SUMMARY

Subject matter: Modern professional culture of the municipal employees and the directions of its improvement.

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Topicality of the research: In the conditions of the large-scale modernization of the state institutions of the RF special attention is attracted to the development of the system of local government. In these conditions in order to improve the effectiveness of its functioning, the improvement of the municipal service on the basis of the development of the management culture of the municipal employees is put forth as the most prioritized direction securing on this basis the achievement of the qualitatively new state of the local government as an institute and body of power where municipal employees fulfill their functions as competent subjects of managerial work.

Objective of the research is the study of the modern professional culture of municipal employees and the development of the directions of its improvement.

Tasks of the research:
– to examine the main dimensions of the professionalism of a municipal employee;
– to explore the specific features of the professional culture of the municipal employees in modern Russia;
– to analyze the professionalism and professional culture of the municipal employees of the bodies of power;
– to consider the general characteristic and structure of Pyatigorsk administration as an aggregate subject of management work;
− to make a research into the professional culture of the municipal staff in Pyatigorsk administration;
− to analyze the professional culture of the Pyatigorsk administration’s staff in terms of the quality of management knowledge.

Theoretical significance of the research lies in the generalization and systematization of the modern scientific knowledge on the problem, and also in the development of the directions of the improvement of the professional culture of municipal employees.

Practical significance of the research is that its research can be used in further practical work.

Results:

1. Professionalism of a municipal employee is realized in the following main dimensions. Firstly, a professional’s activity is rational, moreover this rationality has two aspects: 1) it must be goal-rational and 2) it must be value-rational.

   Secondly, a substantial facet of professionalism is the ability to submit the results of one’s own work to public opinion that reflect their successfulness and efficiency.

2. One has to increase the requirements to the professional level of the municipal employees on the basis of the following criteria of the development of their professional culture:
   − Value-oriented attitude to the professional work
   − Level of technological competence
   − Personality-based creative activity of a municipal employee

3. Pyatigorsk administration is an aggregate subject of management activity, whose general level of professional culture depends on the level of the professional culture of the individual municipal employees and sub-divisions of the administration.

Recommendations:
1. Modern municipal employees should be trained in higher educational institutions, through the harmonious combination of their training as the universal staff in the field of public and municipal administration.

2. It is needed to develop the appropriate methods, tests enabling one to identify and take into consideration the real political and ideological orientations of the municipal employees that affect their professional activity.