An extended abstract of a paper on the subject of:

**ORGANIZATIONAL SEGMENT OF ADAPTATION BASE OF THE LOCAL GOVERNMENT: ASPECT OF PROFESSIONAL ADAPTATION ADMINISTRATION**

The use of effective approaches, methods, forms and technologies of personnel policy will allow to carry out planning, organization, motivation, control, coordination and implementation of effective personnel policy and work with the staff of local government, which should have a positive impact on controlling process of professional adaptation of their officials.

A. N. Batalov, M. L. Ermakova, Y. D. Krasovskii, N. N. Popova, I. Y. Chornobyl have dedicated their scientific works to problems that reveal aspects of personnel's professional adaptation. Issues of professional management adaptation of local government officials, the definition of segments adaptive base in the management of professional adaptation of local government officials in Ukraine - organizational and personal remain as questions of present interest.

The objectives of the article are the disclosure of the essence, direction of organizational adaptation base segment of the local government and the development of conditions set that are of great importance in the process of local government professional staff adaptation in Ukraine.

In the article it is stated that the organizational segment of the local government in the management of professional staff adaptation should be directed to the human mentality, its evolution, motivation and encouragement as well as professional education, formation of the values and standards of professional
conduct and professional culture, and on this basis – the formation of professionalism and professional mobility of the local government officials.

It is concluded that adaptation base includes adaptive capabilities of authority, adaptive resource authority and adaptive capacity (adaptability as dynamic quality) of the work included in professional activities that affect individual content and dynamic adaptation process of professional officials (personal segment) in terms of closed personnel policy. A learning organization can be considered as the local body during the reform of society. There is no other option from our perspective.

The actual problem is adaptation service in local government as the use of new technology management, and specific approaches to personnel policy. The author has defined the organizational conditions of professional adaptation in technology of human resources management and adaptation bases (as systems) as it has a synergistic effect.

So set out in the article major parameters of organizational adaptation base segment of the local government are the conditions of professional adaptation in the overall process of personnel authorities' professional socialization. Without professional adaptation the process of professional socialization is impossible, that means the professional adaptation should be understood as permanent process. Professional adaptation must perform psychological, developmental, stimulating and cultural functions. Adaptive base includes governmental adaptive capacity, authority's adaptive resource and adaptive capacity (adaptability as dynamic quality) of the work individual included in professional activities, which affect on the individual content and dynamic of the officials' professional adaptation process in terms of closed personnel policy. Organizational adaptation base segment of the local government should be formed and operate within the personnel policy and work with staff, should be directed to all areas in which the process of management of professional adaptation of the staff of the local government is running: professional-activity, organizational and regulatory, socio-professional; socially-psychological and social areas in the broad sense. The study of mentioned areas is a promising direction for future research.