Summary

Subject matter of the dissertation: Organizational culture and its impact on the effectiveness of management (for example ООО "Куртаж")

Author of the master’s dissertation: Ovchinnikova Valeria Sergeevna

Scientific supervisor of the master’s dissertation: PhD in economics, associate professor of department of Economics, Management and Finance M.Y. Dneprov

Customer organization: Kurtazh Ltd.

Topicality of the research: At the moment one can observe an increase in interest in the organizational culture. It is connected with the fact that the culture of the organization allows for modern conditions to solve a number of problems that arise in organizations, and influences the efficiency of the companies.

One of the major motivations for research of organizational culture is that traditional organizations management, built on the functional specialization of employees and departments, division of labor, isolation of separate entities from each other based on linearity and equality processes do not meet the established in the present conditions.

Control of formation and development of organizational culture allows to form a new business community, whose work will be adjusted to the requirements of society, which will take not only a mechanism to maximize profits, but also a part of society.

That is why the theme of my of degree research quite relevant today.

Objective: The mission of the research is to analyze the organizational culture of the organization and development of proposals for its improvement.

Tasks: Achieving specified purpose involves solving the following tasks:

1. to explore theoretical aspects of organizational culture and its formation;

2. to provide a brief description of the organization;
3. to analyze the organizational culture;
4. to develop recommendations for improving the organizational culture;
5. to evaluate the effectiveness of recommendations to improve the organizational culture of the enterprise.

**Theoretical and practical significance of the research:** The theoretical significance of the study is the analysis of and systematization of scientific publications on the organizational culture of the enterprise.

The practical significance of the study lies in the fact that the results of the study will be important for executives, managers, staff, and psychological services. On this basis, psychological service could develop a program of activities to improve the socio-psychological climate in the organization, which will be useful for both employees and managers.

**Results of the research:** An effective organizational culture is an essential condition of high performance and quality work of the personnel. The formation and maintenance of such a culture - one of the main objectives of top management, seeking to ensure the implementation of the strategic objectives of the organization.

In addition, there was identified necessity of improving the organizational culture of Kurtazh Ltd. and was paid more attention to overcome the weaknesses in it.

**Recommendations** Suggest to the company Kurtazh Ltd. ways of improving the organizational culture, which are concluded in the process of settlement of young professionals (for example, the development of documents of the adaptation); development of a corporate code; orientation on the management of "man"; creating conditions for effective labor, social peace and partnership; the need for measures to improve the efficiency of employees.