Summary

Topic of the final qualification work: "Improvement of personnel management in local self-government bodies (using materials of Pyatigorsk city administration)"

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Customer organization: Pyatigorsk city-resort Administration.

The relevance of the research topic is connected with the necessity of formation of optimal mechanism of personnel management in organs of local self-government. Change of organizational-legal bases of personnel management in local self-government bodies, which became the consequence of the reforms, served as the basis for a new personnel policy, which, in turn, required the use of new personnel technologies. Continuous monitoring and analysis of the main directions of personnel management in local authorities will allow to identify problems in a timely manner and find ways to solve them.

The object of the study is the system of personnel management and organizational and managerial relations that emerge concerning the formation and development of human resources in local authorities.

Subject of the research - application of HR management technologies in local self-government bodies and ways to improve them.

The aim of the study: on the basis of the analysis of personnel policy and personnel management system to identify ways to improve HR technologies in the administration of Pyatigorsk.

Research objectives:

To reveal the essence of personnel management and its specificity in local government bodies;

analyze the legal and organizational principles of HR management in local government in a historical perspective;

to designate priority directions of personnel policy and to reveal the content of modern technologies of personnel management in local self-government bodies;

to determine the role of personnel policy and staffing in the effectiveness of the Pyatigorsk city administration;

to analyze the main directions of personnel management of the administration of the town of Pyatigorsk;

To develop recommendations for improving personnel management in the administration of the city-resort of Pyatigorsk.
Theoretical and methodological bases of the research. The theoretical apparatus of the study consisted of historical and systemic approaches, general scientific methods of comparative analysis, analysis of normative-legal documentation, statistical methods, methods of generalization.

The empirical basis of the research was formed by the normative-legal acts of the Russian Federation and local authorities, regulating personnel work; statistical data from official sources; materials of the current records of municipal authorities; information from the official website of Pyatigorsk city administration.

Theoretical and practical significance of the research. Theoretical significance of the research results is characterized by the analysis of personnel management problems in local self-government bodies, which have been detailed and updated in view of modern practice, which served as the basis for the development of practical recommendations for improving personnel management technologies in the administration of Pyatigorsk.

Contents of the work. In the first chapter of the work the author considers theoretical aspects of personnel management in local government. In the second chapter the analysis of HR management technologies in the administration of Pyatigorsk city-resort and developed recommendations for their improvement.

Results of the research. In the course of the study, the set tasks were solved, which allowed to make generalizations, formulate a number of recommendations and develop a project to improve personnel management in the administration of the city-resort of Pyatigorsk. Directions of the project realization:

1. to change the procedure of evaluation of candidates for the personnel reserve, candidates for the positions of municipal employees, as well as municipal employees.
2. Introducing the program of municipal employees' career management in the personnel department of Pyatigorsk city administration.
3. to ensure the openness of personnel technologies for the control of the public.