

Abstract

Social enterprises are entities that combine the philosophies, operations or strategies of both the non-profit and for-profit sector. They aim to have an impact on society while ideally incorporating a business model that ensures financial sustainability and ability to reinvest their profits to maintain growth. These goals might be conflicting in the long-term when the organisation has to make decisions on whether to priorities impact or profit.

Such organisational model should have implications on the personnel in terms of management, organisational relationships and psychology. Thus, the focus of this thesis is to examine the corporate culture of two social enterprises and to study the organisations' environment and the social actors, where the main objective is to explore this topic and discover common themes that arise during the research.

The literature review outlines several different conceptual approaches to social enterprises. Afterwards, the theory of corporate culture is presented, including models depicting elements that characterise different types of cultures and variables that make the corporate culture of social enterprises unique. In the empirical part, six in-depth semistructured interviews were conducted with the aim to search for common attributes. One case includes observations to increase data validity. The results revealed twelve categories that could be grouped into three main themes: people and relationships, perception of the future of the organisation and work environment. Discussion interprets these results and relationships between categories.