



BUS1101 8D

Principles of Business Management (University of the People)



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I am going to examine the organizational culture of a language board which is a constitutional parastatal. Parastatals are also known as state-owned enterprises (State-owned enterprise, 2020). This constitutional entity is responsible for national language curation, preservation, and dissemination. These professional language scholars have old souls, their bureaucratic organization is focused on hierarchy, structure, and studious principals, which can be both a strength and a weakness simultaneously.

Due to the nature of curating languages some of which are some dead. The values shared by all the researchers /scribes are they are very patient when dealing with information and problems. They feel they only have one opportunity to be right and delay making decisions where possible to be certain. The organization based its identity off of these ideals. The organization has an older team in all domains. The graphic design department while talented is reserved and refused to break rules. The IT department while technically competent could not implement needed changes in a timely fashion without multiple reviews and needless testing. Their reserved nature resulted in creating multiple obstacles for the organization requiring solutions with extra steps causing massive delays and mounting expenses.

Taking these weaknesses into account they still managed to provide excellent services translating government information in a timeous fashion. The organization also worked with both Microsoft and Google ensuring all official national languages survive with accurate spelling and retained its period and current meaning. Unfortunately financially this organization is bankrupt and will never really become profitable unless they reinvent themselves, which will be very hard to do. The organization presents an unusual artifact with over one hundred offices across multiple buildings nationally each look exactly the same. Artifacts mirror organizational “values” (Carpenter, 2010, p. 379).

This organization can’t reinvent itself because it isn’t broken, while they operate as a business they are a scholarly institution funded by benefactors. The mission and vision are not to be profitable but to preserve the local languages for the future of the next generation ad infinitum. Merriam-Webster (n.d.) defines ad infinitum “without end or limit”. As a constitutional parastatal it will continue to exist in one form or another until the government revokes its funding, which requires the constitution to be changed.

Word Count: 371

References

Carpenter, M., Bauer, T., & Erdogan, B. (2010). Management Principles 1.1. This book is licensed under a Creative Commons by-NC-sa 3.0 license

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