

PROS AND CONS OF ORGANIZATIONAL MYTHS

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Abstract

The present interest in organizational myths is part of a larger tendency to emphasize language and metaphors as essential elements of organizational culture. Organizational myths and rumors often offer a better image of employees' expectations and dissatisfaction than formal testing. A sample of 141 subjects, men and women, was used, age varying between 18 and 65. The instruments assessed the frequency and intensity of organizational myths and rumors, motivation, work satisfaction, indecision and organizational communication. The results show the capacity of organizational myths to offer explanations and safety in an unstable environment, to solve dilemmas and to relieve tension.

Keywords: *organizational myths, rumors, communication, motivation, indecision*

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