

**PhD Psychology Krupskiy O. P., Stasiuk Y. M.**

*Oles Honchar Dnipro National University (Ukraine)*

## **SELF-MANAGEMENT OF A STATE SERVANT**

In the practice of a state servant, the priority is given to the problem of efficiency as a ratio of goals, costs, and performance coefficient. Under the circumstances, a state servant being capable of managing own workload is a significant and optimizing factor.

State service management structurally includes the direction of self-management, which involves the performance of staff in enhancing their personal and organizational characteristics. Self-management as a new direction of modern management in the state service arose as a result of changes in the management of modern administrative structures. These changes are driven by new approaches and management skills, stress, and uncertainty about the future that requires employees to manage themselves; modern requirements for management activity, which requires mastering up-to-date management techniques, an objective assessment of their potential, development of necessary knowledge and skills. Changes occurring in the world increase demands for management staff, professionalism, and qualification. Therefore, constant self-improve and development is a must for every manager, whether working in a private enterprise or the state service.

Novachenko T. understands the self-management of a state servant as a behavioral resource to increase management efficiency by scheduling working hours, organizing a workplace, increasing stress resistance, and so on. Self-management as a process of management implies the ability to find a balance of state, public, and personal interests, without using manipulative technologies [1].

We will consider the self-management of a state servant as a state servant conscious management of an organization and the pursuit of professional activity in order to increase its performance through the optimal use of working time. The essential features of modern state servants include professionalism, the desire to

create and maintain a pleasant psychological climate, which is impossible without self-work, and self-management.

Complex, coordinated, practical actions in the state service require competent, highly organized, persistent, and courageous CEO and managers. They must think globally and act according to international standards.

It must be made clear that self-management is about maximizing one's own capacities, consciously managing one's life (i.e., self-determined), and overcoming external circumstances both at work and in one's private life. The critical level of the self-management system is personal efficiency, which is based on effective management of own resources: time, space, communications, and finances.

Personal efficiency or productive activity of a state servant is impossible without reaching a certain level of development through self-development. Self-development, or individual development, involves acquiring a person's ability to protect oneself, manage current events, form positive relationships with the outside world, and enjoy life by being open to it. The self-development process is carried out by overcoming obstacles and the development of personal qualities aimed at the achievement of the set goals and tasks (one's will, persistence, stress resistance, ability to influence people, etc.). This process combines the following components: personal development/growth, intellectual development, professional/qualification development, and physical development.

In modern Ukraine, the self-development of a state servant is a prerequisite for survival in a market environment. According to the German management specialist H. Schwalbe, success in managing any activity requires the ability to manage oneself [2]. Domestic experts theoretically substantiate two management regimes of state institutions: functioning mode and the development mode. The organization's staff should be continually evolving. The personnel focus on shifting to self-development requires creating preconditions. Hence, there is a need to motivate personnel, and each employee's creative potential, which reveals prospects for pursuing an individual business career. There is an urgent need to build such a system of motivation where

employees should perceive the proposed set of incentives and generate internal motives for self-development.

The basic idea of a state servant self-management is to consciously manage own life, including professional, maximizing personal opportunities for self-reform, and overcoming external circumstances (preventing negative consequences, reducing their impact, and so forth). All this contributes to personal realization, preservation of both mental and physical health, professional burnout prevention, and helps to protect against manipulative technologies, and so on. Unlike other types of management in the processes of self-rule and personal self-management, the subject and the object of management coincide. It is a state servant who, having realized the need to correct their own behavior or condition, influences their own feelings, emotions, attitudes, etc. When it comes to dissatisfaction with such actions result, a state servant may repeat this process until reaching the desired result or change the influence methods or the problem he/she wants to eliminate.

#### **References:**

1. Новаченко Т.В. Самоорганізація діяльності державного службовця: вітчизняний та європейський досвід : навч.-метод. матеріали / Т. В. Новаченко. – К.: НАДУ, 2013. – 96 с.
2. Швальбе Б. Личность. Карьера. Успех. Психология бизнеса: пер. с нем. / Б. Швальбе, Х. Швальбе. – 4-е изд., просмотр. и доп. – М.: Прогресс, 1993. – 240 с.