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PUBLIC SERVICE HUMAN RESOURCES DEVELOPMENT

The paper studies the development of public service staff potential as a systematic set of activities that carried out for a certain time and intended for maintenance, extension and improvement of knowledge, skills, abilities, competencies and capabilities of public servants.

The study provides a scheme of development of public service staff potential that is characterized by such activities as: staff analysis, human resources evaluation, employment management through professional adaptation, motivation, professional advancement, professional and qualification growth of public servants.

The staff analysis involves the implementation of successive steps: goals and objectives setting of staff formation; collection, processing and analysis of information; determining of staffing requirements; development and implementation of staff formation plan.

The human resources evaluation of public service should be directed to determining the structural elements of human resources and competencies of public servants.

The employment management includes adaptation of new workers for disclosing

their potential through competencies identifying, analysis purposes and requirements of public servants, imposed in the workplace, conflicts prevention and work dissatisfaction.

One of the targets is motivation of public servants. This motivates public servants to improve productivity, determines in which direction to develop their competencies and forms the necessary measures of staff potential development.

The professional advancement is based on career growth of public servants through their goals, needs, opportunities, competencies, capabilities and socio-economic conditions of public institution.

The professional and qualification growth of public servants involves training and retraining aimed at development and enrichment of competencies.

It is necessary to implement measures to develop public service staff potential. In order to ensure the necessary conditions for staff potential development, the author provides to improve the organizational structure, working conditions, legal, documentary, informational, technical, normative and methodological support.