**Difference Between Climate & Culture**

What is the Difference between Culture and Climate? Climate and culture are often used interchangeably by school leaders. However, the literature differentiates these inter-related concepts in important ways. Climate describes the shared perceptions of the people in a group or organization, while culture includes how people feel about the organization and the beliefs, values, and assumptions that provide the identity and set the standards of behavior (Stolp & Smith, 1995). Simply stated, culture refers to “the way we do things around here” (Deal & Peterson, 1999, Loc 108 of 1537). Climate, on the other hand, refers to the feel of the school environment. Both impact behaviors of the people in the group, but climate is viewed as a narrower concept than culture. Culture goes deeper to include the immediate environment and what people believe and value. Culture is a product of the relationship history in a school while climate is a function of how people perceive those relationships in the present (Stolp & Smith, 1995). According to Dr. Wayne Hoy (1990), organizational climate of a school is a set of internal characteristics that distinguishes one school from another and influences the behavior of its members. It is the relatively enduring quality of the school environment that is experienced by participants, affects their behavior, and is based on their collective perceptions of the behavior in schools. Organizational culture is a system of shared orientations that hold the unit together and gives it a distinctive identity. Three symbol systems communicate the basic contents of an organization’s culture: stories, icons, and rituals. • Stories are narratives that are based on true events, but they frequently combine facts and fiction. Some are myths and some are legends. • Icons are physical artifacts that are used to communicate culture for example, logos, mottoes, and trophies. • Rituals are the basic ceremonies that provide tangible examples of what is important in the organization. The subtle differences between climate and culture are important for any leader to understand. Effective superintendents attune themselves to the climate and culture of the schools and district to foster a safe, orderly environment that is student-centered, high performing, and embraces continuous improvement. Resources Deal, T. E. and Peterson, K. D. (1999). Shaping school culture: The heart of leadership. San Francisco, CA: Jossey-Bass. Hoy, W. (1990) Organizational climate and culture: A conceptual analysis of the school workplace. Journal of Educational and Psychological Consultation, 1(2) 149-168. Stolp, S., & Smith, S. C. (1995). Transforming school culture: stories, symbols, values, and the leader’s role. Eugene, OR: ERIC Clearinghouse on Educational Management

 **2nd Article**

**Differentiate between organisation climate and organisation culture.**

**Difference # Organisation Climate:**

**1. Concept:**

Organisation climate reflects current atmosphere of the organisation in which the employees work. It provides opportunities to perform jobs according to the skills and a reward system which serves as motivators for employees (financial and non-financial).:

Employees take advantage of the motivators to satisfy their needs. For example, financial motivators satisfy their physiological needs and non-financial incentives satisfy psychological needs. Organisation culture, on the other hand, reflects the atmosphere of the organisation which has evolved over a number of years. It takes years for organisations to develop culture and climate is generally reflected for shorter periods.

**2. Evolution:**

Organisation climate evolves according to needs of the organisation to adapt to the internal and external environment. It gives a feel of current atmosphere of the organisation. Organisation culture evolves over years. An organisation earns goodwill and reputation through its culture. It gives a feel of the organisation itself.

**3. Manipulation:**

Organisation climate can be manipulated and changed according to needs of the environment (internal and external). It can change according to behaviour of its employees. Organisation culture cannot be easily manipulated and changed. As it takes years to develop organisation culture, changes are introduced only if felt absolutely necessary. Members have to change their behaviour according to organisation culture.

**4. Focus:**

Organisation climate focuses on current work practices of the organisation. These practices are defined within the values and norms of the organisation. However, the values and norms are defined by organisation culture.

**5. Perspective:**

Organisation culture is a broader framework that determines its climate. Organisation climate is short-term perspective that defines its day-to-day functioning.

Organisation climate defines employees’ feelings about what the organisation is and organisation culture defines what the organisation is as perceived by those who deal with the organisation.

A company known for its quality represents its culture and employer-employee relations in the company represents its climate.

**Difference # Organisation Culture:**

**1. Concept:**

It evolves over a number of years.

**2. Perspective:**

It is a broader framework that determines organisation climate.

**3. Evolution:**

It evolves over a number of years to earn goodwill and reputation.

**4. Manipulation:**

It cannot be easily changed and manipulated. Changes are introduced if absolutely necessary.

**5. Focus:**

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It focuses on values and norms of the organisation.

**Organisation Climate:**

**1. Concept:**

It reflects current atmosphere of the organisation.

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**2. Perspective:**

It is short-term that defines its day-to-day functioning.

**3. Evolution:**

It evolves according to needs of the organisation to adapt to current environmental forces.

**4. Manipulation:**

It can be manipulated and changed according to needs of the environment.

**5. Focus:**

It focuses on current work practices of the organisation.