Exploring the Symbiotic Relationship: Organizational Culture's Influence on Leadership and Vice Versa

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Organizational Culture

Leadership and organizational culture are closely related since a leader's actions and behavior can greatly affect the culture of the organization. The beliefs, practices, and behaviors that are promoted within an organization are mostly shaped by the leaders, and they can utilize their position of power to support a healthy and productive culture.

Organizational culture and leadership

The culture of an organization is directly affected by how management and leadership are combined. The majority of researchers agree that leadership and management are intertwined. Managers need to be paid, but management doesn't see them as capable or good leaders. The majority of professionals believe that leadership is distinct from management. In addition, managers in any firm might recognize their leadership potential. In contrast, leadership requires defining a new course for a group of individuals. Management comprises leading and supervising individuals in accordance with predetermined guidelines. In addition, if someone emerges as the group's orientation leader, they might act as a symbolic leader. The author also contends that leadership is actually a form of cultural expression. Hence, Successful cultural expression depends on the organization's mission, objectives, workplace culture, administrative techniques, institutional processes

and norms, employment, professional advancement, rewards, and privileges. Different organizations have distinct cultures, as is common knowledge. A team's core principles revolve around organizational culture. It's all about the common culture; the way people perceive things and their collective assumptions and attitudes have a significant impact on employee behavior. It depends on how well the leader is able to adapt to this culture and exploit it to increase staff engagement and work quality. (Tohidi and Jabbari, 2012)

Richard Hendrickson found in his studies on culture and leadership in 1989 that (Henrickson, R. L. 1989).
- Culture has an impact on leadership style.
- Leadership is fundamentally a means of cultural exchange.
- The only way to define leadership is through processes.

In 1986, Smith and Peterson wrote a book called "Leadership and Organizational Culture." In it, they said that to be successful in an organization, you have to understand its culture. Each organization has a collection of unwritten rules, customs, values, beliefs, and methods that are distinct from the organization's stated regulations. (Smith et. al, 1988). In underdeveloped nations, employees believe there are no distinctions between managers and leaders. New research, on the other hand, shows that management and leadership are similar in some ways but different in the vast majority of other ways. The leaders of a society should have influence over their social environment and their values. Thus, leaders are more generalists than managers throughout a broader spectrum of a company. In conclusion, Employee performance and happiness at work are positively impacted by business culture and leadership. In some fairly new companies, the executives set the organizational culture and make sure that all of the employees follow it. On the other hand, large companies already have a culture that a leader must follow and change to keep employees happy and keep them working there.

On the relation between organizational culture and leadership: An empirical analysis

People think that there are two main factors for businesses to compete in the market and hold a competitive advantage: leadership and organizational culture. Because of corporate culture and leadership style, there is a strong link between leadership and organizational

culture.According to complex system leadership theory, a phenomenon that emerges and interacts with other factors is leadership. such as culture, norms, and trends. (Hazy et.al, 2007). Leadership and organizational culture are interconnected, as culture influences leadership by emphasizing that cultural values determine leadership styles. Schein (1990) accepts the notion that leaders understand and appreciate the firm's culture while trying to create a culture that is desirable and good for business. Additionally, (Ogbonna and Harris, 2000) showed that organizational culture mediates the leadership's impact on organizational performance. Cultural perceptions of workers are strongly correlated with leadership by direct supervisors, whereas transformational and transactional leadership are not linked to specific cultural aspects. (Block, 2003). The most recent agreement between the two countries about how leadership and culture affect each other went into effect. The study's primary emphasis was on the interactions between organizational components including job satisfaction, knowledge management, and continuous learning, and culture and leadership.

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Authors' Biography:

Md. Shakibur Rahman Shifat, a distinguished final-year student is pursuing a rigorous course of study in Human Resource Management at the esteemed Brac Business School, housed within the renowned Brac University. His academic journey thus far has been characterized by unwavering dedication and exceptional aptitude.Presently, Shifat stands as a pivotal figure within the academic landscape, engaged in an enlightening field placement endeavor with "Skills Lab Limited." In this capacity, he serves as a Recruitment Associate. Shifat's intellectual pursuits are underscored by a profound interest in the Development and Education sectors. His conviction lies in the potential of these sectors to shape a more enlightened future—one characterized by skillful human capital development, transformative educational paradigms, astute leadership cultivation, civic engagement fostering, and harmonious community empowerment.