

**Representation of organisational culture in colleges by students from the Republic of Mauritius and Russia: A Pilot Study**

**Научный руководитель – Колосова Валентина Викторовна**

*Пиллаи Самоо Сатхиа*

*Student (master)*

Нижегородский государственный университет им. Н.И. Лобачевского, Нижний Новгород, Россия

*E-mail: sathya\_ps@hotmail.com*

Relevance: Constant evolution has always been a key factor for the prosperity of a country - readiness to accept change and innovation. While companies are constantly undergoing changes to maintain their place in the economic race, these changes are not often welcomed [2]. Organizational culture is one such phenomenon widely being studied, mostly because of its great influence on an organization. Different researchers like T.Yu. Bazarov, A L. Zhuravlev, L.N. Zakharova and T.S. Kabachenko are constantly bringing new research to this field, in terms of concepts and diagnostic procedures [1]. While of course studying organizational culture in the workplace is important, another as much important sphere is the educational context. Therefore, the author of this paper analyses the organizational culture of technical colleges in the Republic of Mauritius and Russia (Nizhny Novgorod). With Mauritius currently undergoing changes in the educational system, and the government emphasizing more on vocational and technical education, there has been a lot of resistance from the population. Russia is also undergoing changes, aimed at the development of education and the state program, designed until 2025, which updates the entire educational system. These changes aim to implement the current needs of the society and the changes in structure in Russian economy [1]. With these changes occurring, now is the ideal time to study organizational culture in colleges.

Purpose of the study: to identify the different organizational cultures of students in vocational and technical colleges in the Republic Mauritius and Russia.

Subject group: 146 Mauritian students (from 3 colleges) and 126 Russian students (from 3 colleges) participated in the survey from vocational and technical colleges.

Methodology: The Organisational Culture Assessment Inventory (OCAI) [3] by K.S. Cameron and R.E. Quinn was used to assess organizational culture. The students had to answer the OCAI based on five questions: 1. Which enterprise they are most likely going to work for? (Real) 2. Which enterprise they would like to work for? (Ideal) 3. Which type of enterprise would be the most effective in this modern economy, according to them? 4. How do they see their college? 5. How would they like to see their college? Non parametric Mann Whitney and Wilcoxon were used to analyse the data.

Results:

Question 1: Clan culture is preferred by students from both countries, with Mauritius having 29% of clan culture dominance and Russia scoring 30.5%. The rest of the scores were distributed almost uniformly among the other cultures.

Question 2: Clan culture is again preferred in an ideal working culture, with Mauritius scoring a 30.5% of dominance, while Russia scores a 33.4% of dominance.

Question 3: Interestingly, both Mauritian students and Russian students slightly rated market culture higher than the other cultures, with Mauritius scoring 26.1% and Russia 26.4%. The least suitable culture chosen by both is hierarchy.

Question 4: Students from both countries rated their schools as having a clan culture, though Mauritian students rated theirs higher, with a difference of 2.6%.

Question 5: In an ideal school culture, the students have also rated clan culture as the highest, Mauritius - 31.7% and Russia 30.7%.

Between the ideal company that they would like to work for and the real company they are going to work for, Mauritian students want their ideal company to have more of clan culture and adhocracy, while having less of market culture and hierarchy culture. Russian students also yielded the same results, though they want nearly 3% less of hierarchy culture in their ideal workplace.

Conclusion:

1. While there seems to be differences in the percentages regarding scores of organisational culture in the different contexts, the hierarchy of the cultures remains the same between the Republic of Mauritius and Russia.

The discrepancy between the ideal organisational culture of their future workplace (both Mauritius and Russia) and the most efficient organisational culture in this modern economy (both Mauritius and Russia), shows that while the students are aware that a market culture would be most effective, they still prefer a clan culture ideally and are, therefore, not moving towards a shift in organisational culture in both of these countries.

### References

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