This is my assignment for culture topic. The below description of culture provide a comprehensive look to the organization culture and help to provide information about culture requirements.

For this essay, I am going to argue that culture is certainly, used as a tool by management to maintain control and hence limit resistance. However, this may have both positive and negative implications. According to Kärreman and Alvesson (2004), managers tend to create an excessively strict culture which can be counter-productive to limiting resistance. The positive effects of culture will also be examined by drawing upon Rosen (1988) and Brewis (2007) to examine how culture can bring employees together to form a more collaborative environment as well as to provide a positive sense of identity for employees.

"Culture is a tool used by management to limit resistance". Consider this statement in relation to how we understand and make sense of power in the post-bureaucratic era.

Due to the shift in socio-economic factors in organisations such as the expansion of the services industry, practices of organisations have also shifted away from the traditional bureaucratic style of management (Kärreman & Alvesson, 2004). Consequently, different modes of control have been implemented in an attempt to maintain power in the postbureaucratic era, such as focusing on the values, beliefs and norms within an organisation, in other words, culture (Brewis, 2007).