

Aligning Organizational Cultures with National Culture: An Overview

Chaminda Senaratne

Department of Human Resource Management, University of Kelaniya
e-mail: chaminda28@jindia.com

Abstract

Literature reveals that organizational cultures are influenced and shaped by national culture and study of organizational culture is an area of consideration with theoretical and practical value. This paper explores the link between organizational cultures and national culture from Western and Eastern perspectives. The paper also provides important implications towards designing human resource programs by considering the effect of the Sri Lankan national culture, distorted by the western influence, on organizational culture. The author further emphasizes the need for right alignment between the values of the national culture and those of organizational cultures while absorbing appropriate values of the western culture as well. Also, future researchers are encouraged to develop new concepts and models in the areas of national culture and organizational culture for effective management of human resource in the Sri Lankan context.

Key words: National culture, Organizational culture, Human resource management