

**Some ideas about operationalization and measurement of the organizational culture and competences**

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Both the construct of the organizational culture and both the construct of competence has a lot of interpretations, so the researches of these topics are fragmented, however the praxis began apply these categories. The literature of management considers the organizational culture and the competences as an important factor of the organizational excellence, they can each other enhance or weaken, that's way is an significant question their interaction. We tried in our Paper to measure the mechanisms of the organizational culture they develop the competences. We used the questionnaire of the University of Bochum, to measure the competences, and our questionnaire to measure this culture dimensions, they develop competences. In this paper we show the results and problems of the above mentioned pilot study.