

**TABLE 3  
LEVELS OF CULTURE**

	<b>Gordon &amp; DiTomaso (1992)</b>	<b>Kotter &amp; Heskett (1992)</b>	<b>Schein (1992)</b>	<b>Hofstede, et. al. (1990)</b>	<b>Rousseau (1990)</b>	<b>Nadler &amp; Tushman (1988)</b>
<b>TYPE OF STUDY:</b>	Empirical	Empirical	Conceptual	Conceptual	Conceptual	Conceptual
<b>LEVEL OF CULTURE</b>						
Human Nature Assumptions Ideology			X		X	
Values/Beliefs Espoused Values Artifacts	X	X	X X	X X	X X	X
Norms Climate Key Roles		X			X	X X X
Patterns of Behavior Myths					X	

	<b>Stringer &amp; Uchenick (1986)</b>	<b>Kilmann, et. al. (1985)</b>	<b>Dennison (1984)</b>	<b>Allaire &amp; Firsirotu (1984)</b>	<b>Deal &amp; Kennedy (1982)</b>	<b>Peters &amp; Waterman (1982)</b>
<b>TYPE OF STUDY:</b>	Conceptual	Empirical	Empirical	Conceptual	Cases	Cases
<b>LEVEL OF CULTURE</b>						
Human Nature Assumptions Ideology		X X		X		
Values/Beliefs Espoused Values Artifacts	X		X	X	X	X
Norms Climate Key Roles	X	X		X X		
Patterns of Behavior Myths	X X		X	X		