

ZN WSH Zarządzanie 2015 (4), s. 255-260

Oryginalny artykuł naukowy
Original Article

Data wpływu/Received: 15.05.2015

Data recenzji/Accepted: 3.10.2015/10.10.2015

Data publikacji/Published: 2.12.2015

Źródła finansowania publikacji: środki własne Autora

DOI: 10.5604/18998658.1186436

Authors' Contribution:

- (A) Study Design (projekt badania)
- (B) Data Collection (zbieranie danych)
- (C) Statistical Analysis (analiza statystyczna)
- (D) Data Interpretation (interpretacja danych)
- (E) Manuscript Preparation (redagowanie opracowania)
- (F) Literature Search (badania literaturowe)

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**HUMANIZATION COMPONENT OF TRAINING MANAGERS
IN UKRAINE: ANALYSIS OF CURRICULA**

**ELEMENT HUMANIZACJI W KSZTAŁCENIU MENEDŻERÓW
NA UKRAINIE – ANALIZA PROGRAMÓW NAUCZANIA**

Abstract: Issues on humanistic tendency in academic courses of Masters' of Public Administration training in Ukraine are highlighted in the article. Current state of humanistic approach realization at the system of personnel training for public and local government authorities is analyzed at the

context of objectives of Strategy on State Personnel Policy on 2012-2020 and Concept of Master Programs Development in the field of knowledge "Public Administration".

Keywords: Strategy on State Personnel Policy, Concept of Master Programs Development in the field of knowledge "Public Administration", academic courses, humanistic imperative, Masters' training

Streszczenie: Artykuł zwraca uwagę na tendencję humanistyczną w zajęciach akademickich w ramach kształcenia magisterskiego w dziedzinie administracji publicznej na Ukrainie. Dokonano analizy obecnego stanu realizacji podejścia humanistycznego w systemie szkolenia personelu dla publicznych i lokalnych władz rządowych w kontekście celów Strategii Państwowej Polityki Personalnej na lata 2012-2020 oraz Koncepcji Rozwoju Programów Magisterskich w dziedzinie administracji publicznej.

Słowa kluczowe: strategia państwa, polityka kadrowa, pojęcie mistrza programów rozwojowych w dziedzinie wiedzy administracji publicznej, kursy akademickie, szkolenia mistrzów

In modern conditions of unstable and crisis social and economic situation present in Ukraine nowadays, the issue of humanization of professional training for Masters in Public Administration transfers into the sphere of priority public interests, the essence of which has been declared in the Constitution of Ukraine, relevant decrees of the President of Ukraine, the public national program *Osvita (Ukraine of 21st century)*, National doctrine of the education development in Ukraine, laws of Ukraine *On Education* and *On Public Service*, Concept of Public Administration Master programs development, etc. Therefore, the aforementioned issue requires relevant organizational approaches as to their implementation in educational curricula for training Masters in Public Administration in Ukraine.

According to the Constitution of Ukraine, our country is proclaimed to be an independent, democratic, rule-of-law and social welfare state. Practical substance of implementation of aforementioned theses is carried out through public administration activities¹ as well as acceptance of the humanization component in this process aimed to achieve European standards of living for citizens of Ukraine.

Since gaining its independence, Ukraine has witnessed crucial changes in all fields of social life. Significant achievements of nation building have been implementation of democratic foundations of management, de-ideologization of all realms of social life, implementation of market economy principles, development of civic society and freedom of speech, etc. Humanization dimension of Public Administration lies, first of all, in a human becoming the pivotal subject and, at the same time, object of management activities, and natural individual characteristics and potential of each individual are gradually turning into the most important component of social relations. Based on this, individuals

¹ Studies on the History of Public Administration in Ukraine / National Academy of Sciences of Ukraine. Institute of the History of Ukraine; Head Department of Public Administration of Ukraine. – K.: Nika-Tsentr, 2008. – 536 pages.

become the aim and not a means of management activity, which is carried out for them and for their sake, providing opportunities for self-realizations of absolutely all subjects of public administration. Human dimension of all social processes, first of all, stipulates development of the manager's personality aimed at reflexive activity and thinking in modern network environment. Besides, human dimension targets managers' activities at the betterment and professional development, and enhances understanding of their predestination and mission in the new conditions of systematic organizational changes.

The system of education plays an important role in this process. Point 2 of Article 30 of the Law of Ukraine *On Public Service*, states that the major institution of higher education in the system of training, retraining and in-service training of professionals in the field of Public Administration is the National Academy of Public Administration of the President of Ukraine (hereinafter – Academy). This legal norm sets high requirements as to providing a proper quality level of professional training and opens up new opportunities for gaining professional education and priority employment assistance.

Training modern managers in Public Administration at the National Academy of Public Administration of the President of Ukraine is accompanied by implementation of a complex training system². Its innovative character stipulates efficient renewal of the content, forms, methods and means of instruction of public servants and officials in local self-government aimed to provide all levels of governing bodies with modern managers.

Currently the National Academy is offering Master-degree training to civil servants and local self-government officials in the sphere of "Public Administration" according to 11 specialties and 53 specializations. In regional institutes the management training is carried out according to the needs of the regions (Table 1). At the initial stage of a nationwide system of management training, structure of Master programs involved construction of modules for educational subjects, that provide formation of academic, research Master (1995-2002; specialties «Public Administration», «Public Service», «Social Development Management»).

² Concept of Master programs development in the field of Public Administration at the National Academy of Public Administration of the President of Ukraine (NAPA): decision of the NAPA Academic Council, January 19, 2012, minutes №189/1-3. –: http://www.academy.gov.ua/doc/reforma_3/koncepcia_rozvytku.pdf

Table 1. List of specialties Master training in “Public Administration” in regional institutes of the National Academy for Public Administration under the President of Ukraine

Tabela 1. Lista specjalności kształcenia magisterskiego w zakresie administracji publicznej w regionalnych instytutach Narodowej Akademii Administracji Publicznej podlegającej Prezydentowi Ukrainy

Name of HEI (Higher Educational Institution)	Name of specialties
National Academy for Public Administration under the President of Ukraine	<i>Number of specialties – 11</i> Public Administration; Social Development Management; Public Policy and Management; Regional Governance; Local Self-Governance; Public Administration (Public Management); Public Health Administration; Public Administration in Education; Public Administration in National Security; Electronic Governance; Parliamentarianism and Parliamentary Activities
Dnipropetrovsk Regional Institute of Public Administration NAPA	<i>Number of specialties – 2</i> Public Administration Public Administration (Public Management)
Lviv Regional Institute of Public Administration NAPA	<i>Number of specialties – 3</i> Public Administration Public Service Public Administration (Public Management)
Odessa Regional Institute of Public Administration NAPA	<i>Number of specialties – 2</i> Public Administration Public Administration (Public Management)
Kharkiv Regional Institute of Public Administration NAPA	<i>Number of specialties – 3</i> Public Administration Public Service Public Administration (Public Management)

Source: own.

However, as a Ukrainian researcher Mykola Lakhyzha notes, one characteristic of the modern stage of social development is the fact that current Ukrainian public administration does not meet the country's strategic course towards democracy and achievement of European standards for proper government as it remains inefficient, prone to corruption, self-contradictory, unduly centralized, impermeable for the society, cumbersome, and estranged from people's needs³. Therefore, the way out of this situation lies in imparting humanization dimension to public administration, which, in turn, includes humanistic

³ M. Lakhyzha, *Modernization of Public Administration: theoretical and practical aspects: study* Mykola Lakhyzha, Poltava 2009, p. 289.

guiding lines and values. This is why introduction of special topics on public administration humanization to the content of curricula is a crucial aspect to their modernization.

Current analysis of modern curriculum content demonstrates that these issues are included for consideration in the normative parts of most concentrations in the field of Public Administration and are represented by the following subjects:

- *Management of Social and Humanitarian Development* (majors Public Administration, Public Administration in the Field of National Security);
- *Public Administration in the Social and Humanitarian Sphere* (majors Public Administration in the Field of Health Protection; Public Administration in the Field of Education; Public Administration and Management; Local Self-Government; Regional Management; Electronic Government).

At the same time, the normative parts of Master curricula for majors *Parliamentarism and Parliamentary Activity* and *Public Administration* do not contain topics for consideration of humanization aspects of public administration. This could be the ground for further improvement of subject content for training Masters in Public Administration, which is offered in all Academy's educational institutions.

To conclude, examination of the current state of the training system for bodies of public administration and local self-government demonstrated that in terms of structural and functional planning, the training system developed at the National Academy of Public Administration of the President of Ukraine and its regional institutes is capable of meeting public demand for training highly-qualified managers according to priorities of social and economic development defined by the state and goals of the Public Staff Policy strategy for 2012-2020.

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The contribution of particular co-authors to preparation of the paper:

Wkład poszczególnych autorów w przygotowanie publikacji:

Irina Khozhylo – 60% ; Irina Krinichnaya – 40%.