

## Organizational Culture Study based on Hofstede's Multi-Focus Model

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### ***Abstract***

*Organizational culture is comprised of the commonly held beliefs, fundamental values, and assumptions by members of an organization. Organisation cultures represent a set of values that are shared by members of an organization; it is further passed over to generations over a period of time. Behaviors and feelings of employees are manifestations of organisation cultures and it evolves with time. Hence the attempt to explore differences in cultural perceptions based on generational and tenure of employees seems relevant and would further result in better understanding of different perceptions and behavior at workplace. The present work is the analysis of an ongoing work that addresses the perception of employees towards the organization culture. A questionnaire consisting of 32 statements capturing six dimensions of organization culture of recent and an evolved cultural framework, i.e., Hofstede's Multi-Focus Model is used for the study. The result reported is the analysis is based on the data received from 74 full-time employees of an international online food delivery company in India. The result throws light on how the perception towards the organisational culture varies with the generational and tenure diversity. Significant differences have been reported in few of the cultural dimensions.*

**Keywords:** Organization Culture, Generational Differences; Tenure Diversity; Perception about Culture; Hofstede Organisational Culture.

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