Summary

Subject matter: Formation and development of the organizational culture.

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Topicality of the research: of the organizational culture is especially important as the new economic transformations are in need of the institutionalized registration of the essential value priorities on the level of the society and organizations.

Objective of the research is the formation and development of the organizational culture on the example of “Grimix, ltd.”

Tasks:
- to study the theoretical foundations of the formation of the organization’s corporate culture;
- to analyze the corporate structure of “Grimix, ltd.”;
- to develop recommendations on the development and improvement of the corporate culture;

Theoretical and practical significance of the research: is that results can be used by the “Grimix, ltd.” administration in order to improve the existing organizational culture which will result in the improvement of the staff efficiency and have a positive impact on the indicators of the staff turnover and increase in the profits of the organization.

Results of the research: on the basis of the conducted research we have come to the conclusion that “Grimix, ltd.” exhibits the task – oriented and people – oriented organizational culture.

Recommendations: On the basis of the results obtained we have developed the code of the organization’s corporate culture containing the values, norms, convictions need for the formation and development of “Grimix, ltd.” organizational culture. It is called to establish the principles that determine the staff’s organizational behavior. The code also contains the well grounded system of the conceptual measures whose
execution should result in the development of the organizational culture and solution of the problems revealed. Thus, all this will positively tell on the organizational culture, as their will appear new traditions and values important for the development of the existing culture and also on the efficiency of the work of “Grimix, ltd.”.