

University of Tartu
Faculty of Economics and Business Administration

**NATIONAL AND INTERNATIONAL
ASPECTS OF ORGANIZATIONAL
CULTURE**



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PREFACE

This book reflects culture and is influenced by culture. Focusing on organizational culture, it comprises articles written by people from different cultures. Culture plays an important role in today's world where cooperation between individuals, groups, organizations, and nations has become an imperative. We wish to provide the reader with a kaleidoscopic view of organizational culture, in which the national and international approaches combine, forming gripping patterns.

Containing contributions of many people, this book has undergone several stages of preparation. Here is the appropriate place to highlight some important facts in this process.

This volume is the second collection of articles on organizational culture compiled by the Chair of Management, University of Tartu, the first one, *Organizational culture in Estonia: manifestations and consequences*, having been published in 2003. The two collections are closely related by content. Many papers printed in the first collection represented the initial stage of research into the topics of the current book which therefore clearly demonstrates how people have learned to work together for attaining higher quality. A significant difference between the two collections is the fact that instead of one, the contributors to the second collection come from four countries, as a result of which, we believe, the present volume boasts a considerably wider scope of ideas than its predecessor.

In the course of preparation, the abstracts and articles were examined several times by the other contributors and *outside*

reviewers. We are particularly grateful to Professor Milvi Tepp of Tallinn Technical University and Professor Harry Roots of Tallinn University for their critical and creative evaluation of our papers. It is impossible to overestimate the role of Eda Tammelo, the language editor, who took care of our English, ironing out inconsistencies, improving and polishing it, and Merike Kaseorg, who unified the layout of the book.

We acknowledge the help of the organizations that supported the publishing of this book financially. Firstly, we are indebted to the Estonian Science Foundation for their grant (No 5527). Secondly, credit must be given to the staff of the Faculty of Economics and Business Administration, University of Tartu, for facilitating our work in many ways and lending a hand whenever necessary. Throughout the preparatory stage we enjoyed support and encouragement from our colleagues, families and friends. Very special thanks to you all!

Hopefully, this book will contribute to the understanding of organizational culture issues and will trigger further discussions. In view of this, we would appreciate comments and suggestions from readers. Please address them to the Department of Management, University of Tartu, 4 Narva Road, Tartu 51009, Estonia; email: Maaja.Vadi@ut.ee. We trust that our readers will initiate fruitful discussions, and look forward to further partnership and cooperation.

On behalf of the contributors,

Maaja Vadi

The Editor

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