

Culture and Intelligence

Types of organisational Culture

- ▶ Dominant culture
 - ▶ Subculture
 - Academy (training young graduate)
 - Club (fit in and loyal to the org)
 - Baseball team (entrepreneurs)
 - Fortress (facing hard times)
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Creating organisational culture

- ▶ Company Founders
 - ▶ Organisational experience
 - ▶ Internal Interactions
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Maintaining organisational culture

- ▶ Selection Practices
 - ▶ Action of the top management
 - ▶ Socialization
 - Pre arrival stage
 - Encounter stage
 - Metamorphosis stage
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Transmitting organisational culture

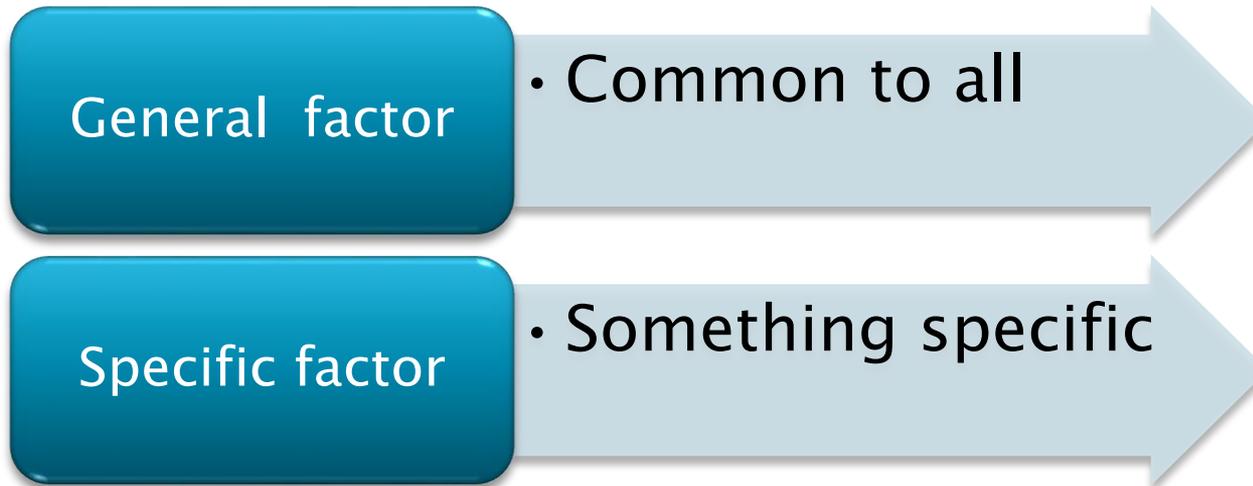
- ▶ Stories
 - ▶ Symbols
 - ▶ Jargons
 - ▶ Ceremonies and rituals
 - ▶ Statement of principle
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Intelligence

- ▶ Intelligence includes ability to:
 - acquire and apply knowledge
 - Reason logically
 - Plan effectively
 - Infer perceptively
 - Make sound judgments
 - Solve problems
 - Grasp and visualize concept
 - Pay attention
 - Be intuitive
 - Find the right words and thoughts with ease
 - Cope, adjust and make the most of new situation

Approaches to Intelligence

- ▶ According to Sir Francis Galton, intelligence is a single general factor that provides the basics for the more specific abilities that each one of us possesses.
- ▶ Spearman Stated



Intelligence as a collection of many abilities

- ▶ **Thurstone's Theory of multiple intelligence**
 - Verbal comprehension (understanding Ideas and Word meaning)
 - Word Fluency (speed in thinking of words)
 - Perceptual thinking (quickly distinguish between similarities and difference)
 - Memory (ability to memorize words numbers etc)
 - Numerical ability(speed and accuracy in performance arithmetical calculations)
 - Spatial ability(ability to visualize relationship in three dimensions)
 - Reasoning (ability to derive a rule from given information)

Gardner's theory of multiple intelligence

- ▶ Linguistic intelligence–lawyers, teachers politicians
 - ▶ Logical mathematical intelligence–engineers, software programmers, economists
 - ▶ Visual/Spatial intelligence– painters, directors
 - ▶ Intrapersonal intelligence– philosophers, painters, scientists
 - ▶ Interpersonal intelligence– politicians, religious leaders, teachers
 - ▶ Kinesthetic intelligence– dancers
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Determinants of intelligence

- ▶ Genetics and environment
 - ▶ Social and economic development
 - ▶ Education
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Emotional intelligence

- ▶ 5 dimensions
 - ▶ Knowing one's emotions
 - ▶ Managing one's emotions
 - ▶ Motivating one self
 - ▶ Recognizing other's emotions
 - ▶ Handling relationships
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Spiritual intelligence

- ▶ Danah Zohar and Ian Marshall
 - ▶ Self awareness about who they really are and their connection with the whole universe
 - ▶ Are led by vision and values
 - ▶ Capacity to face and use adversity
 - ▶ Holistic see the connection between things
 - ▶ Celebrate diversity
 - ▶ Field independence
 - ▶ The tendency to ask why
 - ▶ Ability to reframe and look at the things in a larger context
 - ▶ Spontaneity in their response to the world
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