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**PROFESSIONAL ACTIVITIES AND CIVIL SERVANTS OFFICERS
OF THE LOCAL GOVERNMENT: PSYCHOLOGICAL
ASPECTS PERSONNEL MANAGEMENT**

The article analyzes the current state of management personnel in government and local government. The basic principles of personnel management system in public service. Determined psychological methods of personnel management in government agencies and local governments. State Service of Ukraine on the current stage requires significant changes, especially on professionalism, efficiency and management activities raising the prestige of public servants. After a public servant, except professional role, performs as a socially responsible role. He is carrier and leader not only of public policy and public and morality. Reform of the civil service of Ukraine is a priority directions State Building and is conducted to increase the efficiency of the state apparatus for development strengthening civil society and the state.

The development of a professional, effective and transparent public service in Ukraine requires new approaches to personnel management in government bodies and local authorities. Implementation psychological aspects of HR involves active use of various management. These methods should cover all phases of entry and civil service, including: recruitment and placement, organization of work, the creation of an effective system of motivation, planning and professional career development, performance evaluation of state officials.

Based on scientific research sources should be noted that the relevance study and research of professional civil servants and officials of local governments noted by many researchers. We therefore analyzed the theoretical approaches to coverage and understanding preparedness specialists to work in general and public employees to work in modern conditions, in particular. The leading part readiness for professional activities have a psychological component, which scientists understood as a complex psychological formation as a combination functional, operational and personal components. In his all under psychological readiness understood psychological phenomenon of which explain the resistance of human environment. The most prominent motivational target aspect of this phenomenon, as it is reflected in the motivational sphere and manifested its most

important characteristics. So we can noted that the effectiveness of addressing topical issues by state and local authorities ultimately determined persistent personality constructs civil servant, development specific and, together with the specific professional skills: tolerance, the ability to compromise, the ability to negotiate more. That is to the fore in implementing state policy along with professional interests and management skills displayed their psychological characteristics.