PUBLIC ADMINISTRATION DIGITAL MATURITY AT THE MESO-LEVEL: COMPETENCE APPROACH

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Abstract. A significant gap in the digital maturity level of the leading regions in the Russian Ministry of Digital Development rating and the subjects of the Russian Federation following them is the reason for this study of factors and barriers in the public administration digitalization at the meso-level. In order to identify the human barriers, the authors use the competency-based approach tools in management. The publications analysis in the competency models construction, structured interviews and correlation analysis were used as research methods. The authors analyzed scientific publications on the digital maturity concept, both at the organizations and the countries levels. It was revealed that at organization level a narrow (instrumental) and a broad (conceptual) understanding of the digital maturity content is used. Various approaches to building public administration digital maturity models and the proposed indicators have been studied. Based on the results of the study, the author's model of the mechanism for developing competencies of digital maturity at the meso-level was built, including all three groups of participants in the digital public administration process with the sources of financing for the developing competencies process, which is recommended to be introduced into the public administration practice.

Keywords: competence approach; competence; digital maturity; competence model; public administration; competence development.

JEL codes: O38; O15.

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