Life Cycle

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| **Resource:**  | PsycINFO (Psychological Abstracts)  |
| **Title:**  | Toward a theory of organizational cultural evolution.  |
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| **Add.Author / Editor:**  | Zheng, Wei, wzheng@niu.edu, Department of Counseling, Adult and Higher Education Qu, Qing, Department of [Human](http://metalib.vccs.edu/V/NH4KIFB188I22Q36XSVNCFD2DDNRV3MEDANEMNPQX9H49IQ9E8-03503?func=quick-3&short-format=002&set_number=007243&set_entry=000002&format=999) Resources and Organizational Behavior, School of Economics and Management Yang, Baiyin, Department of [Human](http://metalib.vccs.edu/V/NH4KIFB188I22Q36XSVNCFD2DDNRV3MEDANEMNPQX9H49IQ9E8-03503?func=quick-3&short-format=002&set_number=007243&set_entry=000002&format=999) Resources and Organizational Behavior, School of Economics and Management  |
| **Citation:**  | [Human](http://metalib.vccs.edu/V/NH4KIFB188I22Q36XSVNCFD2DDNRV3MEDANEMNPQX9H49IQ9E8-03503?func=quick-3&short-format=002&set_number=007243&set_entry=000002&format=999) [Resource](http://metalib.vccs.edu/V/NH4KIFB188I22Q36XSVNCFD2DDNRV3MEDANEMNPQX9H49IQ9E8-03503?func=quick-3&short-format=002&set_number=007243&set_entry=000002&format=999) [Development](http://metalib.vccs.edu/V/NH4KIFB188I22Q36XSVNCFD2DDNRV3MEDANEMNPQX9H49IQ9E8-03503?func=quick-3&short-format=002&set_number=007243&set_entry=000002&format=999) Review Jun, 2009 Vol 8(2) 151-173  |
| **Year:**  | 2009  |
| **Abstract:**  | This article proposes a theoretical framework for elucidating how organizational [culture](http://metalib.vccs.edu/V/NH4KIFB188I22Q36XSVNCFD2DDNRV3MEDANEMNPQX9H49IQ9E8-03503?func=quick-3&short-format=002&set_number=007243&set_entry=000002&format=999) evolves as an organization goes through its life cycle. This framework reveals that as the organization goes through its life stages of start-up, growth, maturity, and revival, organizational [culture](http://metalib.vccs.edu/V/NH4KIFB188I22Q36XSVNCFD2DDNRV3MEDANEMNPQX9H49IQ9E8-03503?func=quick-3&short-format=002&set_number=007243&set_entry=000002&format=999) evolves through corresponding mechanisms of inspiration, implantation, negotiation, and transformation. This framework contributes to the literature on the dynamic view of [culture](http://metalib.vccs.edu/V/NH4KIFB188I22Q36XSVNCFD2DDNRV3MEDANEMNPQX9H49IQ9E8-03503?func=quick-3&short-format=002&set_number=007243&set_entry=000002&format=999). This article suggests that [human](http://metalib.vccs.edu/V/NH4KIFB188I22Q36XSVNCFD2DDNRV3MEDANEMNPQX9H49IQ9E8-03503?func=quick-3&short-format=002&set_number=007243&set_entry=000002&format=999) [resource](http://metalib.vccs.edu/V/NH4KIFB188I22Q36XSVNCFD2DDNRV3MEDANEMNPQX9H49IQ9E8-03503?func=quick-3&short-format=002&set_number=007243&set_entry=000002&format=999) [development](http://metalib.vccs.edu/V/NH4KIFB188I22Q36XSVNCFD2DDNRV3MEDANEMNPQX9H49IQ9E8-03503?func=quick-3&short-format=002&set_number=007243&set_entry=000002&format=999) professionals need to be perceptive of the life stages of their organizations and intentionally leverage different cultural mechanisms to respond to critical organizational needs. (PsycINFO Database Record (c) 2009 APA, all rights reserved)  |