JOURNAL OF ADVANCED SCIENTIFIC RESEARCH

Editorial Team

Formation of professional competencies in the retraining of civil servants

prof. Margolin Andrey Markovich
Vice-Rector of the Russian Academy of National Economy and Public Administration
prof. Rakhimova Dilfuza Nigmatovna –
Head of the Department of the Academy of Public Administration under the President of the Republic of Uzbekistan.

Abstract The article discusses modern models for selecting and assessing the professional competencies of civil servants, which consists in determining effective methods for selecting candidates for civil service and assessing the professional growth and achievements of employees. An analysis of existing models for selection and assessment of professional competencies was also carried out, their advantages and disadvantages were identified, the most effective methods of selection and assessment were determined, and recommendations were developed for improving the system for selecting and assessing professional competencies of civil servants.

Keywords: professional competencies, public service, assessment, selection system, technologies and management tools, trends, leadership qualities, employee achievements, skills, knowledge.

The relevance of the article lies in the fact that in the context of a rapidly changing political, economic and social situation in the world, civil servants must have new competencies in order to effectively solve complex problems and make the right decisions. New trends in developing competencies among civil servants are aimed at developing leadership skills, the ability to work in a team, analytical and communication skills, as well as knowledge of modern technologies and management tools.

In this regard, it is important to study and analyze new trends in developing competencies among civil servants both at the global and national levels. The relevance of modern models for selecting and assessing the professional competencies of civil servants is due to the need to improve the efficiency of public administration and the quality of services provided by the state.

Modern requirements for civil servants include not only knowledge and understanding of legislation, but also the ability to make decisions, work in a team, have leadership qualities, etc.

The selection and assessment of the professional competencies of civil servants should be based on objective criteria and methods that make it possible to identify the most suitable candidates for vacancies and evaluate the professional growth and achievements of employees.

This helps improve the quality of public administration, increase citizens' trust in public services and create conditions for the development of professional careers of employees.

In the modern world, professional competencies are one of the key factors for career success. This is especially true for civil servants, who must not only have knowledge in their field, but also be able to apply it in practice.

The formation of professional competencies in the retraining of civil servants is a process aimed at improving qualifications and developing the skills necessary to effectively perform professional tasks. One of the main tasks of retraining civil servants is to expand and deepen knowledge in their field of activity. For this purpose, special courses, seminars, and trainings are held, where students gain new knowledge and skills, and also exchange experiences with colleagues.

However, equally important is the development of soft skills such as communication skills, leadership skills, teamwork, etc. After all, a civil servant must not only fulfill his professional duties, but also be able to effectively interact with colleagues and citizens.

In addition, the formation of professional competencies in the retraining of civil servants is also aimed at increasing the level of responsibility and professionalism. A civil servant must understand that his work is directly related to the well-being of society, therefore he must be as qualified and responsible as possible.

In general, the formation of professional competencies in the retraining of civil servants is an important step towards the development of the state apparatus and increasing its efficiency. This allows civil servants not only to improve their qualifications, but also to improve the quality of their work, which, in turn, has a positive impact on the well-being of society.

We need to pay attention to the study of new global and national trends in developing competencies among civil servants. To achieve this goal, it is necessary to consider the following tasks:

1. Analyze current trends in the development of competencies among civil servants at the global and national levels.

2. Study the experience of introducing new approaches to developing competencies among civil servants in various countries.

3. Identify the core competencies that must be developed among civil servants to effectively perform their duties.

4. Develop recommendations for improving the system of developing competencies among civil servants at the national level.

5. Conduct an analysis of the effectiveness of introducing new approaches to developing competencies among civil servants using the example of the selected country.

The methodology for studying modern models for selecting and assessing the professional competencies of civil servants includes the following stages:

1. Analysis of literature and legislation on the issues of selection and assessment of professional competencies of civil servants. At this stage, existing selection and evaluation models are reviewed and their advantages and disadvantages are identified.

2. Study of the practice of selection and assessment of professional competencies of civil servants in various government bodies. At this stage, interviews are conducted with representatives of government authorities, employee surveys, and statistical data analysis.

3. Determination of the most effective methods for selecting and assessing the professional competencies of civil servants. Based on an analysis of literature, practice and expert assessments, the most effective methods for selecting and assessing the professional competencies of civil servants are determined.

4. Development of recommendations for improving the system of selection and assessment of professional competencies of civil servants. Based on the identified problems and the most effective methods, recommendations are being developed to improve the system for selecting and assessing the professional competencies of civil servants.

The development of a national system of professional competencies for state civil servants is an important step in the development of the civil service in Russia. This system allows you to determine the necessary competencies for each position, as well as assess the level of professional training of civil servants.

One of the main advantages of the national system of professional competencies is its universality. It can be applied to all levels of public service - from municipal employees to heads of federal executive bodies. Thanks to this, civil servants can develop their skills and competencies, which has a positive impact on the quality of the services they provide.

In addition, the national system of professional competencies makes it possible to improve personnel policies in the public sector. It helps identify personnel needs and develop training and development plans for government employees. This in turn helps to increase the efficiency of the public service and improve the quality of services provided.

The National Competency Framework also helps to strengthen transparency and openness in the public sector. It allows you to evaluate the professional training of civil servants and draw conclusions about how well these employees meet the requirements of the position. Thanks to this, government agencies can make informed decisions and increase their efficiency.

The methodology for conducting research on new global and national trends in developing competencies among civil servants to achieve their goals and objectives should provide for:

1. Analysis of scientific literature. Conducting a review of scientific publications on the development of competencies among civil servants at the global and national levels

2. Interviewing experts. Conducting interviews with experts in the field of public administration and competency development who can give their assessment of modern trends and experience in introducing new approaches in various countries.

3. Analysis of statistical research data. Analyze data from statistical studies conducted in various countries on the development of competencies among civil servants.

4. Case study. Conducting a case study using the example of a selected country to analyze the effectiveness of introducing new approaches to developing competencies among civil servants.

In general, the national system of professional competencies of state civil servants is an important tool for the development of civil service in Uzbekistan, as well as in Russia. It improves the quality of services provided, increases the efficiency of the public service and strengthens transparency and openness in the public sector.

BIBLIOGRAPHY

1. Rakhimova D.N. methods for evaluation and training of
management personnel. Publ ished in Internat ional Conference on Digi tal Society , Innovat ions & Integrat ions of Li fe in New Century, January 2021 ICDSI IL-21 Issue.
2. Personnel policy for leadership assessment and management selection Rakhimova Dilfuza Nigmatovna Jasc journal of applied science and computations, Volume viii, Issue II, February-2021