

Ways to combine the results of the analysis of employees activity of state authorities

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Abstract – The article demonstrates a factor model of due performance of all norms and rules by officials in a governmental body. It singularizes the following basic indices of the factor model: index of official's adherence to rules and norms and performance of them; index of adherence to rules and norms and performance of them during inspection in a governmental body by an employee of an organization, performing the inspection; index of safety of governmental bodies, covering the whole of statistic reporting regarding violations of this governmental body by an employee of an organization, performing the inspection; index of safety of governmental bodies, covering the whole of statistic reporting regarding violations of this governmental body. It substantiates the opportunity of using the factor model for assessment of governmental officials' activity results.

Keywords – Governmental bodies, assessment of officials' activity results, factor model, official's adherence to rules and norms and performance of them, level of knowledge, level of violations.

I. Introduction

The issues of assessing governmental officials' activity were considered in the works of S.D. Dubenko [2], V.Ya. Malynovskiy [4], N.R. Nyzhnyk, O.V. Sliusarenko [8] and other prominent academicians. However, the issues of improving the governmental officials' activity results assessment system remained unexplored. Improvement and ordination of governmental service requires assessment of efficiency and effectiveness of a governmental official's professional activity.

While improving personnel security in the governmental sphere, we should realize that to achieve the best effect it is necessary not only to detect a problem and find its solution, but also to systematize and reflect the principle of processes change. The objective is to singularize factors for assessing governmental officials' activity results and developing the factor model. This will allow detecting periodically recurrent threats. In this case, there is a chance to develop a threat fighting program.

II. Page Setup

The society is interested in provision of quality governmental services, expects professional and efficient activity of governmental officials, irrespective of political influences or beliefs. Therefore, governmental officials assessment must be an important tool for assuring objective control over the results of authorities' actions,

raising demands regarding assurance of clear connection between planned activity of the government, authorities and governmental officials.

The most efficient method that allows future assessing change in a resulting exponent while assuring personnel security of governmental bodies is development of factor model. Creation of this model will allow governmental bodies conducting deeper analysis and monitoring in the sphere of personnel security. The process of personnel security assurance in the governmental sphere is influenced by quite a many factors [2, 7, 8]. And every process must be improved over time.

An important factor in every improvement process is its persistence. The process of change in activity, depending on several factors, will always have a graph of parabolic curve for most objects and subjects. This is explained by human nature (for instance, a wish to get higher returns with lower investments, peculiar to human beings) [1, 3].

The governmental bodies search for ways of improving supervision and monitoring process, and the officials – on the contrary – search for more refined ways to escape responsibility for illegal actions (at this, funds for eliminating real problem are always unavailable) [3, 2].

The modeling is beneficial through the chance of constant analysis of change in both resulting exponent of personnel security and internal factors in depends on. Owing to the correctly developed model, there arises a chance of not only finding a reason why the problem occurred, but also, with account of factors interconnection, detecting a way of problem solution.

It should be mentioned that the built model will reflect the most important processes, and be a basis for assessing potential threats. To create a model that will further assist to its efficient performance, certain conditions should be met:

- adherence to rules and norms by the employees of corresponding governmental bodies;
- high level of knowledge of governmental employees and high quality of work, performed by them;
- consideration of all important impact factors.

Thus, the factor model may be shown in a following way:

$$Y_{kb} = X_1 \times X_2 \times X_3, \quad (1)$$

where Y_{kb} is an index of due adherence to all norms and rules in a governmental body. The higher is the index, the lower is the level of violations in a governmental body;

X_1 – index of an official's adherence to rules and norms and performance of them; X_2 – index of adherence to rules and norms and performance of them during inspection in a governmental body by an employee of an organization, performing the inspection; X_3 – index of safety of governmental bodies, covering the whole of statistic reporting regarding violations of this governmental body.

Another important thing is that the graph will be represented as an equiangular hyperbole with $y = a / x$ asymptotes. However, with account of reference axes characteristics (all exponents are shown in percent

measurement), it is impossible to use a part of graph below the reference axis.

We should mention that the function graph is a perfect model – that is, the graph provides directly proportionate dependence between the level of education and the level of violations by the employee of governmental division. However, in practice there are situations when this dependence is broken. Therefore, it is reasonable to singularize five basic situations for analysis of the activity of division's employee that confirm this.

The considered factor model belongs to a multiplicative models type. Further research requires description of a process and degree of each factor's impact on a resulting exponent.

The next step is presentation of basic situations during the analysis of activity of the division's employee:

1. situation of maximum knowledge, by the employee of the governmental body, of the norms, rules and processes, at which the level of violations is close to zero. The considered situation is actually a component of an ideal model, i.e. the higher is the level of development, the lower is the percent of violations.

2. situation when employee, having obtained a maximum score in testing, makes absolutely all violations on his/her position. Such situation is theoretically possible in the following cases: there were technical mistakes during the testing process; or the control event was performed by a non-qualified employee. In practice, the chance that this situation will emerge is close to zero.

3. medium percent of the level of knowledge and certain amount of violations. Such situation is peculiar to everyday practice, is graphically presented on fig. 1, and is a part of function.

4. absence of mistakes in service of an official with minimum level of knowledge. This situation looks absurd as it makes the very process of education and training questionable. However, a probability of occurrence of such situations in practice will state on mistakes in the assessment system, i.e. failures during the testing process or inadequate assessment by an expert.

5. situation when an employee with a minimum level of knowledge will make maximum amount of violations in his/her service.

Conclusion

Application of the considered factor model will allow performing efficient monitoring to every division of governmental bodies and organizations that will perform inspection of their activity. Presence of the explored factors inside the model points to the fact that the process of control is quite multisided and numerous objects and

subjects are its participants. Further research regarding the index of safety is extremely important as it will be helpful not only for deeper analysis, but also favorable for increasing efficiency of work of governmental divisions. It should also be mentioned that the explored factor model will allow making detailed analysis during emergence of problems, related to personnel security of governmental bodies.

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