

To cite this paper:

Sharin V.I. (2017) The system of motivating state civil servants' professional activity in Russian Federation. *Human Progress*. 3 (4): 6. URL: http://progress-human.com/images/2017/Tom3_4/Sharin.pdf.

THE SYSTEM OF MOTIVATING STATE CIVIL SERVANTS' PROFESSIONAL ACTIVITY IN RUSSIAN FEDERATION

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Abstract. The article considers the basic motivations of state civil servants: official growth, material well-being, professional growth, social guarantees, reputation (honor). The motives for official growth, professional growth, reputation (honor) as the basic motives, real for use in the present period, can form a structure of motivation of civil servants and act as elements of the system. In the article the motivation system is considered as a motivational network - a set (complex) of basic motives, orderly and continuously alternating its impact on the civil servant throughout his career in order to achieve the best performance results. It is suggested to cover all basic motivations for the state employee with a motivational grid and, alternating their impact in a certain algorithm, makes the process of motivation continuous, which is very important, since the termination of motivation leads to a zero increase in labor returns. An algorithm for aligning the motivational grid is described in such a way that the impact of one of the basic motifs occurred on average every 1.5-2 years, making the process of motivation continuous. In this regard, the author proposes to apply individual career development plans (professional development) of civil servants.

Keywords: State civil servants; motivation of work; system of civil servants' motivation; structure of civil servants' motivation; civil servants' motivational network.

JEL codes: J 32; H 10; M 52.

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