ADJUSTMENT OF INTERNATIONAL MODELS PERTAINING TO THE FUNCTIONING OF MECHANISMS OF DEVELOPMENT OF PROFESSIONAL POTENTIAL OF CIVIL SERVANTS IN UKRAINE

**Problem setting.** The insurance of professional potential development is the key instrument of public administration what concerns the support of sustainable development of the country. Therefore, it is necessary not only to investigate the best international experience of professional potential development and the fundamental mechanisms for its development, but also to understand the most relevant tendencies of its adjustment that would be as close to the mental peculiarities of the Ukrainian nation as possible.

**Recent research and publications analysis.** The issue pertaining to the insurance of development of professional potential of civil servants within the framework of international models was investigated by both national scientists, in particular: M. M. Bilynska, V. V. Bohatyrets, Y. H. Kalnysh, T. M. Kitsak, V. I. Luhovyi, N. H. Protasova, S. O. Teleshun, S. K. Khadzhyradiyeva, and foreign scientists: M. Garet, D. Cooper, C. Mincemoyer, T. Miller, S. Pavlina, D. Chopra, C. Rogers and others.

**Paper objective** is to determine the best international experience pertaining to the development of professional potential of civil servants, the mechanisms for its insurance and the fundamental tendencies of its adjustment to the national system of public administration, which at the time being is undergoing the reformation period.

**Paper main body.** While studying the approaches to the notion of “professional potential” and to the mechanisms of its development in foreign countries, there is such a trend: for maximum results in the development of professional potential the necessary prerequisite is the systematic approach.
According to the main world tendencies in ensuring the development of professional potential, in order to achieve maximum efficiency of this process, the following conditions are necessary:

- the correlation between the system of human resources management and the social environment, together with the current situation in the country, in order to understand the real needs and dangers;
- organizational support of systematic vocational education, training;
- analysis and rational use of available resources for the development of professional potential;
- definition of the goals of professional potential development for all institutions that are related to the insurance of professional development of employees (including vocational education) and to the coordination of their activities.

The common features shared by the American, European and Eastern models pertaining to the functioning of mechanisms of development of professional potential of civil servants are the following:

- consistency: maximization of professional potential of civil servants in order to achieve the organization’s success requires the application of a systematic approach to the insurance of career development;
- existence of a system of motivations (motivational mechanism);
- application of organizational, legal and resource mechanisms.

The following characteristics are specific for each abovementioned model:

- the administrative mechanism for the development of the professional potential of civil servants for the American model (USA), which provides for program-oriented training and application of personal development programs that are determined by the administrations of specific government bodies;
- the socio-psychological mechanism for the European model (Poland), based on the concept of leadership development and the development of emotional component (carried out through the training system);
- the moral and ethical mechanisms that are peculiar to the Eastern model (Japan), with the emphasis on the development of the inner world of personality, his/her strengths.

**Conclusions of the research.** The main tendencies of adjustment of international models pertaining to the functioning of mechanisms of development of professional potential of civil servants include:

- the need for a program-specific organization of the development of professional potential of civil servants (resource mechanism);

- provision of organizational and legal foundations for leadership development; flexibility of human resources management system; focus on the development of intellectual and emotional and psychological potential (organizational, legal mechanism);

- the need for development of inner world of a person (motivational mechanism).