Summary

Subject matter: The improvement of the organizational culture of local authorities (based on the example of the administration of the municipal unit of Tukui-Mekteb).

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Customer organization: the administration of the municipal unit of Tukui-Mekteb.

Topicality of the research: the in-depth analysis of the subject matter contributes to the knowledge of the processes within an organization, which consolidate the representatives of different professions and subcultures, which often have different views on the social processes both in the organization and the society in general. The developed system of the organizational culture reduces the risk of social tension among the staff, plays an important role in the prevention and optimal regulation of collisions and doesn’t allow their transformation into constant conflicts.

The important condition of the effective work of local authorities for the good of the society is the improvement of the organizational culture of local authorities, the formation of the appropriate values and norms.

The basis of the developing model of municipal service is the dynamically forming system of values, which includes the values of the Constitution of the Russian Federation and the Russian mentality and also the values of the organization, aimed at the strategy of the democratic and legal state.

Objective of the research: to identify the ways of improving the organizational culture of local authorities.

Tasks:
− to study the essence and notion of organizational culture;
− to analyze the regulatory basis for the establishment of local authorities of the Russian Federation;
− to study the methods of identifying the organizational culture and the factors, which influence the culture of the organization of local authorities;
− to describe and analyze the organizational culture in the administration of the municipal unit of Tukui-Mekteb;
− to research the events aimed at the improvement of the organizational culture of the administration of the municipal unit of Tukui-Mekteb.

The object of the research: the organizational culture of the local authorities.

The subject of the research: the values of the organization as the factors of the formation of organizational culture of local authorities.

Results of the research: the conclusions were drawn about the current state of the organizational culture of the administration. In the practical part of the research the measures aimed at improving the organizational culture of the administration were introduced. The adoption of these measures will provide an opportunity for the improvement of the organizational culture of the administration and, as a result, for the improvement of relationships among the staff and increase in the management’s trust in the staff, and also an increase in the effectiveness of the administration’s operations.

Recommendations:
− to increase the level of trust in the staff and delegation;
− to broaden the range of ways and methods of financial and non-financial motivation of the staff;
− to introduce changes in the structure of the administration of the municipal unit of Tukui-Mekteb, to create the system of departmental responsibility for the decisions taken;
− to actively use information technologies with the purpose of enhancing the image of the administration of the municipal unit;
− to improve the socio-psychological climate in the organization;
− to enhance the authority of the management.