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MUNICIPAL STAFF RESERVE: PROBLEMS OF FUNCTIONING

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Abstract. The problem of the staff reserve formation and functioning is saved in the state civil and municipal service, affecting the authority's activities effectiveness and the staff motivation. The research is aimed at studying the staff reserve implementing problem in the Russian Federation at the municipal level. Researchers give ambiguous estimates of the causes and factors that negatively affect this process. Therefore, the purpose of the analysis is based on the study of the staff reserve formation and functioning practice in the municipal authority to identify factors that reduce its role, to propose measures to improve the staff reserve efficiency. The study was conducted by a set of general scientific methods, such as system analysis, generalization and systematization of theoretical and practical data. The empirical base is the data of the Kalinin Department of Population Social Protection of the Chelyabinsk City Administration for 2020-2021. The obtained results allowed to conclude that the factors reducing the staff reserve effectiveness in the municipal service are: a formal approach to its formation, the lack of officials' advanced training and professional development, and as a result, the vacant positions replacement by external candidates, the lack of career prospects for reservists, which leads to unreasonably high turnover among the reserved officials.

Keywords: state civil service; municipal service; staff reserve; improving the reserve efficiency; officials' professional development.

JEL codes: H10; H59; M38.

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