

**Differences in organizational culture among estonian municipalities with different ethnic compositions**

**Kiisla, Aet** NISPAcee journal of public administration and policy 2018 / p. 27-51 : ill <https://doi.org/10.2478/nispa-2018-0012>

[https://www.researchgate.net/publication/329447492\\_Differences\\_in\\_Organizational\\_Culture\\_among\\_Estonian\\_Municipalities\\_with\\_Different\\_Ethnic\\_Compositions](https://www.researchgate.net/publication/329447492_Differences_in_Organizational_Culture_among_Estonian_Municipalities_with_Different_Ethnic_Compositions) [Journal metrics at Scopus](#) [Article at Scopus](#)