needs for achieving independence and quality of life outcomes in community living, and employment for people with disabilities.