

TRAVEL CLIMATE REPORT

Below you can find the core elements of an organizational culture and their synthetic definitions.

FORMAL	INFORMAL
<ul style="list-style-type: none">• Rules and regulations are clearly written• Autonomy and responsibilities are clearly defined	<ul style="list-style-type: none">• Rules and regulations are not written and clear• Autonomy and responsibilities are not clearly defined

COMPETITIVE	COOPERATIVE
<ul style="list-style-type: none">• Least amount of interdependence among functions and roles• Meet periodically to share information• Strong focus on individual objectives and achievements	<ul style="list-style-type: none">• High interdependence among functions and roles• Continuous sharing of information, team work to plan work, solve problems, make decisions and review progress• Other people share accountability to meet objectives

STRUCTURED	UNSTRUCTURED
<ul style="list-style-type: none">• Usually pyramid shaped, hierarchical and can be depicted in organization charts	<ul style="list-style-type: none">• Non-hierarchical or have no clear structure



INNOVATION	TRADITION
<ul style="list-style-type: none"> • Disruptive development • Openness to experimentation 	<ul style="list-style-type: none"> • Incremental product development • Importance of the past business history

MULTINATIONAL	SMES (EUROPEAN DEFINITION)
<ul style="list-style-type: none"> • Headquarter in one country and its branches are spread across other countries • Both produces and sells goods or services in various countries 	<ul style="list-style-type: none"> • Less than 250 employees

INTERNATIONAL CULTURE	LOCAL CULTURE
<ul style="list-style-type: none"> • Multicultural • Diversity 	<ul style="list-style-type: none"> • Most of the employees have the same cultural references and experiences

