

SUMMARY

The Subject Matter of the Graduation Thesis: The Selection and Placement of the Personnel in Public Authorities on the Basis of Qualification Requirements (on the Materials of the Ministry of Economic Development of the Republic of South Ossetia).

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The Information about the Contracting Authority: the Ministry of Economic Development of the Republic of South Ossetia, the City of Tskhinval.

The Topicality of the Research.

The issue of searching and using people that will work efficiently for the public good has always been topical in different countries, in different periods of the human history. The systems, methods, mechanisms of the selection and placement of the personnel have been created for centuries and they would ensure the formation of the qualified staff of the state power employees. The challenge to attract the most deserving citizens to the public administration with the help of efficient technologies has not lost its relevance these days either. The solution to this problem is associated with one of the most important personnel technology that is the staff selection and personnel placement. It is this human resource technology that is basic, the effective implementation of which depends on the quality of the entire human resources management system. However, even today under the conditions of reforming the public administration, a significant improvement in the personnel maintenance of the public authorities is required in South Ossetia, whose current functioning practice demonstrates complex processes and trends. The established mechanisms of the human resources process

management for today in the public authorities constrain the solution to the problems of the social and economic development of the Republic.

Thus, the topicality of this graduation thesis is caused by the objectives of the public authorities' structural reorganization in order to improve the efficiency of the management performance, the changes in the nature and content of the human resources process management, the need for the theoretical understanding of the processes taking place.

Objective of the Research is to study the specific features of the selection and placement of the personnel in public authorities, and in particular in the Ministry of Economic Development of the Republic of South Ossetia, as well as to work out some practical recommendations to improve it.

The Tasks of the Research:

- to analyze the conceptual and organizational and legal bases of the human resources selection and placement as a part of the personnel management system in public authorities;
- to describe the most relevant issues of the human resources selection and placement in public authorities from the standpoint of the current qualification requirements imposed on the government civilian employees;
- to present modern approaches to the improvement of the work on the personnel selection and staff placement in the system of the human resources management in public authorities;
- to characterize the activities of the Ministry of Economic Development of the Republic of South Ossetia and the system of the human resources management in it;
- to describe the specific features of the implementation of the personnel selection and placement technologies in the system of the human resources management in the Ministry of Economic Development of the Republic of South Ossetia;
- to work out and substantiate the recommendations to improve the process of the personnel selection and placement in the Ministry of Economic

Development of the Republic of South Ossetia from the standpoint of the current qualification requirements.

The Theoretical and Practical Significance of the Research.

The graduation thesis focuses on the solution to the specific problems of the personnel selection and placement of the public civil servants of the Ministry of Economic Development of the Republic of South Ossetia from the standpoint of the qualification requirements imposed. Besides, the practical significance of the research lies in the possibility to apply its findings when creating and improving the regulatory and legal framework of the personnel management in the public service agencies in the Republic of South Ossetia, regarding the regulation of human resources processes and relationships on the regional level; during the program development in the Ministry of Economic Development on the professional development of human resources.

The Findings of the Research.

The personnel management system in the Ministry under consideration remains within the limits of the old tradition with emerging elements of the modern human resource management in terms of the prevailing methods of its implementation.

This establishment is still closer to the functionally-oriented ministry than to the personality-oriented one, according to the content of the dominant methods of the personnel selection and placement in the government authorities because the less efficient methods of the personnel selection and placement are dominant.

Recommendations.

In order to implement the function of the personnel selection and placement more effectively in the human resources management system in the public authorities of the Republic, it is necessary to: specify the qualification requirements; introduce modern approaches to the selection and placement of the personnel; apply the programme of technologizing the personnel selection and placement; use a variety of methodological tools; use the outsourcing of the selection and placement of the personnel.