

## SUMMARY

**Subject matter:** Staff provision of the organs of local administration (on the example of the local administration of Baksan Municipal District)

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**Customer organization:** Local administration of Baksan Municipal District.

**Topicality of the research:** is conditioned by the fact that effective functioning of municipal administration staffed with competent and skilled specialists acts as one of the decisive factors of the accelerative transition to the market economy and elimination of many crisis phenomena in the life of the country.

**Objective of the research:** is the study of the staff provision of municipal administration and ways of their solution (on the example of the municipality of Baksan District of KBR)

### **Tasks:**

- to examine the theoretical and legal basis of the formation and development of municipal administration in Russia;
- to discover the role and significance of staff provision and requirements to municipal staff;
- to examine the state of the staff provision of municipal administration in the municipality of Baksan District of KBR;

**Theoretical and practical significance of the research** consists in the extensive use of the works of the recognized Russian and foreign scholars in the field under consideration.

### **Recommendations:**

1. A municipal employees should be a university graduate as higher education lays the specific foundations for the world vision, shapes the mentality of the person himself now capable of self-development, self-education and further improvement of his intellectual potential.;
2. Higher education must be affectivity supplemented by knowledge of economics, management, law. An ideal situation for the functioning of the local

administration would be for the employees to have two university diplomas: first-basic related to the sphere of work in municipal administration and second, specialized, in Public and municipal administration;

3. A municipal employee should possess a high degree of professional responsibility. In this connection special attention should be given to the recruitment process;

4. It is essential to promote the prestige and appeal of municipal service for young specialists which will not only provide the influx of “new blood” but will also promote continuity of various generations of employees and will also deliver the local administration from shocks and instability. The increase in the appeal of this kind of work is in the first place connected with the social including material provision of municipal employees whose low salaries fail to correspond to the labour input.

5. More precise definition of the staff material responsibility for the results of their work.