عنوان فارسی مقاله:
ویژگی‌های "وفاداری" و "هویت" به عنوان عناصر فرهنگ سازمانی در جوامع دانشگاهی نوین

عنوان انگلیسی مقاله:
The Peculiarities of the Adherence and Identification as Components of the Organizational Culture of Modern University

توجه!
این فایل تنها قسمتی از ترجمه می‌باشد. برای تهیه مقاله ترجمه شده کامل با فرمت ورد (قابل ویرایش) همراه با نسخه انگلیسی مقاله، اینجا کلیک نمایید.
4. Conclusion

Being a united basis of the educational institution, the organizational culture of the modern university determines the stability and success of the university in the competitive environment.

The empirical evidence we have obtained shows that the organizational culture of a modern university has some distinctive characteristics in different groups of employees and trainees. It is characterized by the different levels of adherence and the level of identification. Thus, a high level of the adherence and identification is formed in the clan and adhocratic culture, and the domination of bureaucratic type of culture is associated with a decrease in the level of organizational adherence and identification. The obtained results allow to suppose that the formation of the atmosphere of readiness to the communication within the institution, warm atmosphere in faculties among the students, teachers and administrative staff, the development of an atmosphere of innovation, commitment and rivalry will help to increase the sense of adherence and identification. On the contrast, the excessive level of bureaucracy, inaccessibility and regulation of the institution has a negative impact on the level of the employees and students’ organizational adherence and identification.