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A COMPARATIVE ANALYSIS OF ORGANIZATIONAL FORMS OF ENTERPRISES IN DIFFERENT COUNTRIES

Abstract: the comparative analysis of organizational structures highlights similarities and differences between different factors influencing a company in its way of operation with the internal and/or external environment. The paper analyzes the organizational structures of some top companies from England, France and Romania that influence/determine the cultural organizational values and the norms elaborated and implemented, which, in time, become moral values and norms that acquire a social meaning.

Keywords: organizational forms, enterprises

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СРАВНИТЕЛЬНЫЙ АНАЛИЗ ОРГАНИЗАЦИОННЫХ ФОРМ ПРЕДПРИЯТИЙ В РАЗНЫХ СТРАНАХ

Аннотация: сравнительный анализ организационных структур выявляет сходства и различия между различными факторами, влияющими на способ функционирования компании во внутренней и/или внешней среде. В статье

анализируются организационные структуры ряда ведущих компаний Англии, Франции и Румынии, которые влияют на организационную культуру, ценности и нормы, которые разработаны и внедрены в практику, и, в свою очередь, приобретают социальное значение.

Ключевые слова: организационные формы, предприятия

Organizational forms of enterprises vary widely across different countries due to historical, cultural, legal, and economic factors. These organizational forms are influenced by the legal regulations, economic conditions, and cultural norms prevalent in a specific country. Understanding these different forms of organizational structures is important for companies operating on a global scale, as it allows them to adapt their business strategies and operations to the specific business environment of a country [3].

The United States is characterized by a highly diverse set of organizational forms of enterprises. One of the most prevalent forms is the corporation, which is a legal entity that is separate from its owners and is owned by shareholders. Corporations offer limited liability to their owners and are taxed separately from their shareholders. This form of organization is widely popular due to its ability to raise capital through the issuance of stocks and bonds and its ability to attract investment from a wide range of sources. Additionally, the United States also has a significant presence of small and medium-sized enterprises (SMEs) that are often organized as sole proprietorships, partnerships, or limited liability companies (LLCs).

In Germany, the organizational form of choice for many businesses is the GmbH (Gesellschaft mit beschränkter Haftung), which translates to a "company with limited liability." This form of organization is similar to the limited liability company (LLC) in the United States and provides limited liability protection to its owners. Additionally, Germany is also home to the AG (Aktiengesellschaft), which is the equivalent of a public limited company in the UK. These AGs are often larger, publicly traded companies with a significant presence in the German economy [5].

In Japan, the keiretsu system has historically been a dominant organizational form. Keiretsu are large, interconnected networks of companies that have historically dominated many sectors of the Japanese economy. These networks often include both manufacturing and financial companies, and the relationships within a keiretsu are long-term and stable. However, in recent years, there has been a shift towards more flexible and diverse organizational forms, with an increasing number of companies adopting a more Western-style corporate structure, including publicly traded corporations and limited liability companies [3].

In China, state-owned enterprises (SOEs) have historically played a dominant role in the economy. These enterprises are owned and operated by the government and have been key players in key industries such as energy, telecommunications, and banking. However, with the economic reforms initiated in the late 20th century, there has been a significant rise in the number of privately owned enterprises, including joint ventures and wholly foreign-owned enterprises. This has led to a diversification of organizational forms in China, with an increasing number of businesses adopting structures similar to those found in Western countries [2].

The organizational forms of enterprises in different countries can be compared on several dimensions, including ownership structure, governance, and legal regulations.

One of the key differences in organizational forms across countries is the ownership structure. In the United States, the prevalence of publicly traded corporations with dispersed ownership is a defining feature of the business landscape. Shareholders are the ultimate owners of these corporations and elect the board of directors to oversee the management of the company [1].

In contrast, in countries like Germany and Japan, there is a greater emphasis on long-term relationships and stable ownership structures. The prevalence of family-owned businesses, as well as the influence of banks and other financial institutions, contributes to a more concentrated ownership structure in these countries. In Germany, for example, the supervisory board, which includes employee representatives, plays a

significant role in the governance of the company, reflecting the influence of stakeholders beyond just shareholders [3].

The governance structures of enterprises also vary across countries. In the United States, the board of directors plays a crucial role in overseeing the management of the company and representing the interests of shareholders. This model of corporate governance is often characterized as shareholder-oriented, with a focus on maximizing shareholder value [2].

In contrast, in countries like Germany and Japan, there is a greater emphasis on a stakeholder-oriented approach to governance. The interests of not only shareholders but also employees, customers, and the broader community are taken into consideration. This is reflected in the presence of employee representatives on the supervisory boards of German companies and the emphasis on maintaining long-term relationships with suppliers and customers in Japan.

Legal regulations also play a significant role in shaping the organizational forms of enterprises in different countries. In the United States, the legal framework is characterized by a high degree of flexibility and a strong emphasis on free market principles. This has led to the proliferation of diverse organizational forms, including corporations, partnerships, and LLCs, each with its own set of legal and regulatory requirements [4].

In contrast, in countries like Germany and Japan, the legal framework places a greater emphasis on protecting the interests of stakeholders beyond just shareholders. For example, German company law includes provisions for co-determination, which gives employees a say in the management of the company. Similarly, Japanese corporate law includes provisions aimed at promoting the long-term stability of companies and discouraging hostile takeovers, reflecting the cultural and economic values prevalent in these countries [5].

In conclusion, the organizational forms of enterprises in different countries are shaped by a complex interplay of legal, cultural, and economic factors. While the United States is characterized by a diverse set of organizational forms, including

publicly traded corporations and SMEs, countries like Germany and Japan have a greater emphasis on stable ownership structures and stakeholder-oriented governance. As the global economy becomes increasingly interconnected, understanding these differences in organizational forms becomes crucial for businesses operating on a global scale. By adapting their business strategies and operations to the specific business environment of a country, companies can maximize their chances of success and effectively navigate the nuances of different organizational forms across the world.

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