

YANCHENKO P. V. Coordination of legal extension of future laws based on the technology “4I” (initiative, interactivity, intensification, integration).

The article describes one of the pedagogical conditions for the formation of the legal culture of future lawyers – the coordination of legal education on the basis of 4I technology (initiative, interactivity, intensification, integration). Technology “4I” (initiative, interactivity, intensification, integration) is interpreted as methods and techniques of work of scientific and pedagogical staff of higher educational institutions in the field of training and education of future lawyers, which ensure the formation of their legal culture in the process of professional training.

Keywords: legal culture, lawyer, specialist, formation, pedagogical condition, coordination, technology.

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ORGANIZATIONAL OF CULTURE OF NAVIGATOR : ESSENCE AND FUNCTIONS

The retrospective analysis of becoming of concept “Organizational culture” is given; her basic functions are described; a review is done review of the basic going near the study of the phenomenon of culture of organization; essence of organizational culture is distinguished, and also functional maintenance and value of the examined range of problems are differentiated in the context of problems of different types of modern social organizations.

Keywords: organizational culture, analysis, approaches, maintenance, social organizations.

The new stage of development of society requires from the navigators of hard selforganizations, in this connection there is a requirement in forming of organizational culture. However analysis of the basic going near research of this problem; factors of becoming and development of organizational culture needed for making of the methodologies, sent to the increase of motivation of students and, as a result, creations of reference – points of behavior and actions. Consequently, there is a necessity of search of additional possibilities of increase of organizational culture of navigators.

But before we will make an effort do the small retrospective analysis of the most “organizational culture” and to define of her function and essence of descriptions. By a maiden attempt to consider an organizational culture the results of the so – called Hawthorne experiment (effect) that was conducted from 1924 to 1939 on one of plants of electrical engineering company “Western Electrician” in the suburb of Chicago are considered. As a result of this experiment were drawn conclusion in relation to prospects and directions of increase of the labour productivity. So, in a number last forming of relations of collectivism, humanizing of organizational connections, satisfying with of social necessities and other were adopted In fact, on one of the social stages of experiment influence of informal norms was educed on behavior of participants of organization. Researchers at the head with E. Meio first used a term the “socially – psychological climate of organization”, preceded to the concept “Organizational culture”. Thus, organization

is examined rather as an environment in that exist, some elements evolve.

The single understanding of organizational culture does not exist. The row of terms characterizes a the same concept: “organizational culture”, “corporate culture”, “culture of enterprise (organizations)”. Concept essence of terms is identical, although sometimes there are the insignificant variant reading, on the whole they are used as synonyms.

Shevchenko L., Hrytsenko O. and Makukha S. an organizational culture is determined as a “set of the most essential suppositions, accepted by members and recipient expression in declarable organization values a questioner the reference – points of behavior and actions” to the people [1, p. 421]. These valued orientations are passed to the workers by means of into organizational material and spiritual symbols. Komarova K. examines an organizational culture as “socially – spiritual field of company, formed under act of material and non – material, obvious and hidden, realized and unrealized processes and phenomena, qualificatory unity of philosophy, ideology, values, going near the decision of problems and behavior of personnel of company, allowing organizations to move up to success” [2, p. 10].

An organizational culture of any organization is part of the general culture of labour, folded in this society. Under the culture of labour the “aggregate of general values, norms, habits, necessities, interests is understood, reasons etc., salient as basis social reference-points in the field of labour, in the process of that both a certain product and public relations” is created [3, p. 13].

It is possible to distinguish three basic going near understanding of organizational culture. Within the framework of *the first* (rationally-pragmatic) an organizational culture is examined as an aggregate of the base presentations mastered by the participant of organization in the process of adaptation to the changes of environment. E. Shein, one of representatives of this direction, examines a culture as “aggregate of collective base rules, people invented, open or mine-out a certain group as she studied to work out the problems related to adaptation to the environment and internal integration, and worked out well enough in an order to be considered valuable” [4, p. 12]. In a spotlight the process of forming of organizational values appears as a basic element of corporate culture. An organizational culture, on S. Myshon and P. Shtern, appears as an aggregate of acts, symbols, rituals and myths, that “correspond to the divided values, inherent enterprises, and passed to every member from mouths in mouths as vital experience [4, p. 13]. B. Karloff considers that a culture of corporation is “certain positions, points of view, manners behaviors that are incarnated in basic values, expression of these values is changed in an organizational structure and in a skilled policy [4, p. 13].

The supporters of this direction consider that to form the valued set and a leader (leader) can manage an organizational culture only. Following this logic, the culture of any organization arises out of the “cultural paradigm stopped up in consciousness of leader, and only after gets the natural development”. Thus the culture of corporation is estimated from position of the decided tasks, is corrected directed by a leader and organizational kernel“ [5, p. 122]. The special role the representatives of this direction take to the system of unique rituals, legends,

ceremonies, created and set by guidance of organization as some rules, norms, structures and aims.

Three times, phenomenological direction is examined corporate culture as expression of essence to organization. The participants of organization execute the role of creators of social reality that they here yet and interpret definitely: "... The semantic values of reality are not given to the individuals of a priori, they are added to reality in the process of her comprehension" [5, p. 123]. These senses do not exist objectively, they exist only in a intersubjective context. Rules, norms and standards of behavior, also are the result of some social convention and form convention reality the participants of organization co – operate within the framework of that. This approach is based on supposition that organizations create the cultures. So, for example, M. Pakanovskyi and N. O'Donnell-Truzhylylo, finding the phenomenological founding, talk about an organizational culture, that it is not "simple one of constituents of problem, it is a problem on the whole". Culture — it not that organization has, and then, what she is [4, p. 14]. K. Hold distinguishes some "unique descriptions of the perceived features of organization, that distinguishes her from all other in industry" [4, p. 15]. S. Robyns at development of phenomenological model of organizational culture is base on paradigm of social definiteness. Interpretation of social reality, according to his opinion, comes true on three levels: universal, containing an aggregate obvious for all within the framework of this society of senses; cultural, expressing an unique set potentially of possible senses that is inherent to only this organization and fixed in a "cultural code"; individual, containing senses with that an individual is correlated in the process of interpretation of situation and activity. Within the framework of this conception in – first, an organizational culture is basis not only for interpretation but also for constructing by the individual of social reality, as she is examined as a fruit of "intersubjective" presentations, and, secondly, has a structure of and provided with senses only in the process of interpretation.

If to sum up all phenomenological presentations, then organizational culture of – it the "purchased semantic systems, transferrable by means of human language and other symbolic facilities that execute representatives, directive and highly emotional functions and able to create cultural space and special feeling of reality" [4, p. 15].

The *third* approach examines an organizational culture as very wide category, rather, as a base – line factor. A passive role, mastering of the beforehand formed presentations and values, is thus taken only organization. One of the brightest representatives of this direction H. Khofstede determined organizational culture of as a "collective programming of ideas, that distinguishes the members of one organization from other" [4, p. 15]. U. Ouchy considered a corporate culture some mediator basic function of that – by means of symbols, ceremonies and myths to inform members about the set of basic values and persuasions.

An evolute within the framework of foregoing approaches discussion about the subject of forming of organizational culture is illegal, as in organization there always is a bidirectional process of influence : guidances on inferiors, and vice versa. So, for example, T. Diachenko quite justly marks, ... From one side, an organizational culture is objectively folded on the basis of joint interest of workers of

enterprise, that is realized by them, that creates a base for forming of organizational culture, there is basis for corporate interest ... on the other hand, general corporate interest becomes a management object from the side of administration that in turn converts this organizational culture into the factor of increase of efficiency and labour productivity [6, p. 14].

V. Spvyak talks that the public functions of culture show up and in a corporate culture [8, p. 14-15]. Regulating and regulative the functions of culture come true on the stage of adaptation of worker, assist his plugging in a collective. Exposing essence of sense about formative function, it should be noted that a corporate culture has influence on the world view of man. However corporate values can either grow into the values of personality and collective or enter with them into a conflict. Through the values, accepted the mutual understanding of workers and their co – operation, of e is provided in corporations, codes of conduct and other elements of culture. The communicative function of culture comes true. Realization of rekratyvnoi function, renewal of spiritual forces in the process of perception of elements of cultural activity of company, possible only in case of adjusting of mechanisms of increase of potential of corporate culture, feeling of the involvement to her and division of her values.

Some authors, in particular H. Tarasiuk and M. Shvab, unite the functions of organizational culture in some groups. So, to the first group take functions, that serve as an original barrier to penetration of undesirable tendencies and negative values, characteristic for an environment. A culture neutralizes the action of negative external factors and creates character of firm, allowing to distinguish her from other subjects of environment [9, s. 193].

To the second group of integrating functions attribute, foremost, the certain system of values, that plugs in itself interests of all levels of organization. Here an organizational culture forms the identity of participants of organization. It allows to every subject, from one side, it is better to realize the aims of organization, from other – to feel itself part of the single system.

The third group of functions outlines the that regulates mechanism of organizational culture on the whole and distinguishes informal, unwritten rules. These rules determine the usual methods of behavior in organizations that actually in times of existence of one or another organization purchased ritual character.

The group of replacing functions testifies to ability to the organizational culture to substituting for formal and official mechanisms, that quite often allows to the company not to come running to excessive complication of formal structure and increase of stream of information, official papers and different orders. It be possible to say, that reduction of administrative expenses is.

The adaptive function of organizational culture will be realized by means of mutual adaptation of workers to organization and organization to the worker. She allows to the new workers most painlessly to blend in this system and master the accepted method of interpersonality co-operation. Adaptation comes true by means of professional socialization. Here take a reverse process – individualization, when a firm organizes the activity so that maximally to use personality potential and possibilities of worker for the decision of own tasks and

without the account of his interests.

A culture always executes an educational and educator role. There is widespread enough opinion that organization is family, that must care of increase of educational level of the employees, increase of their abilities and skills, development of personality competences and about a "human capital increase" on the whole. Undoubtedly, an external effect will be realized in this group of functions. Expansion of amount and increase of quality of economic resources disposable at this organization can assist upgrading of the commodities and services, offered at the market by this organization, by implication.

The separate group of functions, related to the features of adaptation of organization to the environment, is distinguished. In the number of such functions it is possible to name an orientation on a consumer. Within the framework of this function aims, interests of consumers, cultures reflected in elements, are taken into account, foremost – in the system of values of firm. All of it in the end assists establishment of more durable relations of firm with the client group. Today many companies, caring consumers is announced by the most meaningful and widely declared value. An organizational culture produces the rules of mutual relations with partners, supposing not legal, and social responsibility before them, and in this sense an organizational culture complements norms and standards the behaviors set by a market.

Any organization exists not in a vacuum, and in a social environment. Therefore efficiency her activity and claimed depend society on the account of his necessities. The effect of this function is called not in the increase of the productivity of economic organization, and in a removal or neutralization of the barriers, related to violation or ignoring by the firm of the rules of game, set by society. The "benefit of firm is called not in the receipt of economic "pluses" – winnings, and in the removal of economic "minuses" – losses" [7, p. 25].

Co – operation of environment and social organization quite often can be described as a conflict, because an environment contains norms and values, not consilient with inwardlyorganizational aims and interests. For this reason organizations must be not fenced off from the processes of environment, and to search methods and strategies of adaptation to what be going on in her changes.

Another not insignificant moment in understanding of functionality of organizational culture is related to that the participant of any organization must accept, master corporate values. As a representative of certain society he is the carrier of some public values. What more disagreements or contradictions are in these valued sets, the higher probability of internal conflict for a worker, that can cause both a change in a motivational constituent and to the decline of the labour productivity on the whole. By a possible exit from this paradoxical state, there can be realization of basic function of organizational culture, being of the most optimal "nonconflicting combination of corporate values and values of environment" [10, p. 63].

Therefore, the culture of organization can be created by the participants of organization consciously or formed arbitrarily, under influence of different internal and external factors. In any organization there is two measuring of organizational culture : formal and informal. First consciously and purposefully formed by a leader

(by a leader), the second appears spontaneously. An organizational culture comes forward a powerful factor and management instrument, she influences on everything, that takes place in organization, and embraces greater part of the phenomena of spiritual and material life of collective. The basic kernel of corporate culture is made by values, accepted codes of conduct and formed traditions.

The value of organizational culture for development of organization is determined by the row of circumstances. Firstly, being the important source of stability and succession in organization, a culture gives an organizational identity to the employees, an inwardly group idea determines about organization. It forms sense of social security for the participants of organization. Secondly, knowledge of organizational culture allows to the new workers to accelerate the process of adaptation, it is adequate to perceive and interpret what be going on in organization events, and also to determine most meaningful on your own. Thirdly, an organizational culture can come forward the factor of stimulation and to form the high level of responsibility and certain attachment of workers to organization.

Thus, every organization in its own way is unique, creates the own history, organizational structure, features of communication and raising of tasks, inwardly organizational rituals and myths, formative her culture in an aggregate.

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ГАЙДАРЖИ А. І. Організаційна культура судноводії: сутність та функції.

Поданий ретроспективний аналіз становлення поняття "організаційна культура"; описані її основні функції; зроблено огляд основних підходів до вивчення феномена культури організації; виділена сутність організаційної культури, а також розмежовано функціональний зміст і значення цієї проблематики в контексті проблем різних типів сучасних соціальних організацій.

Ключові слова: організаційна культура, аналіз, підходи, зміст, соціальні організації.

ГАЙДАРЖИ А. И. Организационная культура судноводителей: сущность и функции.

Подан ретроспективний аналіз становлення поняття "организационная культура"; описаны ее основные функции; сделан обзор основных подходов к изучению феномена культуры организации; выделена сущность организационной культуры, а также разграничены функциональное содержание и значение рассматриваемой проблематики в контексте проблем различных типов современных социальных организаций.

Ключевые слова: организационная культура, анализ, подходы, содержание, социальные организации.

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Кісілюк О. М.

**СПЕЦИФІКА ОРГАНІЗАЦІЇ ФІЗИЧНОЇ ПІДГОТОВКИ
У ВИЩИХ ВІЙСЬКОВИХ НАВЧАЛЬНИХ ЗАКЛАДАХ**

У статті розкрито особливості організації та проведення фізичної підготовки у вищих військових навчальних закладах Збройних Сил України. Конкретизовано уявлення про структуру чинної системи фізичної підготовки у Збройних Силах України, особливості її функціонування у вищих військових навчальних закладах та з'ясовано, що вона є підпорядкованою відповідно до вимог військово-професійної (бойової) діяльності сукупністю мети, завдань, засобів, методів та форм, які становлять процес фізичного вдосконалення військовослужбовців та управління ним.

Ключові слова: фізична підготовка, курсанти.

Фізична підготовка – це комплекс заходів щодо фізичного вдосконалення військовослужбовців, спрямований на розвиток загальних і спеціальних фізичних якостей, формування військово-прикладних навичок, виховання