SUMMARY

Subject of final qualification work: "Formation and development of organizational culture of the enterprise".

Author of VKR: Kuzhonova Asiyat Valeryevna.

Research supervisor of VKR: edging. ist. sciences, associate professor of financial and economic and legal support of administrative activity Edigarova Gayane Nikolaevna.


Relevance of a subject of research is caused by the following circumstances. Any organization, irrespective of the size and a kind of activity needs coordination of interaction of her employees, establishments of a certain intra organizational order. This order is shown in the form of organizational culture which is understood as the organizations accepted by the most part philosophy and ideology of management, the assumption, valuable orientations, beliefs, expectations, arrangements and the norms underlying the relations and interactions, both in the organization, and beyond its limits. The organizational culture is one of the main factors of development of the organization. Therefore the organizational culture needs to be operated that is confirmed by the majority of modern scientists and practicians. Thus a main goal of administrative impacts on organizational culture are its formation and development in the direction promoting organizational growth.

Work purpose: the analysis of formation and development of organizational culture on the example of travel company JSC «Light».

Tasks: 1. To open concept and functions of organizational culture of the enterprise; 2. To analyse structure and the main approaches to classification of organizational culture; 3. To define methodical bases of formation and development of organizational culture; 4. To give a general characteristic of activity of JSC «Light»; 5. To carry out the analysis of organizational culture and
the mechanism of its formation to JSC «Light»; 6. To develop recommendations about development and improvement of organizational culture of JSC «Light».

**The theoretical and practical importance of final qualification work** is that results of the conducted research can be used by JSC «Light» management for the purpose of improvement of existing organizational culture of the enterprise therefore level of overall performance of collective will raise that will be reflected in decrease in an indicator of turnover of staff and increase in profit of the enterprise.

**Results of research:** on the basis of the conducted research, we came to a conclusion that in JSC «Light» the organizational culture focused on a task, over culture focused on the person prevails.

**Recommendations:** on the basis of the received results of research the code of organizational culture was developed for travel company JSC «Light» which contains values, norms, the belief necessary for formation and development of organizational culture of JSC «Light». He is urged to establish the principles defining business behavior of employees of the enterprise. Also the code contains reasonable system of the conceptual measures which performance has to lead to development of organizational culture and the solution of the revealed problems. Thus, all this will positively be reflected in organizational culture as there will be new traditions, values which are important for development of existing culture, and also on efficiency of activity of JSC «Light».