Summary

The topic of the graduate work: Improvement of Personnel Management in Public Institutions (based on the materials of the public office «Integrated Social Services Center» Nadterechniy district, the Chechen Republic)

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Information about the organization-customer: the public office «Integrated Social Services Center» Nadterechniy district, the Chechen Republic

Topicality: Personnel management is a complex of organizational and substantive measures and consistent steps aimed at efficient use of abilities and skills of each individual employee for achieving ultimate goals of an organization. A company is able to compete only when its personnel is interested in what they are doing. Responsibilities and structure of the personnel department may be different depending on the type of organization. Personnel management in a public institution is carried out by execution of specific targeted actions which involve: defining the objectives and guidelines for personnel management; defining means, forms and methods for goals’ achievement; coordination and monitoring of all the planned activities; sustainable improvement of the personnel management.

The purpose: to find the most effective ways to increase the effectiveness of personnel management in a public institution, to identify emerging theoretical and practical problems of personnel management, as well as to develop recommendations.

Aims:

- to consider the essence of human resource management in public institutions;
- to study the main criteria and methods for evaluating the effectiveness of personnel management;
- to assess the effectiveness of personnel management in the public office «Integrated Social Services Center» Nadterechniy district, the Chechen Republic;
- to determine the main directions for improving personnel management in public institutions.

**Theoretical and practical significance:** the findings and suggestions formulated in the work concerning personnel management in public institutions can be used in the further scientific development and elaboration of the named issue. The practical recommendations proposed in the work can be used as instructions for improving the work of public offices.

**The results of the research and recommendations:**

1. to introduce personnel departments into the structure of state institutions as independent structural units;
2. to introduce individual professional development plans (for government officials), which are meant to become the basis of sustainable professional development, reflect the real need for training, predict the expected results, the types, forms of training, including in the framework of their independent work;
3. to introduce a mandatory system of professional development in government institutions;
4. to raise the level of personnel management considering Russian and international experience in systems of personnel management in public institutions;
5. to develop the scientific criteria for assessing personnel in public institutions, in order to promote young and prospective employees;
6. to establish a proper methodological framework which allows to control the learning process of managing personnel in public institutions;
7. to monitor the quality and control the results of sustainable professional education programs.