

Conceptualizing Acculturation of the Worker in a Coasian Firm: A Preliminary View

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Abstract

The term acculturation is often referred to at the societal level. However, what if the situation is in the Firm context? How might acculturation be viewed in a Firm? In this paper I will use the Coasian definition and conceptualization of a Firm to illustrate how acculturation process happens in a firm. I will conceptualize in broad terms how the process of acculturation works in a Coasian firm. This effort represents preliminary, initial steps to model the process of acculturation in a firm¹.

Keywords: Acculturation, Coasian Firm, Socialization Related Learning

1. Introduction and Background

In this paper I conceptualize the process of acculturation in a firm. The focal point and subject of this process are the individual worker and the firm. In doing so, I will use the concept of the Coasian Firm to depict the organization. The process of acculturation is defined as a process in which the worker internalizes the practices, beliefs and values that are dominant in the firm. In such a process, the worker experiences a transformation of his or her worldview.

This process of acculturation begins when the workers starts his job in the firm. But this process takes a long time. The worker, after being employed in a certain amount of time, will experience changes in his or her worldview, if one compares the worldview before joining the firm and after being employed over time. This process of acculturation comes from the need of the

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