Summary

Subject matter: Selection and development of the staff in the organs of local self-government (on the example of Magas Administration).

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Topicality of the research: The improvement of the system of management of municipal service is one of the important conditions of the successful solution of the tasks facing the society and strengthening of the Russian state system. It is give the organs of power and administration, the staff of the municipal service that can directly influence the development of the reforms now under way in the country, to secure the realization of the decisions aimed at modernization of the life of the Russian society.

Among the immediate tasks in the work with the staff one should mention the improvement of the scientific substantiation of the municipal personnel department, the creation of the new system of work with the staff, professional development of the staff of the state municipal service, the extension of the network and the effective renewal of the state educational institutions and HR services of the municipal organs, the exploration of the world experience in HR management.

Objective of the research is the study of the system of the selection and development of the staff in the organs of municipal administration, determination of the ways of its improvement.

Tasks:
- to examine the system of the selection and development of staff as the key directions of the work with the staff in an organization;
- to determine the principles and technologies of work with the staff in the system of the municipal service;
- to acquaint ourselves with the specific nature of staff provision in Russia;
- to analyze the system of staff selection in Magas Administration;
- to determine the specific features of the system of the development of municipal employees in Magas Administration;
-to study the ways of the improvement of the system of the selection and development of the staff in the organs of local self-government.

**Theoretical significance of the research** is that we have determined the system of the selection and development of municipal employees outlined the specific features of the functioning of this system in the organs of local self-government, and also proposed recommendations for further successful development of the staff of municipal organs.

**Practical significance of the research** is connected with the application of the results of the research in the practical work of not only Magas Administration, but also in other organs of local self-government.

**Results of the research:** Up to the present the apparatus of Magas administration has no trained employees able to make effective decisions; the normative-legal basis of the introduction of the new political, economic and socio-labour relations into the system of the municipal service is very controversial. All the problems of the improvement of the effectiveness of the municipal service come mainly to professionalism of the workers of the state apparatus which depends on the quality of training.

**Recommendations:** Magas administration requires activity in the improvement of the staff related technologies in municipal service. The optimization of this process in our opinion could be promoted by the generalization of the positive experience of the work with the staff in the organs of municipal administration and organizations of various forms of ownership.