

## Definitions of Culture

Culture is . . .

- the source of a family of concepts ...
- symbol, language, ideology, belief, ritual and myth (Pettigrew, 1979).
- the ways of thinking, speaking and (inter)acting that characterise a certain group (Braten, 1983).
- the taken-for-granted and shared meanings that people assign to their social surroundings (Wilkins, 1983).
- values and expectations which organisational members come to share (Van Maanen and Schein, 1979).
- the social glue that holds the organisation together (Baker, 1980).
- how things are done around here (Ouchi and Johnson, 1978).
- the collection of traditions, values, policies, beliefs and attitudes that constitute a pervasive context for everything we think and do in an organisation (McLean and Marshall, 1983).
- what you cease noticing after you have been around for 3 months or so (Hawkins).