

## **Organizational Communication Analysis Paper Comm. 265G: Principles of Human Communication**

**Learning Objective:** This assignment emphasizes organizational communication and culture of organizations that students are currently involved in, or will soon join. This analysis paper will focus on written communication skills for synthesis and application of organizational communication concepts discussed in class. In doing so, you will explore the ways that organizations influence employees and attempt to change employee's behaviors.

### **Assignment**

For this paper, you will become an organizational culture detective as you will develop your ability to analyze organizational culture. This skill will benefit you when searching for internships during college or accepting any career position. Organizational employees are assimilated by organizational culture and persuaded how to act and what to believe by employers. Choose an organization (for profit or nonprofit) that you are familiar with, but you could analyze the university (as a student) or a university group (e.g. fraternity, sorority, etc). Typical organizations used for this assignment include restaurants, retail stores, charities, churches, or school groups. This assignment will develop your ability to connect real-world observations and theoretical application regarding organizational assimilation.

Spend some time (at least 2-3 hours) observing an organization and conduct at least one interview with an organizational member. Make observations based on the following: Are there organizational heroes? What are the organizational rites and/or rituals? What organizational symbols reveal information about Schien's three levels (see pp. 188-189)? What are the artifacts that are revealed? What are the espoused values? What are some core assumptions that organizational members hold?

### **Introduction**

Briefly, describe the organization and provide relevant history of the organization. Identify the type of organization and the mission of the organization. For example, the mission of a food bank is typically: to stop the waste of edible food and distribute food and other grocery products to a regional network of nonprofit agencies with on-site feeding or food distribution programs. Finally, based on chapter 10 and the coinciding lecture, briefly discuss the typical entry process into the organization.

### **Body**

- A. Begin your paper by discussing at least two shared organizational values you discovered about the organization based on your observations or the interview you conducted.
- B. Discuss the characteristics of organizational culture (pp. 187-188) and a minimum of two descriptors of organizational culture: heroes, rites and rituals, or cultural network. Make sure you define each term and provide two clear examples. Report the observations you made during your time with the organization. In doing so, focus on describing the organizational culture you explored and encountered by using examples to illustrate each of Schein's three levels.
- C. Draw a link between organizational culture and one other construct discussed in the chapter or in class. For example, communication networks or channel choice (pp. 181-186).

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### **Conclusion**

Finish your paper by describing how using Schein's theoretical model has helped you to understand organizational interactions and communication. Briefly, recap the main points of the paper and close your analysis by discussing what you learned from completing this assignment and reflect on what you understand that you did not prior to completing this assignment.

### **Format**

This paper should be essay style with an introduction, transitions, body, and conclusion. You must submit one hardcopy on the due date as well as an electronic copy via Canvas. The paper should be 4-6 typed pages (12 pt. font, one inch margins top, bottom, left, and right) not including references or a cover page, double spaced, and proofread for grammatical and typographical errors.