



## How culture affects the financial and operational success of an organization

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### Abstract:

Organizational culture refers to the beliefs and values that have existed in an organization for a long time, and to the beliefs of the staff and the foreseen value of their work that will influence their attitudes and behaviour. It is therefore essential to understand the relationship between organizational culture, leadership behaviour and job satisfaction of employees. The key to a successful organization is to have a culture based on a strongly held and widely shared set of beliefs that are supported by strategy and structure. When an organization has a strong culture, three things happen: Employees know how top management wants them to respond to any situation, employees believe that the expected response is the proper one, and employees know that they will be rewarded for demonstrating the organization's values.

An organization's culture defines the proper way to behave within the organization. This culture consists of shared beliefs and values established by leaders and then communicated and reinforced through various methods, ultimately shaping employee perceptions, behaviors and understanding. Organizational culture sets the context for everything an enterprise does. Because industries and situations vary significantly, there is not a one-size-fits-all culture template that meets the needs of all organizations.



### Biography:

Dr Ajay Gangoli is the Director Medical Services with Apollo Health and Lifestyle Ltd. In his previous assignments, he has served with major hospitals in Mumbai. He has also served for over two decades in the Indian Army. He has been involved in operational management, accreditation, HMIS and recruitment activities. He has had exposure in disaster management and organizing major events like the Commonwealth Youth Games and the World Military Games. His major areas of interest are in the concept of Team care, HMIS, Quality Improvement, Competency Mapping and Change management.

### Recent Publications:

1. Ajay Gangoli, Journal of Public Health, 2020
2. Webinar on Public Health | June 29, 2020 | Osaka, Japan

Webinar On Public Health | May 14, 2020 | Osaka, Japan

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