



The Abdus Salam
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Organizational Culture - Safety Culture

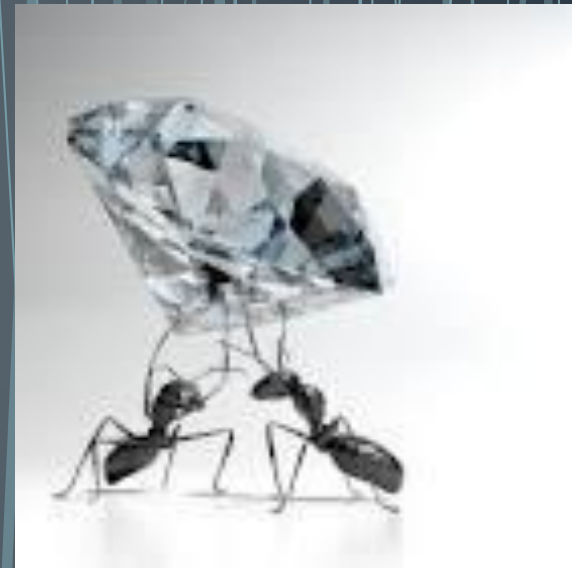
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Organizational Culture – Confidence and Trust



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We talk about different dimensions:

- Nation**
- Organization**
- Subculture within an organization**
- Individual**

What is culture?

Most of the culture is below the surface



Above the surface we find the visible aspects of culture:
artefacts, people's actions,
language use

Below the surface we find :
norms
values
fundamental assumptions of reality

Levels of the culture

Artefacts and Behaviours

- Architecture
- Language
- Rituals
- Clothing
- Physical expressions of the culture

Espoused Values

- Strategies
- Goals
- Principles
- Beliefs

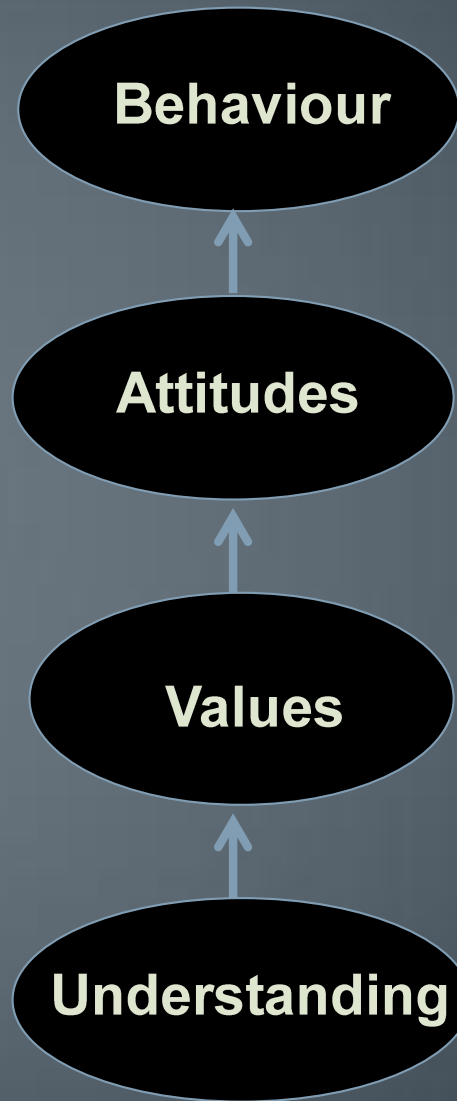
...can be elicited

Basic Assumptions

- Understanding of reality
- Basis on which people act upon

...unconsciously held and related to the ongoing sensemaking process

The root of culture



Organizational Culture

- The values and behaviors that contribute to the unique social and psychological environment of an organization.
- It is based on shared attitudes, beliefs, customs, express or implied contracts, and written and unwritten rules that the organization develops over time and that have worked well enough to be considered valid.

Let us start the game!

