

LABOUR FORCE AND CORPORATIST CULTURE IN CONTEXT OF THE ECONOMICAL CRISIS

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EXTENDED ABSTRACT

In these crisis conditions the differences among corporatist cultures became deeper. They began to be revealed not only between the American and European companies, but, also, at the level of the organizations from different European countries. This article highlights some specific expectations of the employees from three kinds of corporations, based on power, roles and charges. Attitudes, norms, convictions and values which are shared by the members of an organization, determine organizational culture, this meanings the way doing things in that company. The corporatist culture emerges from repeated interactions between company members, leading in a short time to devotion of some internal practices, conduct norms, aspirations and convictions common or specific for that organization.

In actual context of the economic crisis, the Romanian labour market is marked by some paradoxes. There were outlined major discrepancies between top-managers and the rest of personnel of the company, similarly those from Latin American countries. Regional discrepancies related to wage policies, occupancy, and professional background, were outlined.

Corporatist cultures depend on company features.

Our paper examines cultural differences and similitude from two companies coming not only from different countries, but from different continents. The company culture can vary for the same organization from a country to another. It is hardly impregnated by the local culture and by the guidance to the future of the employees.

The corporatist culture of a company is one of performance, involvement and opening. It is a culture without excessive courtesy forms between colleagues, irrespective of hierarchical position, and where communications are directly and concise.

While the European corporatist culture is tributary to a more rational and toward process oriented work environment, essentially differences are not at the level of the declared values or goals, because every kind of company is primarily to obtaining success in their field activity. This is the lesson that inland companies should learn.

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