



ҚАЗАҚСТАН РЕСПУБЛИКАСЫ БІЛІМ ЖӘНЕ ФЫЛЫМ МИНИСТРЛІГІ
Л.Н. ГУМИЛЕВ АТЫНДАҒЫ ЕУРАЗИЯ ҮЛТТЫҚ УНИВЕРСИТЕТІ



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**Студенттер мен жас ғалымдардың
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IX қалықаралық ғылыми конференциясы**

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«НАУКА И ОБРАЗОВАНИЕ - 2014»**

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атты IX Халықаралық ғылыми конференциясының
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The proceedings are the papers of students, undergraduates, doctoral students and young researchers on topical issues of natural and technical sciences and humanities.

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общения с читателем предпочтение отдается задушевной беседе, контактным приемам, которые находят отклик в душе, ведут к взаимопониманию, ориентируют на совместные размышления. Обобщая информацию о характере Cosmo, можно выделить следующие особенности: с одной стороны, душевность, положительный настрой, эмоциональность, близость к своей аудитории, доверительный диалог с нею, ориентированность на совместные размышления о жизни, на просветительские, духовные устремления женщин, а с другой – удовлетворение практических, прикладных интересов женской аудитории. Живой, красочный стиль журнала во многом определяют иллюстрации. Иллюстрации несут большую функциональную нагрузку: расширяют знания читателей о заинтересовавшем их предмете, воспитывают эстетически.

• Заявленная же целевая аудитория MAXIM'a совершенно не совпадает с его реальной целевой аудиторией. Журнал сделан с учетом того, что его прочтет не только мужчина, но и женщина. Конечно, не каждой понравится некоторая вульгарность и брутальность издания, но женщины с большой долей маскулинных черт найдут здесь не только стильные идеи в одежде для своего мужчины, но и множество интересных материалов для себя. Для MAXIM'a характерно: мужчина должен уметь смеяться над собой. С помощью иронии мужчины учатся скрывать боль и переживания. Мужчина учится на чужом опыте во избежание похожих ошибок в своем будущем. В основном, вся важная информация в журнале подкреплена фактами. Мужчина тщательно отбирает информацию, поэтому ему необходимо, чтобы она была достоверной. Журналист чувствует свое превосходство над читателем и выступает в качестве учителя. Психологическая особенность журнала заключается в том, что подчеркивается мужское личностное начало. Мужчине свойственно быть уникальным. В любой ситуации мужчина стремиться быть лучше.

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NATIONAL MODEL OF CIVIL SERVICE IN KAZAKHSTAN

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Civil service (public administration) is an important social institution of society properties. Conducting qualitative modernization of the machinery of government, above all, requires further deepening administrative reform, in particular the improvement of the civil service system.

Therefore, based on the need to further improve the efficiency of public administration, it seems appropriate to form an effective system of public services, adapted to the new realities and strategic objectives of the country, as the lag in further reforming the civil service system does not preclude significant inhibition of the modernization process in the future.

In the study of features public service institution, review of international experience is important.

Thus, in the legal structure of the public service and its administrative and legal regulation are the following models:

1. Romano-German model (career).
2. Anglo-Saxon model (positional).
3. State Service of Islamic Guidance.
4. Labor model.

"Career" model of Civil Service implements in France, Germany and Japan. Its main feature is benefits and guarantees in the civil service (social protection of civil servants, pension guarantees, stability status).

Admission to the public service occurs on competitive examinations based on the principle of equality of all the candidates. Mandatory conditions for admission are the availability of basic education and special preliminary training.

Public service is based on career development, which is the main principle of "dedication to the service of the state".

Level of payments in this model depends on the positions of seniority and rank civil servant. In addition to these "deficiencies" with the CIS common point of view, there is another, that threatens the economy and the state in general - the lack of interdepartmental mobility officials that became one of the most acute problems of the career model.

"Positional" model is implemented in the U.S., UK and Canada. The main characteristic of the model is the emphasis on the concept of New Public Management (New public management) and a system of quality assessment and performance [1].

Kazakhstani model of Civil service in accordance with the Law of the Republic of Kazakhstan "On Civil Service" in 1999 corresponds exactly to "positional" model of public service.

Features "Kazakhstani model" of Civil service (positional model), in accordance with the Law "On Civil Service" in 1999, as follows:

- division of government posts;
- political and administrative;
- protection of administrative employees at change;
- political head of the agency;
- competitive selection for admission to administrative civil service;
- job classification;
- model and departmental qualification requirements;
- new wage system;
- creation of the authorized body of the Civil Service.

The next stage of public service reform was the period from 2003 to 2007, including changes from November 11, 2003 and Presidential Decree 27 July 2007 № 372. This stage can be characterized as a transition to the position-career model.

Features of this model were:

- introduction of the appointment in order to transfer;
- introduction of the executive secretary;
- creation of disciplinary councils authorized body for the Civil Service.

Professionalization of the civil service system based on the principles of meritocracy, efficiency, effectiveness, transparency and accountability to society is an important factor in ensuring the competitiveness of public administration and the provision of quality public

services.

In this regard, the Head of State gave new tasks to improve the national system of public service. Kazakhstan on the basis of world models and taking into account the best international practices developed its own model of public service.

The concept of a new model of public service provides a three-pronged objective, which provides:

- Effective personnel policies and human capital management in the public service;
- High quality of public service delivery and performance of public bodies;
- Improving ethics and reducing corruption.

In the implementation of the Concept of a new model of public service of Kazakhstan, a law was adopted in 2013. The law provides:

- Strengthening the principle of meritocracy in the selection and promotion of personnel;
- The creation of administrative body "A";
- Improving the institutions and mechanisms of personnel management;
- Improving the status and authority of personnel services;
- Strengthening the disciplinary and ethical oversight, improving corporate culture

[2].

Thus, it should be noted that to date, the national model of public service has formed a solid conceptual and legal framework. Adoption of a national model of public service based on global best practices and our own experience is designed to provide further modernization of Kazakhstan.

Conclusion and Discussions

Today, it is clear that a modern legal and regulatory framework for the civil service has formed in Kazakhstan.

Also, vocational training system of state and municipal employees is being further developed. Organizational prerequisites are formed and mechanisms of interaction of state civil service and civil society institutions are further developed. The mechanisms of public service development program were developed. Mechanisms for combating corruption in the public service was established, formed and began operating mechanisms for evaluating the work of state bodies.

Cadre structure of the civil servants is following: Political servants consist of 4%, administrative servants consist of 96% [3].

From a gender perspective public administration of Kazakhstan shows almost proportional to the ratio. So, 43% of public employees are men, 57% of civil servants— women [3].

Modernization of society in modern conditions is impossible without the gains of the entire structure of government. This system of government itself needs operational reform in the first place. All this raises the following issues: the state apparatus to take over as the main engine of reform and guarantor of their irreversibility, legal, material, financial and welfare of civil servants is closely connected with the formation of a strong budget , and this is one of the causes of corruption, high staff turnover, lack of incentive for professional development. Modern legal institution of civil service - a system of law that regulates relations emerging in the organization of the civil service, the status of civil servants, guarantees and procedures for its implementation, as well as the mechanism of the civil service.

In the Strategy "Kazakhstan – 2050" specific targets for the professionalization of the state apparatus are set out to improve staffing, the fight against corruption, to improve the quality of public services.

According to them, following further priorities was identified:

Introduction of Talent Management

According to the experience of leading countries is planned to introduce a mechanism to attract, and the effective use of employee retention, which can make a significant contribution to

the development of the civil service.

Phased Transition to More Advanced Types of Testing

In order to further improve the quality of the civil service selection for the transition of testing knowledge of legislation to modern forms of exams such as competency tests, to the specific case studies, essay writing, etc.

Assessment of Competencies Managers on the Experience of the Corporate Sector and International Consulting Groups

The Academy of Public Administration will establish ProjectManagementCenter, Center for the Study of competencies (design competence profile civil servants) with the participation of international partners.

Currently, work is underway to develop a mechanism for determining the competence profile leadership positions studied international experience in this field.

A Clear Legal Separation of the Concepts of Corruption Offenses from Non- Professional Ethics

Taking into account international best practices proposed by the Agency in corruption offenses include acts punishable by criminal law. Disciplinary violations attributed to ethical transgressions maintaining existing sanctions.

Introduction of "Adviser on Ethics" institution

The main objective of this institution is seen in the prevention of the commission of ethics and corruption offenses, civil servants advising on anti-corruption legislation and ethics.

Creation of the Commission for Protection of Meritocracy

To enhance the protection of the principle of meritocracy in promoting the public service is supposed to create the Commission on the Protection of meritocracy, whose decisions will be binding on public administrators.

Implementation of the Risk Management System

Government bodies will work on a system of risk management in the quality control of public services, as well as ethical and disciplinary control. Taking into account international best practices will be developed for detection, identification, quantification, assessment and procedures to minimize risks in the government [12].

To conclude, Kazakhstani model of Civil Service is formed and it concludes all best practices of Civil Service.

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ЖАСТАР, САЯСАТ ЖӘНЕ МАСС-МЕДИА: БАЙЛАНЫСЫ МЕН ДАМУЫ

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