

Summary

Subject matter: Professional development of municipal employees problems and perspectives (on the example of the Regional board of education of the Administration of the Sovetsky municipal district).

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Customer organization: Regional board of education of the Administration of the Sovetsky municipal district.

Topicality of the research: The reforming of the system of state and municipal administration renders special significance to the issues of the development of the staff potential of the municipal service, improvement of the level of professionalism of municipal employees. Optimization and improvement of the process of professional development of municipal employees is one of the priority tasks at the modern stage.

Objective of the research: Identification of the problems and contradictions in the process of the professional development of municipal employees to determine the directions of its optimization and improvement.

Tasks:

-to reveal the content of the notion “professional development, to determine its essence, main content and place in the system of personnel management of the state and municipal service;

-to substantiate the importance of personnel training as a key element of the professional development, present its types and forms;

-to show the main goals and tasks of professional training and development of state and municipal employees in the conditions of the reforming of the system of public and municipal administration in the RF, identify problems and contradictions on this way;

-to carry out the analysis of the practice of management of the professional development of municipal employees on the example of Zelenokumsk administration;

-to develop the project of the program of the professional development of the municipal employees of the Administration of the Sovetsky municipal district.

Theoretical and practical significance of the research: is the results obtained can be used as methodological substantiation while preparing management decisions on the issues of the professional development of the municipal employees and they are also taken into consideration in the process of the development of the program – methodological complexes for the development of the municipal service of Stavropolsky krai.

Results of the research: We have identified the main problems and contradictions in the process of the professional development of municipal employees, determined the directions of its optimization.

Recommendations: We have proposed the project of the Program of the professional development of the municipal employees of the Administration of the Sovetsky municipal district for the period of 2014-2016.