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To explore the relationship between organisational restructuring and organisational culture at MES.

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ABSTRACT

Rising global competition, the influence of advances in information technology and the financial status of companies are some of the imperatives that force organisations to restructure. In South Africa, the situation is even more compelling, with the recent economic situation of the country that requires companies to implement certain restructuring programmes designed to encourage sustainability organisation. These changes, however, do affect organisations and employees. It becomes critical that organisations implement it carefully, if they are to survive. This research has attempted to explore the relationship between organisational restructuring and the organisational culture at MES. A qualitative research approach was used for this study; a non-probability sampling namely purposive sampling was used for the purpose of this study. The main findings have presented that the organisational restructuring processes at MES have influenced positive organisational culture within the organisation. Communication, interactions and relationships have increased amongst the employees since the organisational restructuring at MES. The research study hopes to influence the policy making processes regarding change and restructuring within MES. The study would contribute towards Occupational Social Work literature on organisational restructuring, organisational culture and Change Management.

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Key words: Organisational restructuring, Organizational culture, Change Management.