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ACTUAL PROBLEMS OF PERSONNEL SELECTION OF THE POLITICAL-ADMINISTRATIVE ELITE OF UKRAINE: THEORETICAL ASPECT

Problem setting Problem setting is stipulated by modern trends towards the use of controversial methods and criteria of recruitment in the formation of political and administrative elite in Ukraine. In particular, one of the main criteria for selection of personnel in the exercise of appointments to key government and political positions is the presence of family or close relationships, business interests, lobbying, patronage, which may result in a conflict of interest at the national level, strengthening of corruption and discrimination, undermining the authority of the state government.

It is therefore necessary to focus attention on the study of the semantic component terms "favoritism", "nepotism", "cronyism" and the results of applying these methods of recruitment of political and administrative elite.

Recent research and publications analysis The analysis of recent research and publications demonstrates a lack of fundamental scientific research in the sphere of favoritism, nepotism and cronyism in the formation of political and administrative elite. At the same time, it is necessary to distinguish the numerous works of eminent foreign and domestic scholars such as B. Alper Biuikarslanr, D. Solomon, P. Perez-Gonzalez, J. Nadler, M. Kvon, M. Piren, R. Voytovych who focus on a wide range of implementation issues of personnel policy, including the formation of administrative elite.

Unsolved parts of the general problem The analysis and evaluation of modern methods of personnel selection in the formation of power-management elite in Ukraine indicates the presence of a stable trend to favoritism, nepotism and cronyism as the main criteria to be met by candidates for appointment to the highest positions of power. However, despite the extreme urgency of the problems raised in this report current dictionaries of the Ukrainian language do not contain a clear definition of concepts "favoritism", "nepotism", "cronyism." Besides, scientific works in the field of public administration do not contain thorough investigation of semantic part of these terms, the analysis of the feasibility and consequences of the use of such methods in the recruitment of political and administrative elite, which could lead to the inhibition of the development and modernization of human resources policy according to modern requirements in the context of the European integration policy of Ukraine.

Paper objective The purpose of this article is to determine the definitions of "favoritism", "nepotism" and "cronyism", study of scientific approaches as to the

feasibility and possible consequences of their use in personnel selection, review of main methods of recruitment of the political and administrative elite in Ukraine.

Paper main body In the context of the issues raised in this article, above all, it is useful to consider the semantic component of the term "elite" and read the cornerstones provisions of elitist concepts. The term 'elite' (in French *Élite* – the best, selected) denotes the leading strata in society, exercising leadership in certain areas of public life.