

SOCIOLOGY AND POLITOLOGY

UDC 351

PUBLIC MANAGEMENT AS AN INSTITUTION OF SERVICE: ANALYSIS OF FOREIGN CONCEPTS

© 2014 г. *Yu.M. Bolshakova*

*Bolshakova Yuliya Mikhaylovna –
Candidate of Political Science,
Associate Professor,
Saint-Petersburg State
University of Economics,
Sadovaya St., 21, St. Petersburg, 191023.
E-mail: snbolshakov@mail.ru.*

In this article the complex of problems of the management principles introduction in public service is analyzed, factors having impact on publicity of public administration are considered. In the article the factors of the motivational mechanism, such as bonus reward for government employees, existence of a position and free schedule of work, altruistic values, social significance, etc. are analyzed. Formation of system of key competences allows predicting corporate behavior of administrative personnel of public service, helping to lower tendency of high fluidity of the high-skilled personnel.

Cross-cultural researches of foreign experience of civil servants adaptation to modern requirements of the state service allow marking out set of factors having impact on efficiency of public administration: priorities of service to society, state ideal, motivational mechanism of public service staff, ideal ratio of service to society and individual characteristics of an employee meeting the requirements of public service.

Keywords: *public administration, public service, public services, ideal of public service.*

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UDC 316.323.1

INCREASED MIGRATION AS THE FACTOR OF DISSEMINATION OF ETHNIC XENOPHOBIA IN THE YOUTH ENVIRONMENT

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*Gontsovskiy Vitaliy Konstantinovich –
Competitor,
The Institute for Retraining
and Professional Development of the Instructors
of the Humanitarian and Social Sciences
of Southern Federal University,
Pushkinskaya St., 160, Rostov-on-Don, 344006.
E-mail: kavkazdon@mail.ru.*

In this article the author analyzes the impact of migration processes on the development of xenophobia in Russian society. The author emphasizes that Russian citizens in general, and the younger generation of Russians in particular are characterized by predominance of negative perception of migration and negative attitudes towards migrants. The author concludes that there is the interrelation of xenophobia growth in society connected with the growth of external migration and migration of ethnic regions of Russia. The article draws attention to the dependence of xenophobic stereotypes and attitudes of young people on the experience of direct or indirect contacts with migrants.

Keywords: *xenophobia, youth, migration, nationalism, Caucasophobia, migrantophobia.*

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UDC 316.354:351/354

MAIN DIRECTIONS OF IMPROVING THE SYSTEM OF PUBLIC SERVICE DELIVERY

© 2014 г. *TA. Moskaleva*

*Moskaleva Tatyana Aleksandrovna –
Competitor,
Department of Sociology,
Service Institute and tourism Don
State Technical University
(Institute of service and tourism DSTU),
Varfolomeeva St., 215, Rostov-on-Don, 344018.
E-mail: tanya8m@yandex.ru.*

Nowadays the basis of service culture of public office is being formed. The following principles of public service organizations: customer orientation, awareness of consumers of public services, involvement of the performer, the principle of minimal action, delegation of authority, «feedback», the system standard are offered to consideration on the basis of the conceptual model of corporate culture of public service organizations are formulated and systematized by the author. The main challenge in the provision of public services – to change the mentality of civil servants who should not command and order but provide qualitative services to citizens whose money supports the state apparatus.

Keywords: *client-oriented cooperation, civil office's service culture, principles of the civil service institutes' functioning.*

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UDC 316.334.2

VALUE-MOTIVATIONAL ORIENTATION OF TODAY'S YOUNG EMPLOYEES

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*Troitskaya Olga Andreyevna –
Post-Graduate,
Department of Sociology and Political Science,
Southern Federal University,
M. Nagibina Ave., 13, Rostov-on-Don, 344038.
E-mail: Olgasem87@mail.ru.*

In this article, young workers, as a special category of labour resources are characterized from the viewpoint of their value-motivational orientations. The author considers changing the attitudes and values of the professional activity occurring under the influence of socio-economic changes. The author shows the particular role of the theory of generations («Strauss-Howe generational theory»), risk paradigm, the concept of «job matching» in the study of the attitude of the youth to work in an environment of macro-institutional processes.

Keywords: *young workers, values, macro-institutional processes, socio-economic change, uncertainty, theory of generations.*

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