SUMMARY

Subject matter: The formation of the organizational culture of a modern organization: Russian and foreign experience (on the example of “Promenergostroi,” ltd.)

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Customer organization: “Promenergostroi”, ltd. The formation of organizational culture promoting successful development of an organization in conditions of a competitive struggle plays an important role in the process of building an effective system of management. For this very reason it is essential to provide a detailed research into the phenomenon of organizational culture in modern organizations and the purposeful influence on its influence formation, to be able to realize its diagnostics, to determine the directions of its development, to analyze the factors exercising the greatest impact on organizational culture, to insert correction of these or those constituent elements.

Objective of the research: is the analysis of the specific features of the formation of organizational culture of a modern building organization and on the basis of foreign experience to offer recommendations for its improvement.

Tasks:

- to study the essence of organizational culture in modern organizations and its role in the building industry;
- to research into the specific features of the formation of organizational culture in Russian and foreign companies;
- to analyze the organizational - management principles of the performance of “Promenergostroi”, ltd.
- to study the factors influencing the formation of the organizational cultivar of “Promenergostroi”, ltd.
-to spot the problems of the formation of the organizational culture of “Promenergostroi”, ltd.

-to offer recommendations for the improvement of the organizational culture of “Promenergostroi”, ltd, using the experience of western companies.

**Theoretical significance:** of the research is the extension of the scientific idea of the process of the formation of organizational culture of modern organizations. **Practical significance:** is that the proposed recommendations for the improvement in the mechanisms of the formation of organizational culture can be used in the practical work of the company leaders.

**Conclusions:** Organizational culture is the qualitative basis for the flow of all the organizational-managerial processes and sets a long-term goal for the organization’s existence, develops corporate standards to be adhered to for the effective achievement of this goal, convinces the employees of the rightness of these goals and standards and, finally introduces the mechanism of the transfer of these corporate values to new employees.

**Recommendations:** to offer “Promenergostroi”, ltd. the mechanism of the improvement in the organizational culture which will consist in the inculcation of such value-based principles as responsibility, performance of one’s duties, care about the subordinates. Moreover, to improve the socio-psychological climate in the collective body, and, namely, the increase in the solidarity, openness and level of collectivism, the leadership should organize corporate events.