

## **Abstract of the Article**

### **“Upgrading of the Advanced Training System of Civil Servants And It’s Social and Economic Efficiency”**

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Transformational processes in the society, innovations and intellectualization of labor have caused significant changes in the management mechanism and higher requirements for civil servants' performance. The organizational forms and technologies survey of civil servants advanced training demonstrates that it hasn't yet become a very effective way of officials' high professional qualities maintaining. Thereby the search and analysis of methods improving the system of professional development and its impact on the political processes are of great importance.

Many Ukrainian scientists such as O. Obolensky, V. Aver'yanov, V. Malinovsky, S. Kivalov, L. Bila, S. Seryogina, I. Ninyuk, M. Afanas'yev, L. Shemayev, L. Avedyan, L. Gordienko, A. Kabanets and others have devoted their works to the problems of efficient state governing. But the problem of social and economic efficiency of local authority civil servants' advanced training hasn't been studied enough.

The author of the article has made scientifically grounded conclusions about the upgrading of the whole system of advanced training of civil servants. First, a decisive role of constant professional development of civil servants has been substantiated and the modern state of the system of officials training, retraining and advanced training in Ukraine has been evaluated with the help of different indices and characteristics. Secondly, the author has found the discrepancy between the existing methods of the civil servants' advanced training system effective evaluation and the goals of advanced training and its social and economic importance. The level of educational programs should reflect the topicality and possibility of putting the acquired knowledge into practice. That is why the author has determined the main methodological criteria of advanced training effective evaluation. Thirdly, motivation needs and professional development objectives of every civil servant have been determined. Fourthly, the main characteristics of the advanced training social and economic efficiency of certain specialists have been formed and grouped according to the criterion of results formation.

The suggested methodological tools of social and economic efficiency evaluation of the civil servants advanced training system comprehensively reflects the results of their professional development and helps to determine and substantiate the expenditure economic efficiency, to create conditions for their increase, to develop future margin expenses, to find rational ways to improve the use of human resources.