



# Corporate Culture, Self-awareness, and Organizational Change

By Steven Purse

VDM Verlag Jun 2009, 2009. Taschenbuch. Book Condition: Neu. 220x148x8 mm. Neuware - Two groups of managers in widely different companies and countries were administered the Human Synergistics Life Styles Inventory, LSI 1, LSI 2 and Organizational Culture Inventory, OCI (actual), as part of change initiatives. A focal group of 106 respondents from 911 participants formed the main sample, 39 variables were derived. The data were analysed by Pearson's Product Moment Correlation, Principal Components Analysis and Multiple Linear Regression Analysis using SPSS. Results identified intriguing relationships among self-awareness, corporate culture, and consensual change. Specific measures of self-awareness in contrast to global measures are predictive of consensual change, suggesting that this concept does not exist as a trait. Generalized benefits attributed to self-awareness are challenged. The research suggests that person organization fit offers greater potential for consensual change than does concern with corporate culture type. Relationships support theoretical behaviour models; including Self-regulation of Behavior Theory, Social Cognitive Theory and the integrative social-psychological model of self-assessment. 136 pp. Englisch.



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