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MODERN INTERPRETATION OF "COMPETENCE" CONCEPT AS THE HIGHER CORPUS OF THE UKRAINE STATE SERVICE

NOWOCZESNA INTERPRETACJA POJĘCIA „KOMPETENCJI” W ODNIESIENIU DO WYŻSZEGO KORPUSU SŁUŻBY CYWILNEJ UKRAINY

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Abstract:

The article highlights the results of the current study of the modern interpretation of the concept of "competence" in relation to the higher civil service corps.


It is established that in Ukraine the notion of "competence" is defined as the combination of knowledge, skills, and practical skills, personality qualities or the ability of a person to use special knowledge, skills and abilities and personal qualities within the limits of powers determined. At the same time, there is a mismatch between the competences of the master's level of higher education and the requirements for persons who are applying for the post of senior civil service, as well as these requirements and key indicators of the evaluation of the results of the service activity.

International standards indicate that the modern interpretation of the concept of "competence" is based on the activity approach: as demonstrated the ability to apply in practice that knowledge and skills, which affect the quality and in a manner that will lead to quality improvement. That is, the competence of employees, in particular, the senior civil service, should be demonstrated during their activities on the positions and contribute to the improvement of the quality of public administration.

It is proved that further research should relate to the activity approach in applying the concept of "competence" and scientifically grounded proposals as to the definition of the components of competence of senior civil service officials and the criteria for evaluating their activities.

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Keywords: competence, professional competence, competence, civil service, the higher body of civil service

Streszczenie:

W artykule podkreślono wyniki obecnego badania współczesnej interpretacji pojęcia „kompetencji” w odniesieniu do wyższego korpusu służby cywilnej. Ustalono, że na Ukrainie pojęcie „kompetencji” definiuje się jako połączenie wiedzy i umiejętności praktycznych, cech osobowości lub zdolności osoby do korzystania ze specjalnej wiedzy, umiejętności i zdolności oraz cech osobistych w ramach określonych kompetencji. Jednocześnie istnieje rozbieżność między kompetencjami na poziomie magisterskim szkolnictwa wyższego, a wymogami dla osób ubiegających się o stanowisko wyższej służby cywilnej, a także tymi wymogami i kluczowymi wskaźnikami oceny wyników. Standardy międzynarodowe wskazują, że nowoczesna interpretacja pojęcia „kompetencji” opiera się na podejściu aktywnym: wykazano zdolność do praktycznego zastosowania wiedzy i umiejętności, które wpływają na jakość i sposób, który doprowadzi do poprawy jakości. Oznacza to, że kompetencje pracowników, w szczególności wyższych urzędników służby cywilnej, powinny być wykazywane podczas ich działalności na stanowiskach i przyczyniać się do poprawy jakości administracji publicznej. Udowodniono, że dalsze badania powinny odnosić się do podejścia opartego na aktywności w stosowaniu koncepcji „kompetencji” i naukowo uzasadnionych propozycji dotyczących definicji elementów kompetencji urzędników wyższego szczebla służby cywilnej oraz kryteriów oceny ich działalności.

Słowa kluczowe: kompetencje, kompetencje zawodowe, kompetencje, służba cywilna, wyższy organ służby cywilnej

Statement of the problem in general outlook and its connection with important scientific and practical tasks.

The relevance of the research topic.


According to the Strategy for Sustainable Development "Ukraine 2020", the goal of public administration reform is to build a transparent system of public administration, to establish a professional civil service institute, and to ensure its effectiveness [8]. A significant contribution to this process was the introduction of a new Law of Ukraine "On Civil Service" [3]. Today, the concept of "competence" has occupied a special place among the key concepts in the field of civil service. It is with the development of a competent approach that the modern stage of professionalization of the civil service of Ukraine is closely linked.

Formation of the problem.

The problem is that the often-used term "competence" by its users is interpreted differently or has somewhat different implication, which not only causes non-

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consensus, but also the main thing is slowing down the use of a competent approach in the creation of a professional civil service institute and in particular the Institute of the senior civil service corps in Ukraine.


Analysis of latest research where the solution of the problem was initiated.

An analysis of recent studies and publications has shown that modern scientists define the concept of "competence":

- possession of competence, which manifests itself by effective performing the activity and includes personal attitude to the subject and product of activity; integrated personality formation that integrates knowledge, skills, experience and personal qualities that determine the desire, ability and willingness to solve problems that arise in real-life situations, while realizing the significance of the subject and the result of the activity (M.S. Golovan) [12, c.13]; always refers to a person characterizing his ability to perform a certain work in a qualitative way (M.S. Golovan) [13, p. 230];
- the quality of the person, its certain property, which is based on knowledge, experience, moral principles and manifests itself at a critical moment due to the ability to find a connection between the situation and knowledge and the adoption of adequate solutions to an urgent problem (S.V.Leiko) [17, with. 133];
- An open dynamic system, which reflects the readiness of a specialist to perform activities in certain industries (I.M.Bevzyuk) [9, p. 51];
- an individual characteristic of the degree of compliance with the requirements of the profession, a mental state that allows them to act independently and responsibly, to manage the person's ability and ability to perform certain labor functions (O.K.Markova) [18];
- level of professionalism of the person (V.O.Kalinin) [15, p. 8];
- the knowledge that a person must have; a range of issues in which a person must be aware; the experience necessary for the successful performance of professional duties (O.A.Nosik) [22, c. 343];
- presence of deep professional knowledge in a certain branch or sphere of activity, ability to analyze and predict the development of situations and in practice acquire knowledge about solving certain problems, as well as the power to resolve them, the authority to deal with certain matters (O.Yu.Obolensky) [14, p. 156];
- a set of requirements for those who occupy a particular position in a particular body of state power, a government agency, an organization in terms of the conformity of

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professional managerial abilities, personal-psychological properties, managerial knowledge, skills and competences of the post "(L.M.Gogina) [11].

I.V. Suhara substantiates understanding of the essence of professional competence of management personnel in the environmental sphere as a set of professional knowledge, skills, qualities and ecological culture of an employee in the public administration body of the environmental protection and nature management, which corresponds to the tasks and functions of the ecological management and is sufficient for the adoption of managerial decisions [25, p. 7];

D.V. Nelipa considers the professional competence of staff as one of the main factors influencing the quality of civil service in Ukraine [21]. L.V.Prodius among the important directions of the quality management of the civil service of Ukraine calls for the formation of civil and cross-cultural competencies of civil servants [23, p.15].

Aims of paper. Methods.

Selection of unexplored parts of the general problem.

In order to solve the urgent problem issues of the formation of the Institute of the Senior Civil Service in Ukraine, clarification of the essential content of the concept of "competence" is of fundamental importance.

Task assignment.

The purpose of this article is to highlight the modern interpretation of the concept of "competence" regarding the higher civil service in Ukraine.

Exposition of main material of research with complete substantiation of obtained scientific results. Discussion.


In Ukraine, several legislative acts establish the notion of "competence", in particular, the Law of Ukraine "On Higher Education" [1] and the Law of Ukraine "On Civil Service" [3].

According to the Law of Ukraine "On Higher Education" [1, art. 2] "competence" is a dynamic combination of knowledge, skills, and practical skills, ways of thinking, professional, ideological and civic qualities, moral and ethical values, which determines the ability of a person to successfully carry out professional and further educational activities and is the result of training at a certain level of higher education.

This definition is also found in the national educational glossary [20, p. 28-29]. It is noted: "values" - objective-subjective information, which expresses the value of

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objects for subjects, subjective priorities in the realm of objects; values as the attitude of subjects to objects formed in education, education [20, p. 67-68].

Note that according to the Law of Ukraine "On Education" qualification - recognized by the authorized entity and certified by the relevant document is a standardized set of competencies acquired by a person (learning outcomes). Qualifications by volume are classified into full and partial, in content - educational and professional.


Educational qualification - it is recognized by the institution of education or another authorized subject of educational activity and certified by the relevant document on education, the set of standards established by the standard of education and the results obtained by the person learning (competencies). Professional qualification - it is recognized by the qualification center, the subject of educational activity, another authorized entity and certified by the corresponding document is a standardized set of acquired by the person competencies (results of training), allowing to perform a certain type of work or to carry out professional activities [2].

In Ukraine, the National Framework of Qualifications (NLC) - "systemic and competency-structured description of qualification levels" [4] contains ten qualification levels that describe the knowledge, skills, communication; autonomy and responsibility. According to the Ukrainian NGO, competence is "the ability of a person to perform a certain type of activity, expressed through knowledge, understanding, skills, values, other personal qualities." At the same time, knowledge (empirical (factual) and theoretical (conceptual, methodological) define "as meaningful and assimilated by the subject of scientific information, which is the basis of his conscious, purposeful activity"; skills (cognitive (intellectual and creative) and practical (on based on the skill, using methods, materials, instructions and tools) as "the ability to apply knowledge to accomplish tasks and solve problems and problems"; communication as "interconnection of subjects for the purpose of information transfer, coordination of actions, joint activity"; autonomy and responsibility as "the ability to perform tasks independently, solve tasks and problems and be responsible for the results of their activities" [4].

The Law of Ukraine "On Civil Service" [3, art. 2] "professional competence" is defined as the ability of a person within the limits of a post-designated authority to apply special knowledge, skills and abilities, to identify the relevant moral and business qualities for the proper performance of the prescribed tasks and responsibilities, training, professional and personal development. At the same time, the requirements

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for the professional competence of persons who apply for entry into the civil service are divided into: general and special [3, art. 20].

For example, a person applying for civil service in the category "A" (higher civil service) should meet the following general requirements for professional competence: total work experience not less than seven years; experience in the positions of civil service of categories "A" or "B", or at positions not lower than the heads of structural subdivisions in local self-government bodies, or experience in managing positions in the relevant field for at least three years; fluency in the official language, possession of a foreign language, which is one of the official languages of the Council of Europe (this paragraph entered into force on May 1, 2018) [3, art. 19].


The resolution of the Cabinet of Ministers of Ukraine [6] added to these general requirements the requirement of higher education, namely: the degree of higher education - the master's degree, and approved special requirements (improved, as amended by the decree of the Cabinet of Ministers of Ukraine dated October 3, 2018, No. 835), which are divided into parts: qualification requirements, competency requirements, professional knowledge (Table 1).

Table 1. Typical Requirements for Persons Claiming Public A Category (II) Special Requirements [6].

Qualification requirements		
1.	Education	It is indicated only when the special law regulating the activity of the relevant state body specifies other requirements for education and / or work experience other than those specified in the Law of Ukraine "On Civil Service", as well as, if necessary, the fields of knowledge and / or specialties, which obtained higher education, experience in a particular field.
2.	Experience	
Competency requirements		
Requirement	Requirements components	
1.	Manage changes	- Ability to formulate a plan of change; - ability to manage changes and reactions to them; - Ability to assess the effectiveness of changes
2.	Making effective decisions	- the ability to make informed decisions in a timely manner; - Ability to analyze alternatives; - the ability to assess risk; - autonomy and initiative in the adoption of proposals/decisions
3.	Leadership	- ability to motivate for effective professional activity; - promotion of the comprehensive development of personality; - Ability to delegate authority and manage performance; - the ability to form an effective organizational culture of civil service

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4.	Communication and interaction	- ability to identify interested and influential parties and to develop partnerships; - the ability to interact effectively - listen to, perceive and present an opinion; - Ability to speak publicly in public; - the ability to persuade others through arguments and consistent communication
5.	Achieve results	- the ability to clearly see the result of the activity; - Ability to focus efforts to achieve results; - Ability to prevent and effectively overcome obstacles
6.	Stress resistance	- ability to manage their emotions; - the ability to self-control; - the ability to constructively respond to feedback, including criticism
7.	Performance Management and Human Resource Development	- ability to manage human resources; - ability to manage projects; - Ability to organize work and control its implementation; - ability to motivate
8.	Working with information	- Ability to work with databases of legislation; - Ability to work in conditions of e-government
Professional knowledge (no more than five requirements are indicated)		
Requirement		
Requirements components		
1.	Knowledge of legislation	- the Constitution of Ukraine; - Law of Ukraine "On the Cabinet of Ministers of Ukraine"; - Law of Ukraine "On central executive authorities"; - Law of Ukraine "On Civil Service" - Law of Ukraine "On Prevention of Corruption"
2.	Knowledge of special legislation	(legislation related to the tasks and content of the work of a civil servant)
3.	Knowledge of the foundations of public administration in the relevant field	- understanding the goals and objectives of the relevant state policy; - knowledge of the management system of the branch (The requirement and its components indicate the required industry and public policy)
4.	Public finance management	- knowledge of the fundamentals of budget legislation; - knowledge of the system of state control in the field of public finances

1. Pro zatverdzhennya typovykh vymoh do osib, yaki pretenduyut' na zaynyattya posad derzhavnoyo sluzhby katehoriyi "A": postanova Kabinetu Ministriv Ukrayiny vid 22 lypnya 2016 r. # 448 [On approval of the standard requirements for persons applying for the employment of civil service in the category "A": the resolution of the Cabinet of Ministers of Ukraine from 2016, July 22, No. 44]. Verkhovna Rada Ukrainy – Verkhovna Rada of Ukraine. (n.d.). zakon.rada.gov.ua.

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It should be noted, that in the original version of this provision (before the changes of October 3, 2018) there were such special requirements with explanations:

- knowledge of legislation: the Constitution of Ukraine; Laws of Ukraine "On Civil Service", "On Prevention of Corruption", "On the Cabinet of Ministers of Ukraine", "On Central Executive Bodies", legislation regulating the activity of the relevant state body and/or its staff;
- Leadership skills: setting goals, priorities, and benchmarks; strategic planning; ability to work with a large amount of information and the ability to perform several tasks simultaneously; conducting business negotiations; achievement of the final results;
- ability to make effective decisions: analysis of state policy; availability of necessary knowledge for efficient allocation and use of resources (including human, financial, material);
- communication and interaction: the ability to communicate effectively and conduct public speaking; cooperation and networking; openness;
- change management: the plan for change and improvement; management of change and reaction to them; assessment of the effectiveness of changes;
- management of organization and personnel: organization of work and control; project management; management of high-quality services; motivation; human resources management;
- personal competences: principled, resolute and demanding in making decisions; focus on serving the community, protecting national interests; systematic; innovation and impartiality; self-organization and self-development; ability to work in stressful situations;
- public finance management: knowledge of the fundamentals of fiscal legislation; knowledge of the system of state control in the field of public finances;
- work with information: knowledge of the fundamentals of information law; Ability to work in conditions of e-government [5 (before changes October 3, 2018)].

Compared to the changes in the standard requirements table for senior civil servants in Ukraine, there was not only a grouping of special requirements (qualification requirements, competency requirements, professional knowledge), their content clarification but also a shift in emphasis from the availability of knowledge to abilities and abilities.

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At the same time, in Ukraine, the evaluation of the results of civil service activities is conducted on the basis of key indicators, determined taking into account the official duties of the civil servant, as well as observance of the general rules of ethical conduct and requirements of legislation in the field of prevention of corruption [7].

For civil servants who are classified in the "A" category, the tasks and key indicators should reflect the end result to which their official activities are directed and measured in quantitative and/or qualitative terms. Currently, the task and key indicators are determined to take into account the strategic documents of the state level, the provisions on the state body [7], which do not fully correspond with the statutory requirements for persons who are applying for the job of civil service category "A".


Also, it should be noted that, according to the Ukrainian NRC [4], the master's level of higher education is characterized by: "the ability to solve complex problems in the field of professional and / or research and innovation activities, which involves a profound rethinking of existing ones and the creation of new holistic knowledge and / or professional practice ". The master's level in the NRC includes:

- Knowledge as "the most advanced conceptual and methodological knowledge in the field of research and/or professional activity and within the subject areas";
- ability - "critical analysis, evaluation and synthesis of new and complex ideas" and the "development and implementation of projects, including their own research, which provide an opportunity to rethink existing and create new integrated knowledge and / or professional practice and solving important social, scientific, cultural, ethical and other issues ",
- communication - "dialogue with a wide scientific community and the public in a certain area of scientific and/or professional activity" and
- autonomy and responsibility - "initiation of innovative integrated projects, leadership, and complete autonomy during their implementation", "social responsibility for the results of making strategic decisions, the ability to self-develop and improve themselves during life, responsibility for teaching others."

Therefore we agree with I.G.Surai and S.M. Grigoriev that these components (knowledge, skills, communication, autonomy, and responsibility) should be issued in the standard of master's level of higher education for the specialty "Public administration and administration" taking into account the specifics of work in the civil service [24, p.98], and also must be agreed with the Typical requirements for individuals, who apply for public service positions, in particular category "A".

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Taking into account the European integration vector of Ukraine's development, it is important to take into account the current positions and trends of this issue of EU countries.

According to ISO 9000, ISO 9001 "Competence" is a demonstrable ability to apply knowledge and skills in practice [16]. At the same time, it should be noted that considerable attention is paid to modern competence standards and it is determined that it is important to ensure the quality of functioning of organizations: to determine the necessary (as a requirement) competence of the personnel that affects the quality; provide the necessary training for the required competence; evaluate the effectiveness of the applicable measures; to ensure that the employee is aware of his role and importance of his activities, as well as the manner in which this activity will lead to quality; keep records of education, training, skills and experience of the employee (s) [19].

Conclusions.

Consequently, in Ukraine, the concept of "competence" so far is defined as the combination of knowledge, skills, and practical skills, personality qualities or the ability of a person to use special knowledge, skills, skills, and personality within the limits of the powers determined by the post.

At the same time, there is a mismatch between the competences of the master's level of higher education and the requirements for persons who are applying for the post of senior civil service, as well as these requirements and key indicators of the evaluation of the results of the service activity.


International standards indicate that the modern interpretation of the concept of "competence" is based on the activity approach: as demonstrated the ability to apply in practice that knowledge and skills, which affect the quality and in a manner that will lead to quality improvement.

That is, the competence of employees, in particular, the senior civil service, should be demonstrated during their activities on the positions and contribute to the improvement of the quality of public administration.

Further scientific investigations should relate to the activity approach in applying the concept of "competence" and scientifically grounded proposals as to the definition of the components of the competence of senior civil service officials and the criteria for evaluating their activities.

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