

STAFF MANAGEMENT PROBLEMS OF PUBLIC GOVERNMENT BODIES IN THE CONDITIONS OF DIGITALIZATION



Actuality of the problem

- rapid development of digitalization has effected not only the economy, but also the civil service;
- the introduction of information and communication technologies allows to simplify many processes in management in the state and non-state sectors;
- the gradual transition of digital state has shown that the set of competencies of civil servants used to perform functional duties;
- information and analytical provision of public authorities in the field of personnel management not correspond to the current level of development of digital technologies.

On December 1, 2017, the Order of the CMU No. 844-r "On the approval of the Concept of the implementation of the information system of human resources management in state bodies and the approval of the plan of measures for their implementation" identified a number of problems related to the staff of the civil service:

- lack of automation of human resource management processes in state bodies;
- insufficient functions of monitoring the effectiveness of the activities of state bodies;
- lack of openness and transparency of information about human resources in state bodies;



- lack of sufficient electronic interaction of state electronic information resources and insufficient level of IT development;
- lack of uniform standards for identification of users of the information system;
- low level readiness state employees bodies to implementation informative systems;
- insufficient level of knowledge and skills in state employees and others employees state bodies of using informative systems;
- low level of organization of training of civil servants and other employees of state bodies on the use of the information system.

Ways to solve problems in personnel management of public authorities

Development of an information system management human resources in state bodies -**HRMS**

an automated system of collecting, processing, storing and protecting information about civil servants, other employees of state bodies, which is formed (created) and used to ensure the functioning of a centralized database of civil servants, other employees of state bodies, as well as, to meet the needs for automation and digitization processes related to the performance of personnel management functions.



The introduction of innovative resources in the personnel management of public authorities needed cause additional problems:

- training of civil servants and explanatory work on the correct use of the program and identification of the main advantages and opportunities;
- data security, prevention of information leakage.



The question of fullness research of digitization of personnel management services of public authorities?

WorkHR-specialists with civil servants in offline regime - an individual approach to each employee,

- providing advice, assistance in solving personnel issues,
- manifestation of empathy in personal problems;
- conducting training events for professional development, maximum team cohesion, conducting effective discussions, etc.