



IMPROVEMENT OF STAFFING OF PUBLIC ADMINISTRATION BODIES AS A FACTOR OF EFFECTIVE DEVELOPMENT OF THE REGION'S ECONOMY

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Abstract

The article deals with the problems of formation of the personnel reserve in the framework of the implementation of personnel policy in the civil service system. The state of work with the personnel reserve is analyzed, the most important processes of staffing of public administration bodies are considered. The algorithm of work with the personnel reserve, as well as the principles of development of the state personnel policy at the regional level, are proposed and substantiated.

Keywords: personnel work, public administration, motivation system, economic efficiency.

The main characteristics of the state personnel policy are: the unity of goals, objectives, principles, functions and technologies for managing labor and human resources; legality and legal validity; the ability to anticipate the rationality of personnel processes and the ability to organize them so that these processes are relevant both for the medium and long term; the democratic nature of the goals and results of activities for the implementation of personnel strategies, technologies and ways of solving personnel problems; innovative nature of the development of personnel processes, which gives the personnel policy relevance and efficiency; openness and "transparency", that is, full awareness of citizens about personnel activities through the media; humanistic character at the disposal of personnel and ensuring the possibility of professional and personal development of employees of institutions and organizations of all forms of ownership.

The formation and development of personnel in the bodies of state municipal administration is aimed at solving such urgent tasks as:

- renewal of personnel in state and municipal bodies;
- formation of the process of constant functioning of state authorities and administration of municipalities;
- stimulation of growth and development of professional experience of state and municipal employees;





- formation of a high level of motivation among state and municipal employees in the performance of their labor tasks;
- ensuring an acceptable level of organizational culture in the bodies of state power and administration of the municipality.

In this area, today we can distinguish the following main existing problems of personnel development in the state and municipal service of Russia:

- the presence of psychological and social pressure on state and municipal employees from the leadership;
- Insufficient number of graduates of higher education institutions who are engaged in the training of professional personnel for the state and municipal service;
- slow pace of development of employees on the career ladder, which reduces the degree of their motivation to work;
- low level of activity of the tools used by both material and non-material motivation system;
- low level of professionalism among the employees of the hr department, which ultimately reduces the effectiveness of personnel management.

The analysis of the movement of personnel made it possible to obtain the following indicators: the turnover rate for admission in 2019 was higher and amounted to 27.84; hiring in 2020 is higher than in 2018 and amounted to 26.87; the turnover rate for disposal, compared to previous years, decreased in 2020 and amounted to 23.12; in 2020, the turnover rate for disposal decreased, which led to a decrease in the turnover rate of personnel - this indicates an increase in the stability of the personnel composition of the enterprise. However, the turnover rate is very high and is 23.12% (with a normal value of the turnover rate of 10-15%). Staff turnover is associated with quite significant costs of the enterprise, such as: direct costs of dismissal; a decrease in production due to education and training of new personnel; overtime pay to remaining employees; training costs; a higher percentage of marriages during the period of study. In 2019, among the laid-off employees, about half worked for less than a year - this suggests that there is a problem of adaptation of new employees. The organization does not have a competently built adaptation system, which must be clearly recorded and spelled out in the documents. Consequently, the office administration and the human resources service should pay attention to this indicator and take measures to reduce it.

The current situation on the labor market, effective servicing of labor market entities, quantitative and qualitative balance of supply on the part of personnel are formed under the influence of the socio-economic and political situation in the country and in the regions. Currently, the problems of developing and implementing personnel





policy in various sectors of the market economy are becoming increasingly relevant. The main source of the formation of labor resources, their quantitative and qualitative aspects is, first of all, the population of the region. The strategic goal of personnel policy at any level in market conditions is determined by the main principle of a market economy - profitability, i.e. effective use of available resources with obtaining the maximum possible profit at the lowest cost by fully satisfying the demand for goods or services of the consumer sector of the market. By implementing this principle not only at the level of one enterprise, but also on a regional, state scale, you can get benefits in the form of such socio-economic dividends as ensuring employment of the population, social protection of low-income segments of the population, improving the standard of living of people, strengthening social stability, accelerating economic growth and development of individual regions and the country as a whole. Within the framework of the modern concept of "human resource management", personnel are "equal in rights" with fixed assets, and their costs are considered as long-term investments; personnel planning is intertwined with production planning, and employees become the object of corporate strategy; group organization of work is being actively introduced, and therefore emphasis is placed on team building, developing people's abilities and forming a corporate culture.

To increase the efficiency of personnel activities, it is necessary that the needs of each civil servant be taken into account and organically combined with the needs of the organization through an individual approach to each employee at all stages of his work in the organization (admission, motivation, advanced training, career planning). A high level of dedication, professional "patriotism" among civil servants will be possible when they perceive the goals of the organization, their subdivision as their own, which can only be under the condition of a democratic style of leadership and management, taking into account the collective opinion of employees and participating in the implementation of management in proportion to their job duties.

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