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whereas others are changing their culture as part of a wider organisation change initiative. The case studies are a product of interviews and focus groups held with people at different levels and from various functions within each organisation, as well as examination of organisational documents, which enabled us to gain multiple perspectives on the culture change. In particular, we were able ...

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and cultural change. As a society undergoes transformation, e.g., rural to urban, some changes will eventually take place in the value system, though the values will not necessarily be influenced equally by this change. To gain the perspective of changing social values is important to a more realistic understanding of the structure and functioning of a society. To study the values of a society ...

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Europeans, culture and cultural values. Eurobarometer survey on the perceptions that Europeans have on culture in 25 countries of the European Union, Bulgaria and Rumania. Title: Les européens, la culture et les valeurs culturelles (Europeans, Culture and Cultural Values) Author/Entity: Optem. Under the aegis of the European Commission (Directorate General Education and Culture) Language ...

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performing cultures have values alignment, mission alignment and low levels of fear. These are cultures where employees are able to bring their beliefs and values to work and where there’s a shared view, throughout the organisation, that they have the right culture to be high performing. Our intention for this paper is to provide an introduction to transforming culture in larger ...

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European Cultural Values Fieldwork February-March 2007 Report Publication September 2007 Special Eurobarometer 278 / Wave 67. – TNS Opinion & Social This survey was requested by Directorate General Education and Culture and coordinated by Directorate General Communication This document does not represent the point of view of the European Commission. The interpretations and opinions contained ...

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subsystems, values and beliefs (or assumptions) are the core elements of a culture. Hofstede’s (1980) initial study identified four dimensions of cultural variation: power distance, uncertainty avoidance, individualism, and masculinity. Kluckhohn and Strodtbeck (1961) developed a value orientation framework that was derived from logic.

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Ruud Luijkx, Ph.D. (1994), Tilburg University, is Lecturer of Sociology at Tilburg University, the Netherlands, and data manager for the European Values Study. He is co-responsible for the construction of the 1981-2004 EVS/WVS aggregate file. He has published on inter- and intragenerational social mobility, social inequality and stratification, the dynamics of value change and on categorical ...

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