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Determinants of Organisational Culture in the Context of Ethnic Diversity: the Role of Socio-economic Factors in Latvian Enterprises

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Abstract

This article examines the factors of organisational culture in Latvia, with a particular focus on the influence of socio-economic factors in the context of ethnic diversity. Latvia is characterised by a multi-ethnic population, and the study investigates how ethnic differences shape organisational values, practices, and cohesion within Latvian enterprises. An online survey was conducted among the economically active population both employees and employers with the aim of exploring interethnic cohesion in economic activities. The total sample comprised 1,008 respondents. The data were collected between 2024 and 2025 by a team of sociologists from the Institute of Philosophy and Sociology, Faculty of Humanities, University of Latvia. Empirical findings reveal that respondents across ethnic groups place a high value on fairness in economic behaviour, business communication, and adherence to corporate ethics, respect for organisational hierarchies, and the evaluation of employees' professional, moral, and psychological qualities. However, the results also highlight notable differences between ethnic groups, suggesting the existence of distinct ethnic subcultures within Latvia's organisational environment. Moreover, the study demonstrates that organisational culture in Latvia is significantly shaped by individualistic socio-economic strategies employed by workers, managers, and entrepreneurs, driven by personal aspirations for resources, status, and influence. These strategies reflect broader neoliberal tendencies that emphasise autonomy and competition. The findings contribute to a deeper understanding of how socio-economic and ethnocultural determinants interact in shaping organisational culture in a multi-ethnic society.

Keywords: Cohesion; Economic Actors; Ethnic Identity; Team Building; Values