URN etd-0407109-183702-107
Author Gladdys A. Atendido
Author's Email Address No Public.
Statistics This thesis had been viewed 135 times. Download 0 times.
Department
Year 2006
Semester 2
Degree Master
Type of Document Master's Thesis
Language English
Title A Study of An Organizational Culture: Assessment between MNC in Taiwan and it's Subsidiary in the Philippines
Date of Defense 0000-00-00
Page Count 0
Keyword
Organizational culture
Clan culture
Hierarchy culture
Market culture
Organizational leadership

Abstract
This thesis examines organization culture between the Taiwan headquarters of Uni-President Enterprises Corp. and its subsidiary in the Philippines by examining the current culture and the preferred culture.
In measuring the organizational culture, the (OCAI) Organizational Culture Assessment Instruments by Cameron & Quinn (1999) was used to score employees in relation to culture types of the six dimensions, which are: the dominant characteristics of the organization, organizational leadership, management of employees, organizational glue, the strategic emphases, and criteria of success. This study examines whether company's management principles and mission are synchronous to their organizational culture.
The findings revealed the similarities and differences of a culture currently rated and preferred by the employees. An overall score of the current culture, Hierarchy culture in the Taiwan headquarters and Clan culture in the Philippines subsidiary were different. The preferred Clan culture found the same for the Taiwan headquarters and the Philippines subsidiary. The results explain the culture types currently existing in the organization and the employees' preference of a culture in an organization in five years from now to increase a high level of job satisfaction and organizational commitment resulted from a supportive culture type of an organization.
Advisory Committee Gerald Venezia - advisor

Files No Any Full Text File.
Date of Submission 2007-07-25