SUMMARY

Subject matter: The analysis of the management system of modern organization and ways to improve it (by the example of the "Pekoe, Ltd.").

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Information about customer organization: The "Pekoe, Ltd."

Topicality of the research: is determined by the fact that the economic reforms in Russia, which caused update all spheres of society and the emergence of new market relations require a radical revision of the style and methods of management of organizations, including those that are commercial activities. This is due, above all, a change in the target setting of organizations, as if before the main task of a manager at any level was to ensure timely implementation of the plan, but now, in a highly competitive environment, the main purpose is to fight for survival and sustainable development of the progressive organization as a whole.

This fully applies to the company "Pekoe" that is one of the leading companies in the production and sale of furs in Pyatigorsk. Despite the fact that the whole organization is successful enough to manage it, there are certain difficulties and problems that require solutions.

Objective of the research: is to develop a theory and practical recommendations to improve the management system of the "Pekoe, Ltd."

Tasks of the research:

1. To clarify the concept of the organization as a complex system;
2. To consider the types of organizational structures in management theory and their features;
3. To give a general description and analysis of current business of the company;
4. To examine the current system of management of the "Pekoe, Ltd." and influence of its the organizational structure on the effectiveness of the organization;
5. To develop measures to improve the management system of the "Pekoe, Ltd."

Theoretical and practical significance: The theoretical significance of the research is to uncover the essence of the organization as a folded system,
systematization types of organizational structures and identifying their characteristics. The practical significance is associated with the articulated in the third chapter of the research recommendations for improving the activity of top management of the "Pekoe, Ltd.", which can also be used in other enterprises.

**Results of the research:** It was analyzed the main factors that should be considered in the study of organizational management at the macro level, the structure of intra-organizational environment of the organization is given, types of organizational structures are analyzed and their features are refined; a comprehensive assessment of management system in the "Pekoe, Ltd." is given and analysis of its impact on the effectiveness of the organization is done, measures to improve the management system of the "Pekoe, Ltd." are designed.

**Recommendations:** It must be entered in the organizational structure of two separate divisions - personnel management service and marketing service. We have developed justification for such entering, are objectives of both units and their possible staffing structures, the necessary documents and economic performance indicators of the implementation of this decision. All costs incurred by the company on implementing the proposed activities will be repaid after the opening of a new shopping center. Same advantages that a company receives from the ordering in the areas of personnel management and marketing, taking into account the prospects for expanding the company's business will be immeasurably greater.