

A STUDY ON THE ORGANIZATIONAL CULTURE CHANGE OF MANPOWER EMPLOYMENT ORGANIZATION (O.A.E.D.)

Anastasia D. Sachinidou

Ειδική Υπηρεσία Συστημικών Παρεμβάσεων του Επιχειρησιακού Προγράμματος “Ανθρώπινου Δυναμικού”,
Υπουργείο Εργασίας Κοινωνικής Ασφάλισης και Πρόνοιας, Κοραή 4, Αθήνα 10564, asahinidou@mou.gr

ABSTRACT

O.A.E.D. is a large public agency of Greece which now days implements uniformly a business plan reengineering of the operating systems focusing on organizational, operational and functional upgrading, in order to improve services and remove negative impacts on the labor market. This study is an attempt to diagnose the organizational culture characteristics of O.A.E.D. by means of the Organizational Culture Assessment Instrument (O.C.A.I.) of Cameron and Quinn. O.C.A.I. provides a structured questionnaire that is designed to illustrate the perceptions of the business members relating to the organizational performance. This questionnaire was distributed and completed mainly by the reengineering team of O.A.E.D. The collected data record the perceived difference between the current and desired situation. The data were analyzed and the findings revealed the dominant type and strength of the culture. Besides that they provide information on the leadership style, the management of employees and the working environment, they identify aspects relating to the organizational environment and having an impact on the organizational performance and effectiveness.

Keywords: Organizational Culture, Organizational Change, Public Organizations