

ABSTRACT

Master's thesis on «Organizational development of an enterprise on the basis of modernization processes (based on «Elopak-Fastiv»)» includes 140 pages, 32 tables, 35 drawings, 0 attachments. The bibliography list consists of 62 items.

Actuality of theme. Global economic integration and unification significantly influenced on the development of forms of organization and management. Over the last decade decreased influence of the media on consumers opinion and communication technologies placed in the forefront transferring competition to a new, higher transferring level. In order to get competitive advantages it is not enough to improve product quality and reduce costs, it is necessary to use innovative methods of cooperation with customers and modernize its operation business. One efficient appliances enterprises to external changes is replacement of the old hierarchical and bureaucratic forms of business organization.

Analysis of recent research and publications. Since organizational development is an integral part of the overall development of the company, scholars have devoted their work to the research of this topic. Large contribution to understanding the concept of organizational development made American scientists R. Blake, J. Shepard, J. Mouton, B. Milner, W. Burke, G. Lippitt and domestic V. Totkiy, Y. Kuznetsov, E. Melyakova. In particular innovative aspects of organizational development were analyzed in scientific works of T. Chirkov, F. Lyutens and K. Lewin. However, in our view, the issue of organizational development on innovative principles is not sufficiently cross-highlighted in the existing works and requires further analysis.

The aim of the thesis is to study the nature of organizational development and the possibilities of its implementation by means of modernization processes.

Object of study: organizational development of enterprises.

Subject of research: synthesis of theoretical approaches and elaboration of practical aspects of organizational development of enterprise based on modernization processes.

Research methods. In the process of thesis educational qualification of «Master» applied a set of general and specific scientific methods. For evaluation of organizational culture JSC «Elopak-Fastiv» was used method of F. Harris and R. Moran; for evaluation the organizational structure of applied methodology M. Fedorova; for evaluation of the

organization of administrative processes carried out with the help of expert method; for determination of necessity of changes and their measure was used Nadler-Tashmena model and was made analysis of field forces; in the thesis widely used economic and mathematical method of calculation thesis.

The scientific novelty of the research is the following:

- acquired a further interpretation of the concept of organizational development, which is proposed to determine as a sphere of applied science about the behavior that focuses on understanding and managing organizational changes for improving efficiency and viability of the enterprise;
- improved organizational and economic provisions for organizational development based on modernization processes through the introduction of lean manufacturing «Kaizen».

The practical significance for the company or organization. Results of the study are used by enterprises, including JSC «Elopak-Fastiv» to accelerate organizational development. Proposals for organizational development based on modernization processes have been taken into account and can be used in the future by the enterprise (implementation act number 147 of 12/21/15).

Testing of the study. Basic theoretical and practical results of the study were reported at:

- IV All-Ukrainian scientific conference – «Modern approaches to business management» (Kyiv, April 23, 2015);
- XIV International Scientific Conference of Students and Young Scientists «Scientific and technological development: the economy, technology, management» (Kyiv, April 7, 2015).

Keywords: *organizational development, modernization processes, innovation, lean manufacturing, organizational change, modernization.*