

■ **What are the different types of organizational culture?**

- **1. Authoritarian culture**
 - **Characteristics:** The organization is highly centralised, the decision-making is concentrated at the top, and the subordinates have little autonomy. The organization has a hierarchical, pyramidal structure.

■ **2. Bureaucratic culture: Following norms and rules, strict adherence to rules and procedures is a central characteristic.**

- **3. Authoritative culture:** Authoritative culture is a mix of authoritarian and bureaucratic cultures.

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■ **3. Relational culture: is one based on family values and a strong social network.**

- **4. Task culture:** Task culture is a culture where the organization is highly centralised, the decision-making is concentrated at the top, and the subordinates have little autonomy. The organization has a hierarchical, pyramidal structure.

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■ **4. Open participative culture: Encourages the involvement of workers in decision-making, with an emphasis on democratic participation and freedom of expression.**

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■ **How does organizational culture affect the performance of the organization?**

Positive influences:

- **1. High performance:** The organization has a clear mission and vision, and a strong sense of purpose.

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2. Job satisfaction: The organization has a positive work environment, with a strong emphasis on employee well-being and development.

- **3. Loyalty:** The organization has a strong sense of loyalty and commitment to its employees and customers.

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3. High employee engagement: The organization has a positive work environment, with a strong emphasis on employee well-being and development.

- **4. Innovation:** The organization has a culture of innovation and creativity, with a focus on problem-solving and continuous improvement.

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