

Abstract

Set of values – A method based on interviews aimed at mapping the set of values in a company.

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“Mapping organizational culture...”,

One of the purposes with this project is to develop a model for being able to map the organizational culture.

The culture captures, in many ways, the essence of the organization. It consists of symbols, artifacts, values and beliefs and sends information both internally and externally. The essence of culture is values. A culture that is perceived as positive could make the organization more attractive to customers, partners and future employees.

For analyzing the organizational culture there haven't been any generally accepted domains for value analysis. The effect is that you can't compare analysis between different companies or different levels. Drawing upon developments in work science, our aim is to propose a model for culture mapping, which can be used inside an organization and between organizations. The model of attractive work is used as a base for discussion, and from this a model is developed consisting seven theoretical domains:

1. Work task
2. Leadership
3. Teams and social interaction
4. Work environment
5. Organization /Structure
6. Involvement
7. "Knowledge view"
8. Diversity
9. Something else?

The first step is to analyze the existing culture in the organizations and how the employees in the organizations perceive their work today. Interviews will be held trying to find out what the employees value in the organizations, from these domains.