**ABSTRACT**

Organisational culture is one of the most complex and ambiguous term which is not only difficult to define explicitly, but also which meaning is constantly expanding and changing. Focusing the development of economies on the use of the most modern technologies causes that there is a systematic increase in the interest among employers in acquiring employees with the highest qualifications, because their knowledge, skills and creativity become the key resource of the organization, influencing its innovativeness, and thus competitiveness. In today’s economy, the management of financial and material resources is becoming less and less important, while the ability to use intangible assets is growing. These tendencies influence the fact that the organisational culture plays an important and increasingly significant role in the activities of the organisation, because it is an important instrument supporting the efficiency and effectiveness of the organisation’s functioning, which is a consequence of correct/skilful use of human capital.

Taking into account the above considerations, the aim of the study is to indicate the general conditions of human resources management, resulting from the cultural premises of the organisation. The research hypothesis of the study is to show the relationship between the elements of personal function and dichotomous dimensions of values (organizational culture), indicated by G. Hofstede, whose considerations and analyses became the basis of the adopted research methodology.