

# Denison's model in the context of Romanian prefectures. Is there room for improvement?

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**Abstract:** Organizational culture and its importance have become common knowledge over the years, but do we really understand its influence, especially on the effectiveness of public institutions? We often talk about increasing performance, transparency and involvement in the lives of citizens to improve their quality of life, sometimes without taking a look at the way we function as public entities. Therefore, this study wants to understand how exactly the organizational culture affects the Romanian Prefectures and what is the perception of their employees regarding their mission, adaptability, involvement and consistency. Considering the fact that Prefectures have to ensure the respect and implementation of local government policies, besides their important role in verifying the legitimacy of the administrative acts issued by the local public administration, it is imperative to see what role organizational culture plays and how it influences the group dynamics, their adaptability to change and their responsiveness. Using Denison's model, we can analyze the perceived level of performance, effectiveness and what types of synergies are formed at the group level. Understanding the main patterns in the prefectures can support our efforts to build more resilient, flexible and adaptable structures, much needed characteristics in decentralized structures such as these.