

Subject matter of the dissertation: Culture of Organization in the bodies of the state power.

Author of the master`s dissertation: Gergokova Jamira Tahirovna

Scientific supervisor of the master`s dissertation: candidate of historic sciences, Professor Ermakov V. P.

Customer organization: indebtedness department of Pyatigorsk Federal Tax Service Inspection.

Topicality of the research: The rise of culture of organization in the bodies of the state power, forming appropriate values, directions, norms, relations in them is an important condition of its effective functioning for the benefit of the society. This concept doesn`t have any application in the case of socially important fields of human activity, in which the profit isn`t the main criterion of the effectiveness, and also in the bodies of the state service. Besides, it`s fully enough reflects the staff condition and the character of its influence on the personnel. All said above testifies the topicality of our research.

Objective is the development of directions of culture of organization progress in the Pyatigorsk Federal Tax Service Inspection.

Tasks: - to define the essence, peculiarities and principles of the culture of organization;

- to reveal the main functions and the structure of the culture of organization;

- to study the main types of the culture of organization;

- to make the analysis of the culture of organization of Pyatigorsk Federal Tax Service Inspection;

- to investigate the influence of the culture of organization on the organizational behavior of civil servant in Pyatigorsk Federal Tax Service Inspection;

- to develop the directions of the culture of organization in Pyatigorsk Federal Tax Service Inspection;

Theoretical and practical significance of the research consists in the fact that working on the degree work there were presented and analyzed the definite notions, culture of organization, there was made the analysis of the culture of organization of Pyatigorsk Federal Tax Service Inspection, the influence of the culture of organization on organizational behavior of the civil servants in the Pyatigorsk Federal Tax Service Inspection was studied, and also the directions of the development of organizational culture were developed in the Pyatigorsk Federal Tax Service Inspection.

Results of the research: Organizational culture, functioning in the frame of social organization, is a system of socially inherited material and nonmaterial factors of human activity, that synthesizing the established in the society and its subsystems the totality socio-cultural relations, comes out both as a result of people`s social behavior, and as a its regulator, the instrument of social management.

The main peculiarities of culture lies in the aspects of multilevelness, multifacedness and multiaspectness.

The principles of organizational culture are orientation on actions, the achievement of purposes, independence and enterprise, person`s productivity, the simplicity of management forms, sparsity of the staff; the simultaneous combination of freedom and brutality in the management.

There were studied the classification of functions of the organizational culture of such scientists as S. Fishman, V. A. Spivak, A. P. Gorbunov.

Edgar Shine defined three levels in the structure of organizational culture. We propose more simple structure of the culture of organization, which are two organizational levels.

On the upper level of which there were presented such obvious factors as clothes, symbols, organizational ceremonies, working conditions, and on deeper level there are norms and values, defining and regulating the company`s staff behavior.

The second level values are closely connected with the visual examples (slogans, ceremonies, formal official) style clothes, etc.), it is as a result from it and define it's inner philosophy. These values are maintained and worked out by company's staff, every employee must share them or at least show the loyalty towards accepted corporate values.

The types of organizational culture are divided according to different criteria: management style, type of organizational culture, age, power of influence, direction of influence, innovation degree.

In the Pyatigorsk Federal Tax Service Inspection there was established such culture of organization that is characterized by the coincidence of civil servants' views on the principles and conditions of activity. On the other hand, there exists a wide range of views of the aims of activity and the low degree of its coincidence with the criteria of the assessment. The last circumstance is, probably, in the delegating solution of such problems to the level of structural elements.

Summarizing the influence of organizational culture of state civil service on social regulation of employees' behavior of Pyatigorsk Federal Tax Service Inspection, we should formulate the number of main points:

a. regulation of organizational behavior - is a directed influence on the behavior of people in company for the purpose of guaranteeing of its equivalence to behavioral model. The regulation is possible only in two conditions: firstly, in the presence of behavioral model, secondly, by the divergence the real and model behavior of the staff.

b. organizational behavior is the object of legally- administrative, economic and social regulation. The specificity of social regulation lies in: the usage of social resource personnel orientation, in the specificity of the using regulative means; in the future orientation, professional and personality growth of the personnel, in the personnel orientation on the personality, in the variety of its relations and needs;

c. organizational culture of the Pyatigorsk Federal Tax Service Inspection should characterize as a weak one. First of all there is no unity in the definition of the aim of activity of the Pyatigorsk Federal Tax Service Inspection. Secondly, the

real organizational culture does not correspond to declared organizational culture. This statement bases on the analysis of the view of structure of the motives of civil servants and the criteria of labor assessment, in the assessment of civil servants factors, defining professional activity. On the other hand, state civil servants equally have the idea of conditions of the service that is the sign of a strong organizational culture. At the same time they have nothing to do with the real, but with the desirable conditions of activity;

d. to the characteristics of organizational culture of the state civil service, that will influence the behavior regulation of the servants in the Pyatigorsk Federal Tax Service Inspection there referred the availability of the strong organizational culture of civil state service; orientation of the body of the power on the interests and expectations of citizens; the absence of contradictions between the declared and real organizational cultures; openness of the organizational culture to the innovation and the involvement of the workers to its development.

Recommendations. 1. The processes of change of the organizational culture, civil state service should not be arranged on the subject-object relations of the state power and the society, but on subject-subject, where state civil servants are not the influencing, but the perceiving social demands of the subjects, changing in the process of the cooperation in accordance with the social expectations.

2. For improvement of the situation it is necessary to create as on the federal and as on the regional level of state management the special bodies of power, making the regulation in the cultural sphere. The task of such bodies of power will probably be comprehensive regulation with the aim of the prevention of conflict of the state interests and personal interests of authorities and state management servants.

3. It is necessary to create the crew for the detailed work of the program of changes, its realization and the control and the control of the condition of the organizational culture.

4. To form favorable morally-psychological climate and consolidation of staff one should develop friendly relationship between employees. This will

facilitate the practice of celebrating holidays among staff, birthday greetings of the staff, joint trips.