As noted throughout Chapter 5 of your textbook, systems and structures can influence a change initiative and the organization’s culture as a whole. In hopes of ensuring that changes are adopted, it is critical that the proper structures are created, which is aligned with the organization’s culture. Many factors can influence the success of certain cultures. For example, in Table 5.1, on page 154 of your textbook, mechanistic and organic organizational forms are discussed. For the purpose of this assignment, please do the following:

1. Choose a current organization or a past employer, or an organization that you are familiar with. Explain details about your organization’s culture as aligned with the information in Table 5.1. For example, explain why your organization is flexible or is rigid in terms of tasks. Provide specific examples as related to two of the six criteria listed. It is important to note that your organization might not be mechanistic in all components or organic in all components.
2. Based upon the information that you have presented, explain why you believe that your organization falls into a mechanistic or organic organization type.
3. Based upon your organization type, explain the implications of utilizing the opposite approach when implementing a change initiative. What types of issues are likely to occur? Why?

Embed course material concepts, principles, and theories, which require supporting citations along with two scholarly peer-reviewed references in supporting your answer. Keep in mind that these scholarly references can be found in the Saudi Digital Library by conducting an advanced search specific to scholarly references.