

## Summary

**Subject matter:** Training of the executive reserve in the organs of state power (on the example of the Committee for Youth Affairs of the Government of Chechen Republic).).

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**Customer organization:** The Committee for Youth Affairs of the government of Chechen Republic, Grozny.

**Topicality of the research:** Staff potential of the country in such its aspect as the executive reserve is one of the topical problems of the state policy. Today the administration of the country emphasizes the quality and quantity of executives for this is the key part of the staff potential of the society whose professionalism impacts the quality of management in all the spheres of the society and in the first place in the system of public and municipal administration

**Objective of the research:** is the search for the key directions of the adjustment of the system of staff reserve management for the solution of the tasks the effective development of civil servants.

### Tasks:

- to conduct a theoretical analysis of the essence of the notion “staff reserve”;
- to reveal the legal foundations of the functioning of staff reserve in the state civil serve;
- to examine the organizational and methodological aspects of the formation of the reserve of state civil servants;
- to characterize the set of tools of the development of staff reserve in the system of state service;
- to specify practical aspects of the training of the executive reserve in the Committee for Youth Affairs of the Government of Chechen Republic;
- to develop the directions of the improvement of the functioning of the staff reserve in the Committee for Youth Affairs of the Government of Chechen Republic.

**Theoretical significance of the research:** is determined by the fact that it substantially supplements the subject matter field of staff management, separate aspects of the sociology of management.

**Practical significance of the research:** is that its results and provided recommendations can be used for the formation of the effectively functioning staff reserve of the organs of state power.

**Results of the research:**

Staff reserve in the system of public administration is a sufficiently complicated formation from the organizational and methodological point of view.

The set of tools of the development of civil servants included in the staff reserve is insufficiently developed. Apart from the professional training, retraining and upgrading of the qualifications among the number of the perspective effective methods of the professional growth of the reservists should be mentioned rotation and mentoring.

In the course of the complex diagnosis of the process of management of staff reserve in the Committee for Youth Affairs of the Government of Chechen Republic we have highlighted the following key problems asking for the development of the system of measures of a complex nature:

- inefficiency of the system of management of staff reserve caused by the peculiarities of the structure of the executive priorities;
- the weakness of the processes of the formation of staff reserve conditioned by its “nominal” significance of the organ of state power;
- slow development of employees included in the staff reserve in no way different from the development of other civil servants which is caused by lack of understanding of the connection between development and the nature of the work done and also with the understimation of the importance of coaching and mentoring;
- lack of attention to the aspect of the retention of the staff included in the reserve.

**Recommendations:** To field a clear – cut and logical system of making administrative decisions regarding staff reserve it is essential to institutionalize it. An important constituent of the institutionalization of the reserve is training and circulation of the manifesto on the creation of the reserve, this document serves as an important tools of

overcoming the resistance of ordinary employees explaining the need for such transformations and the results CYA of CHR is striving to obtain.

To overcome the negative attitude to the reserve on the part of ordinary employees it necessary to organize in the appropriate form the process of its formation. The implementation of multistep competitive procedures for the selection to the reserve is capable to create the atmosphere of deficiency and elitism which promotes the institute of reserve in the domestic market.

The key factor of the development of reservists is the implementation of their differentiation depending on the efficiency their project work whose assessment is done by the 360 method. The differentiation simultaneously solves the problem of staff retention. The application of the indicated recommendations is capable to bring the systems of management of the CYA of CHR new heights in the plane of efficiency.