

## A QUANTITATIVE ASSESSMENT OF VALUE IN ORGANIZATIONAL CULTURE

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### ABSTRACT

This study was designed to explore the contents of value in organizational culture and a questionnaire was developed to assess those contents. At first, eight division managers from a large scale company were selected to join interactive group interview to initiate the statements about values in organizational culture, a drafted Values in Organizational Culture Scale (VOCS) was then developed. Secondly, the questionnaire was administered to 345 middle managers, foreman and staff from five companies. It was found that the internal consistency reliabilities were between .70 to .89 after conducting item analysis. Thirdly, when 775 employees, from four companies which have different organizational culture were chosen as subjects, it was found that (1) there were significant differences among four companies on eight value dimensions in organizational culture, except good-neighborhood value. (2) Organizational functionalization had some effect on external adaptation values, but not on internal integration value. Finally, the limitations, implications and further research of this study were discussed.