SUMMARY

Subject matter of the Graduation Thesis: IMPROVEMENT OF VOCATIONAL TRAINING, RETRAINING AND PROFESSIONAL DEVELOPMENT IN SYSTEM OF THE PUBLIC CIVIL SERVICE (on the example of Management of Federal Treasury across Kabardino-Balkar Republic)

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Topicality of the Research: Need of advancing professional education of the civil civil servants is explained by being accelerated process of obsolescence of knowledge and requirements of modern development of the public civil service. Ability qualitatively to solve the tasks set for them as a whole depends on level of training of the civil civil servants of bodies of Federal Treasury.

Objectives of the Research: are in research of teoretiko-legal aspects of system of vocational training, retraining and professional development of the civil civil servants of the Russian Federation and definition of the directions of improvement of this system in relation to territorial bodies of Federal Treasury of the Ministry of Finance of the Russian Federation.

The tasks of the Research are: to study the contents and features of work of the civil civil servants; to investigate essence of vocational training, retraining and professional development of the civil civil servants; to generalize experience of foreign countries in the sphere of vocational training and professional development of employees of government bodies; to give a general characteristic of the personnel of Management of Federal Treasury of the Ministry of Finance of the Russian Federation across Kabardino-Balkar Republic; to analyse the organization
which has developed in Management of vocational training and professional development of workers; to plan the directions of improvement of system of vocational training and professional development of the civil civil servants of territorial bodies of Federal Treasury.

The Theoretical Significance of the Research is in deepening of theoretical ideas of essence of vocational training, retraining and professional development of the civil civil servants of the Russian Federation and synthesis of experience of a number of foreign countries according to above called section of human resource management of public service.

The Practical Significance of the Research is in possibility of use in practical activities as Federal Treasury as a whole, and in its territorial divisions.

The Findings of the Research: Professional retraining and professional development of the civil civil servants of bodies of Federal Treasury across Kabardino - the Balkar Republic is carried out on the basis of four-stage model both with a separation from production and by distance learning.

The analysis of vocational structure as a whole testifies to a positive situation with the shots, developed now in UFK on KBR.

The main shortcomings to us imperfection of the mechanism of the organization of additional professional education, and also the insufficient list of programs of a vocational education seems.

Recommendations: The main directions of improvement of system of vocational training, retraining and professional development of the civil servants of territorial bodies of Federal Treasury are: extension of the list of educational programs on full-time tuition, introduction training the seminar aimed at the development of a moral component of the civil civil servant, and also further universal use in practice of training of a form of internal distance learning.