

Summary

Subject matter: Organizational culture and its impact on the effectiveness of management.

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Customer organization: Kabardino-Balkar department №8631 “Savings Bank, ltd.”, KBR, Nalchik, ul. Pushkina / Keshokova 24/37.

Topicality of the research: is proved by the need of the administration for a clear – cut definition of the notion organizational culture, in practical recommendations on the formation and development of organizational culture, its diagnosis and evaluation and also the selection of the type of the organizational culture in order to make a decision on the need for its change.

Objective of the research: is the study of the structure of the organizational culture to determine its impact on the improvement of the bank efficiency.

Tasks:

- to study the legal and normative documents regulating the relations in the work team, rights and duties of employees and administrators;
- to study the theoretical sources of the organizational culture in the bank;
- to elaborate the methodology of the analysis of the organizational culture;
- to examine the socio-psychological aspects of the formation a the organizational culture in this organization;
- to analyze the organizational culture of Kabardino-Balkarian branch of the “Savings bank, ltd.”;
- to formulate recommendations on the improvement of its organizational structure.

Theoretical and practical significance of the research: is that its findings and recommendations can be used in the development of teaching aids. Practical

significance of the research is its recommendations can be used in the normative – making and methodological work of Kabardino-Balkaria department of “the Savings Bank” aimed at the improvement of the effectiveness of corporate management in the banking sector.

Results of the research: 1. We have analyzed the main types and essence of organizational culture, theoretical approach to the study of the main elements of organizational culture; 2. We have revised the ways of the formation of organizational culture; 3. We have examined the principles of the organizational culture and the formation of the Corporate spirit on the example of the Bank formulated in the organizational principles including the ethical code; 3. We have conducted the diagnosis of the organizational culture based on the method of G. Hofstide and D. Bollinger.

Recommendations: include the development of the organizational culture, the formation of the image of the describe future, elaboration in practice of the perspectives of the bank development, of the technologies of the bank operation; involvement in strategic planning. Understanding of the goals and tasks leads to the team building effect, formation of corporate culture according to the proposed model. To improve the quality of basic and additional training of the especially valuable for employers employees of professional categories (administrators, leading specialists), the “Savings Bank of Russia, Ltd.” Should stimulate the cooperation with bank associations which would result in the creation of two corporate national training centers: upgrading of the qualifications of bank employees.