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THEORETICAL AND PRACTICAL ASPECTS OF MODERNIZATION OF THE CIVIL SERVICE SYSTEM

Problem setting. Transformational changes that take place in society put forward new requirements to the state administration as a whole.

Despite the constant attempts to modernize the civil service, the desired result has not been received. Modernization processes did not lead to the development of an effective civil service system and the realization of the set goals, since the focus was on solving internal control problems. Therefore, there is an objective need to transfer the modernization of the civil service to a new development trajectory, focusing not only on the modernization of public authorities and administration, but also on social development, taking into account the positive global experience of modernizing the civil service.

Recent research and publications analysis. Considerable attention has been paid to solving the problems of the development civil service in the work of domestic and foreign scientists, in particular: V. B. Averyanova, G. V. Atamanchuk, S. M. Seryogina, O. V. Thunderous, S. O. Kravchenko, V. Kizyun, D. Shimanke, G. Tsimmermann et al.

The purpose of the article is a detailed analysis of the experience reforming the civil service system of European countries; successes and failures of the transformation processes carried out and to identify promising directions of modernization public service system of Ukraine.
The main goal of public administration in the developed countries of the world is the achievement of a balanced, balanced and rational socio-economic development, with the effective use of the resource potential of the regions and overcoming the territorial disproportions of development.

Liberalization of relations with citizens as yet another point of reform clearly shows that public administration is always in the context of the relevant political system.

Democracy means that public administration is a part of society, it must liberalize its attitude towards the citizen and his affairs and must constantly prove to the public his legitimacy.

Reforming public administration requires significant investment, and its functioning involves the availability of the necessary material and financial resources. For example, it is important to achieve the state's competitiveness in the labor market, which will enable high-skilled personnel. The savings should not be achieved due to the reduction of salaries civil servants, but due to the significant increase in the efficiency of public administration.

It is very important to identify trends in the development of civil society and its modern systems and organizational structures of public administration in European countries and to make a comparative analysis of the problem choosing the optimal governance system in these countries and in Ukraine.

Reforms in European countries took place in the following areas:
– political, connecting with formation of institutional conditions democratization of this sphere;
– institutional - aimed at restructuring its structural elements - organizational relations between different levels of local government, related to the reform of the system of administrative-territorial structure of the state, as well as with the introduction of regional self-government;
– functional - aimed at redistribution of functional relations between local, regional and central public administration bodies.
Conducting administrative transformations at the regional level also requires the formation of special coordination structures, which should provide advisory, methodological, and other assistance in implementing the reform of local self-government and administrative-territorial organization.

**Conclusions of the research.** Ukraine is not an exception among the countries in which transformational processes in the civil service system take place.

In the course of reforms, it is important to achieve fruitful interaction and balance of executive power and local self-government - the basis for optimizing the functioning of the overall public power on the ground, to increase the role and responsibility of municipal institutions and their officials for solving their powers and functions, which will positively influence the dynamics of socio-economic and cultural development of territories.

At the same time, the course should continue on the democratization of all spheres of public life and the building of civil society.

The implementation of these principles will enable local communities to implement local self-government in practice, which means the right and the real ability of the community to independently solve local issues in the interests of the community. At the same time, full ownership and resource capacity of local self-government should be ensured. Such a vector of development through the dynamic progress of the regions will make it possible to strengthen the capacity of the state, optimize its implementation of its functions, promote the formation of Ukraine as a democratic, highly developed, rule of law and its integration into the European community.

The main components of such modernization should be territorial, administrative and structural upgrading, increasing the role of municipal authorities, a fundamental review of intergovernmental and tax relations.