

VALUE READINESS TO WORK OF COLLEGE STUDENTS FROM RUSSIA, CHINA AND IRAN IN THE ORGANIZATIONAL CONDITIONS OF A MODERN ENTERPRISE

April 2020

By:

**Lyudmila Zakharova, Doctor of psychology ,
professor, Head of the chair of management**

Zahra Ghadbegi, Graduate student

Zhu Liuchuan, Student of master's program

**National research Lobachevsky State University of
Nizhny Novgorod**

The aim of study:

- To identify the general and distinctive in value system regarding the organizational conditions of the place of study and the future employment college students of Russia, China, and Iran.

Significant of the study:

- **Theoretical analysis and empirical studies show that the organizational factor of successful entry into a new technological order for industrial enterprises is a market-hierarchical model with pronounced innovative and clan components.**
- **To understand the formation of college students' readiness to work in a modern enterprise can be facilitated by a comparative analysis of this phenomenon in different socio-economic and cultural conditions - China and Iran- to solve the tasks of intensification and acceleration of innovative development common with Russia with different efficiency, in different socio-cultural and socio-economic conditions.**

Subject of research:

Three hundred Students of the Russian, Iranian, Chinese industrial colleges of TVTE.

Material and methods

This research is applied research in terms of its objectives,

and it is quantitative in terms of data collection,

and it is a descriptive survey in nature.

Measure :

- ❖ **The Organizational Culture Assessment Instrument (OCAI).**
- ❖ **participants were asked to answer three questions concerns the:**
 - ✓ **perceptions of the organizational culture (OC) of collages,**
 - ✓ **the specifics of their ideas about the OC of an effective enterprise,**
 - ✓ **and characteristics of their desired job.**

Result

Country	Organizational culture of the enterprise															
	Desirable OC				Representation of a real and effective enterprise											
					Clan			Adhocracy			Market			Hierarchy		
	clan	Adhocrac	Market	Hierarchy	real	effective	W	real	effective	W	real	effective	W	real	effective	W
Russia	36	23	23	18	32	32	-	22	23	-	23	26	*	24	19	**
China	26	22	26	26	27	28	-	22	22	-	25	24	-	26	27	-
Iran	30	28	18	25	19	22	*	24	28	*	27	16	**	31	35	*
URussia-China	**	-	*	*	-	-		-	-		-	*		*	**	
URussia-China	*	*	-	*	*	*		-	*		*	*		*	**	
UChina-Iran	*	*	*	-	*	*		-	*		-	*		*	*	

W– Wilcoxon, U– Mann-Whitney U, *– $p \leq 0.05$; ** – $p \leq 0.01$

Conclusion:

-The experience of colleges in China can be considered as a positive example.

-the experience of college in Iran shows those problems which can naturally arise..

Russian colleges' organizational culture with the expressed clan component.

-Therefore, for Russian and Iranian colleges, this task remains necessary.

Thank you for your attention



References :

- Developments in individual OECD and selected non-member economies. Russian Federation - Economic forecast summary (November 2017). P.216–219. URL: <http://www.oecd.org/eco/outlook/economic-forecast-summary-russia-oecd-economic-outlook.pdf>.
- Cameron K.S, Quinn R.E. Diagnosing and changing organizational culture. Based on the competing values framework. 3rd edition. San Francisco, CA: Jossey-Bass, 2011. 288 p.
- Захарова Л.Н. Профориентационная социализация как обновленная парадигма социально-психологической подготовки к трудовой деятельности //Фундаментальные и прикладные исследования современной психологии: результаты и перспективы развития / ответ ред. А.Л. Журавлев, В.А.Кольцова. М.: Изд-во «Институт психологии РАН», 2017. С. 2603–2611.
- Дудырев Ф.Ф., Романова О.А., Травкин П.В. Трудоустройство выпускников системы среднего профессионального образования: все еще омут или уже брод // Вопросы образования. 2019. №1. С. 109-136.
- Захарова Л.Н., Леонова И.С., Коробейникова Е.В. Ценностный конфликт и психологическая жизнеспособность персонала российских предприятий. Н.Новгород: ННГУ, 2017. 412 с.
- Global Innovation Index 2019. Cornell CS Johnson College of Business. 451 p. URL: <https://www.globalinnovationindex.org/gii-2019-report>