**Organizational Design and Organizational Culture**

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The relationship between organizational design and organizational structure revolves around their influence on one another. First, organizational design encompasses a step by step methodology that focuses on identifying dysfunctional elements of work flow, techniques, and structures in addition to schemes and readjusts them with the objective of fitting the contemporary business goals and subsequently progresses them to implement the innovative changes. In general, organizational design rotates around a process of shaping the way establishments are organized and run. On the other hand, organizational culture concentrates bon defining the proper way to behave within the syndicate (Elsbach & Stigliani, 2018). For instance, this culture comprises of shared believes as well as values formulated by leaders and communicated as well as reinforced via several tactics. In due course, organizational culture plays a fundamental role in shaping workforces’ insights, conducts in addition to understanding. Most essentially, with reference to its norms, values and assumptions, organizational culture partakes an imperative role in influencing the top management’s frame of a company that concentrates on shaping organizational design. As an outcome, organizational design is viewed as a cultural symbol that mirrors the crucial expectations and principles prevailing in a firm.

Moreover, organizational culture in some way focuses on describing the organizational design of as establishment. However, organizational design partially delineates the culture of an enterprise. Likewise, organizational design translates to a framework for the principles to be effected whereas, organizational culture dictates in what way the inclusive company should be designed (Jogaratnam, 2017). For example, the organizational design of an establishment informs on how communication moves from one department to another. It also encompasses the reporting procedures where an individuals in the managerial position has decision-making influences over their juniors in addition to how the firm gathers its resources to efficiently and effectively attain its outlined objectives. In return, the culture of the syndicate develops and extends from the support beams instigated by the all-encompassing design.

Predominantly, in the early phases of a firm’s existence, a cognizant resolution is formulated as to what the organizational culture will revolve around. Likewise, the design is built with that ultimate insight in mind. In return, the concept of what the culture will entail poses an enormous influence on the inclusive design as it is advanced. For instance, an establishment that is heavily regulated by the government is required to have particular measures in place to be compliant with the established law. This is particularly applicable when it comes to financial institutions. In addition, it is important to note that the implemented design is paramount for financial reporting as well as amenability purposes. Similarly, there is a need for other cultures to respond immediately to changes. For example, the software as well as mobile application industries need to adopt cultures that have the capacity to promptly react to whichever technological changes. This is to state that, the implemented design may have an orientation in the direction of teams in contradiction to involved departments. Likewise, the design may have an orientation that leans in the direction of only three levels of workforce, with administrators not that distant from the personnel in the chain of command (Burton, & Obel, 2018). Most importantly, communication within the organization may have to be official or informal, reliant on the elements demanded by external factors.

In conclusion, misalignment amid organizational design and organizational culture poses adverse effects on the establishment in terms of progress. Specifically, misalignment could negatively interfere with the attainment of the highlighted goals in an effective and prompt manner. For instance, a software enterprise that has to move quickly cannot have the hierarchical design of a bank. It is worth noting that the reason why numerous corporate mergers experience initial difficulty is following the outlook that two separate cultures, with different design as well are joined together. In due course, no matter how upper management team joins forces with the intention of allowing both corporate mergers to exist, only one organizational culture and design is highly anticipated to prevail. As a final point, familiarizing with the relationship between organizational design and organizational culture will play an imperative role in enabling whichever transition to be managed effectively. This is to state that, leadership and management training is vital as one will develop the aptitudes to analyze a business as well as ascertain the culture within it in order to improve both performance as well as productivity within an establishment.

**References**

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