
Original article

Management culture of a large company: essence and condition

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Abstract. *A large organization, not only as an economic entity, but also as a system that is an active participant in public life, basically has a great social dependence – both in internal and external aspects. This dependence should be expressed as a kind of complex social condition, thanks to which the very fact of the organization’s existence, including a large one, is possible. Reliance on social life and constant participation in it makes it possible to present a large organization as a key player in cultural life – the lives of its employees, representatives of the organization’s management and all persons interacting with the company in one way or another – due to its enlarged positioning, the level of interaction is built at the national and global levels. A large company, as a part of culture in general and management culture in particular, concentrates various values that are distributed in an organized or chaotic way in social contacts between employees and customers. Therefore, value exchange, as a guarantee of the existence of an effective internal culture of a large organization, should be determined by itself through efficiency, consistency (perhaps even relative), as well as through humanism – the fundamental quality of culture as a factor of ensuring the presence of human morality in the needed cultural process. Thus, the uniqueness of the links between managerial culture as an original kind of culture and a large organization, which may situationally represent a similar property, consists in the problem of mutual acceptance of socio-economic values that force both culture and companies to be on the verge of a polar collision of material and spiritual value orientations.*

Keywords: *management, culture, management culture, large company, management processes, cultural processes*

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