SUMMARY

**Subject matter:** Organizational culture as a tool for human resource management.

**Author of the research:** Baychekueva Zalina Zhamalovna.

**Supervisor of studies:** Doctor of Pedagogical Sciences, Professor of creative-innovative department of management and law A.V. Babayan.

**Information about customer organization:** The Open Joint Stock Company MMC "Kabbalkgidrostroy".

**Topicality of the research:** The development of foreign economic relations of Russia and the processes of globalization have high requirements to comply with conventional forms of business communication, etiquette, ethics and corporate standards. Under the influence of Western theories and techniques are transformed old and the formation of new approaches to the management of personnel in the organization, including the developing of the concept of organizational culture. When moved to the Russian reality the Western concepts of organizational culture, there is a need in a serious adaptation of these approaches involving ordering and systematization of knowledge in this scientific field. In our opinion, in the Russian practice of personnel management it still has not formed a comprehensive, systematic assessment of the methodological approaches to dealing with the organizational culture of the company, so an important problem is the development, interpretation and implementation of the most effective modern management technologies and solutions in this field. All of the above predetermined the topicality of the research topic.

**Objective of the research:** is the study of organizational culture as a tool for controlling the behavior of the staff on the example of the Open Joint Stock Company MMC "Kabbalkgidrostroy".

**Tasks of the research:**

- to explore the concept, characteristics and classification of organizational culture;
• to review the structure, functions and components of organizational culture;
• to reveal the national characteristics in the organizational culture and to analyze the development of organizational culture in Russia;
• to examine the legal foundations of foundation and activities of the Open Joint Stock Company MMC "Kabbalkgidrostroy";
• to analyze the impact of organizational culture on employees behavior in the Open Joint Stock Company MMC "Kabbalkgidrostroy";
• to develop key issues for improving the organizational culture for the Open Joint Stock Company MMC "Kabbalkgidrostroy."

**Theoretical and practical significance:** obtained by us theoretical findings in the research are a generalization of many researchers in the field of organizational culture and provide the most fully understood of the nature and the particularities of organizational culture. The results obtained in the course of the analysis, can be used in the Open Joint Stock Company MMC "Kabbalkgidrostroy" for elimination the shortcomings of the current organizational culture. As a result of these recommendations for improving organizational culture it is expected to increase the efficiency of the staff and the organization as a whole.

**Results of the research:**

• lack of stated mission and goals in the organization;
• lack of information boards, bulletin boards and other visual illustrations in the building;
• lack of symbolism in the Open Joint Stock Company MMC "Kabbalkgidrostroy" (logo, corporate colors, motto, flag, etc.);
• poorly developed such elements of organizational culture as traditions, history, myths, heroes.

**Recommendations:**

1. To develop the mission and goals of the company and bring them to the employees;
2. To develop a company logo, to choose corporate colors;
3. To organize the place for joint dinners of office staff;
4. To produce souvenirs with symbols of the Open Joint Stock Company MMC "Kabbalkgidrostroy" for employees and partners;
5. To create a website of the company;
6. To hold annual events in honor of a holiday (as an encouragement for employees) with games that will rally the team together, to create a mission, goals, traditions, myths, and other elements of organizational culture.