SUMMARY

Title: Organizational culture in local government as a factor in forming the image of municipal employees

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Name of the organization: Administration of city district Baksan, Kabardino-Balkaria Rep.

Background research is determined with the current state of the national and municipal public service, the obvious manifestations of which are the lack of professionalism and moral stability of officials, the manifestation of other anomalous phenomena such as bribery, corruption, indifference to the interests of the state, city and citizen.

Objective is to study the structural elements of the organizational culture of local governments, influencing the formation of the image of municipal employees, and develop ways to change.

Tasks:
- to define the concept and consider the basic types of organizational culture and identify its structural elements;
- to explore the features of the formation of the organizational culture of local governments;
- to consider the role of organizational culture in shaping the image of municipal employees;
- to analyze the state of organizational culture of the City Municipal District Administration of Baksan, Republic of Kabardino-Balkaria, developing the main directions of its improvement.
The theoretical significance of the study is that the main provisions of the
graduate thesis can be used in scientific-practical developments of the practice
problems in formation of organizational culture of local government.

Conclusion: The analysis of the existing organizational culture of the City
Municipal District Administration of Baksan revealed deficiencies, the removal of
which will contribute to a positive image of municipal employees.

Recommendation: In the current "Code of Ethics for municipal employees of the
local administration of city district Baksan" to make the following additions, for
example:

- statement of long-term (10-15 years) strategic goals, which increases the sense of
  security and increases its resilience to conflict situations.

- innovativeness (the recognition of new ideas as the main value) creates
  conditions for realization of employees’ creative potential, creates a favorable
  atmosphere for interpersonal communication and reduces the basis for the
  emergence of conflict situations.

It should be noted that a significant disadvantage of the "Code of Professional
Ethics of municipal employees of the local administration of city district Baksan"
is the almost complete absence of special rules on liability for its violation.

- for a gross violation of the Code as well as repeatedly committing unprincipled
  and (or) an immoral acts applies municipal employee’s disqualification, i.e.,
  deprivation of the right to hold positions in local government within a certain time;
- for the less serious violations can be used such a specific measure impact, as an
  obstacle to further career growth.