

SUMMARY

Subject matter: Organizational culture of the enterprise and its impact on management efficiency (example LLC «STANDARD-OIL»).

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Customer organization: LLC «STANDARD-OIL».

Topicality of the research: Studying problems, identifying entities, structure and social indicators of corporate culture. Currently, it helps employees acquire organizational identity, form an intergroup idea of the enterprise, and also form feelings of social security as a result of creating employees' feelings of reliability of organizations. Understanding the organizational culture stimulates the responsibility and self-awareness of the employee, which, in turn, leads to a more effective implementation of the tasks assigned to him.

Objective of the research: study of the theoretical foundations and development of measures to improve the corporate culture system in LLC "STANDARD-OIL".

Tasks of the research:

- The definition of the concept of organizational culture, the study of its role and significance in the process of managing the organization;
- Analysis of fundamental theories of organizational culture;
- General characteristics of LLC "STANDARD-OIL" and analysis of the labor resources of the organization;
- Analysis of the organizational culture system at the enterprise;
- Consideration of mechanisms for improving corporate culture at LLC «STANDART-OIL»;
- Development of measures to improve the organizational culture in LLC "STANDARD-OIL".

Theoretical significance of the research it consists in summarizing the

theoretical and methodological approaches to the formation of an organizational culture system in an enterprise.

Practical significance of the research it consists in the development of measures to improve the system of organizational culture in LLC STANDART-OIL.

Results of the research: The content of the culture is likely to affect how employees behave during the work process. For example, cultural values that focus on customer service will lead to better customer service if there is a widespread perception among employees about the importance of customer service values.

Recommendations:

For the development of corporate culture at the enterprise, the following methods of development of the organizational culture system can be distinguished: development of a system of corporate events aimed at uniting staff (team building); introduction of a new training scheme for interns; coaching in the person of the head of the department or his ward; the introduction of a number of recreational activities aimed at reducing the load from the workflow; creating a series of training videos; creation of a system of periodic ranks for individual merits in the reporting period; organization of thematic corporate events to adapt new.