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**ORGANISATIONAL CULTURE AND CONATIVE BEHAVIOUR PATTERNS
IN TRANSITION ECONOMIES**

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Abstract. The process of changing organisational culture has proven to be one of the major management challenges and only rarely takes place differently than through gradual evolution. In practice, all aspects often seem to be in favour of changes, but they do not occur. The case of Slovenian SME company is presented, and Slovenian and Romanian transition process from planned economy to market economy is compared. The concept of conation is used to study employees' behaviour patterns with Kolbe Index™. The study suggests that natural talents of employees do not support organisational culture change in analysed company. Their self expected behaviour pattern suggests that employees feel that they must implement changes and new processes, organisation and planning; however, their natural inclination is to simply wait for superiors' instructions. Hence, they are stuck in indecision and inactivity as no one is willing to take stand on any issue in either direction.

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