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A Special Thanks To Dr. Edwin J. Nichols For The Time He Devoted To Participating In This Process. I Give Thanks To The Late Dr. William I. Hightower For Helping Me Initially Focus My Topic And For The Book On Writing The Doctoral Dissertation. I Appreciated The Encouragement From My Friends Karen Harding, Janice Wilson,

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Organizational Culture Became A Hot Topic For Research In The 1980s. The Great

Interest In The Concept Was Partly Due To The Notion That Culture Has A Powerful Impact On The Organization's Outcomes (Deal & Kennedy, 1982) And Its Success (Kilmann, 1984). Ouchi (1981) Claims That Organizational Culture Plays An Important Role In Feb 1th, 2024

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Contrasting Organizational Cultures E X H I B I T 16-1 Page 487 E X H I B I T 16-1 Page 487 Apr 1th, 2024

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Capabilities (Cho & Pucik, 2005) And Developing Domestic Innovation Capabilities (Raj & Srivastava, 2016). Feb 1th, 2024

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Or Ultr R 461 A 113 213 Olis Zation By Allowing Members To Be Part Of Something Larger Than Themselves, Ensures Members Abide By Or - Ganizational Norms, And Frames The Outside World So Its Members Can More Easily Interpret Reality (Smir-cich 1983). Culture Provides Sustainability To An Orga - Nization And Maintains Social Cohesion And Solidarity Apr 1th, 2024

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Of Organizational Change. Integrating These Theories Would Provide A Gen-eral Organizational Theory Of Evolution Within The Context Of Knowledge So-cieties. ORGANIZATIONAL INNOVATION AND CHANGE Although Many Lament The Absence Of Cumulative Findings In Sociology, The Study Of Organizational Innovation Is One Instance Where Consistent Findings Mar 2th, 2024

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“normative Commitment” (Meyer & Allen 1997). Affective Commitment Tells An Employee’s Personal Attachment And Identification To The Organization Which Reflects A Strong Belief In The Values And Goals Of Organization. “Continuous Commitment” Is The Individual’s Perception Of The Apr 2th, 2024

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