

Summary

Subject matter: Certification as a method of staff evaluation in local administrations (on the example of Zheleznovodsk Administrations).

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Customer organization: Zheleznovodsk Administration.

Topicality of the research: A successful solution of the economic, social and political tasks in Russia largely depends on the efficiency of the work of local administration. In its turn the efficiency of the work of local administration is directly dependent on the right selection, appointment and rational exploitation of the corresponding staff, their qualification and job experience.

Among staff technologies a key position is occupied by staff evaluation enabling one to evaluate the real results of the work of municipal employees. This is a “basic technology enabling one: to select staff, evaluate their real results and wisely dispose of their possibilities”. The realization of this function requires high professionalism, pedagogical skill and a high level of the expert’s general culture in charge of the certification.

Objective of the research: is the search for the directions of the improvement of certification as a method of evaluation of the municipal employees to improve the professionalism and competence.

Tasks:

- analysis of the staff evaluation as a function of staff management in local administrations;
- study of the modern methods of staff evaluation in local administrations;
- revelation of the role and significance of certification in the improvement of professionalism and competence of the municipal employees;
- examination of the normative and legal basis, goals, tasks and principles of the certification of municipal employees;
- analysis of the process of preparation and conduct of the certification of municipal employees in Zheleznovodsk Administration and development of recommendations on its improvement.

Theoretical and practical significance of the research: is that it is brought to concrete recommendations on the optimization of certification as a key method of evaluation of municipal employees. It contains methodological recommendations on the application of evaluation technologies that proved their efficiency both in Russian and foreign organs of public and municipal administration.

Results of the research: The research carried out showed that the modern stage of the work of HR services in Russian organizations is characterized on the one hand by positive tendencies there is a qualitative change in the goals and content of HR services, their role and place in the organizational hierarchy, improvement in the realization of staff technologies, formation of infrastructure, improvement of the professional level of HR managers. On the other hand, the research conducted in the NCFD organizations show the uneven picture. Of the three models of HR services distinguished by the depth and complexity of the problems in the field of staff management – “perspective”, “transitional” and “traditional” – in the Russian organization “the traditional model” dominates for which it is typical to copy the Soviet experience, low functional and legal and social status of HR services in modern Russian organizations, insignificant practical results.

Recommendations: In the first place to determine the strategy and tactics of the formation and development of the state apparatus staff, optimal exploitation of the abilities and possibilities of civil servants, their rational appointment, stimulation of the professional and qualifical development and career growth. The realization of those tasks asks for the creation of new mechanisms and staff technologies.