

### Дүгнэлт

- Ирээдүйн хүлээлтэнд байгууллагын соёлын түвшинг 0.313 нэгжээр буюу 8.24 хувиар нэмэгдэхэд байгууллагын эв нэгдэл, албан ёсны дүрэм журмыг бодлогоор тодорхойлж үйл ажиллагааг тасралтгүй жигд байлгах нь илүү чухал байна.
- Байгууллагыг Denison загвараар үнэлэхэд дотогшоо ажилтан руу чиглэсэн бодлогыг цаашид анхаарах нь зүйтэй байна.
- OCAI болон Denison загвараар судалгаа хийхэд үнэлгээний зөрүү 0.7 байгаа нь судалгааны үр дүн ойролцоо хэмжээнд дүгнэгдлээ.

### ABSTRACT

*The study was conducted to assess the present organizational culture at the Gobi-Altai Medical School considering the need of conserving, strengthening, and developing organizational culture in addition to increasing competitiveness, adapting the operation to the world standard and common orders, and developing the organization. Paper-based and Internet-based questionnaire consisting of 72 questions in 4 class and 18 groups is used to assess the present organizational culture in the framework of Denison model and OCAI model used for assessing organizational culture among 45 people including teaching and non-teaching staff members representing the Gobi-Altai Medical School. 29.5% of the respondents are aged 26-35 and 43.2% are aged 46-55. 11 respondents worked for 11-15 years, and 4 respondents worked for 1-5 years at this organization. 73.3% are female and the rest are male respondents. Mean, standard deviation and variation were calculated statistically and most of the criteria were above mean (3.5) showing positive attitude among the respondents. The present organizational culture was evaluated using 24 statements of OCAI model and the result was 3.9 points showing the satisfaction with the present organizational culture at their workplace. Also, the preferred organizational culture was evaluated through the 24 statements of OCAI model, and the result showed that 6 statements mostly influence the preferred organizational culture advising the organization that people expect internal orientation: focusing inward on development, collaboration, integration of activities and coordination. Moreover, when the present organizational culture was assessed through Denison model of 48 questions in 12 groups, the score was 3.2 points which means its below the mean score and the organization should emphasize more on internal focus. The difference between the two evaluation models, OCAI and Denison, were 0.7 showing that the results obtained by the two methods are on par with each.*

### Ном зүй

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