

# PERSONNEL POLICY OF PUBLIC ADMINISTRATION

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## **ECONOMIC AND SOCIAL MECHANISMS OF THE EFFICIENCY OF PERSONNEL TRAINING FOR THE CIVIL DEFENSE SYSTEM OF UKRAINE**

*The article analyzes the economic and social mechanisms of the effectiveness of personnel training for the civil defense system of Ukraine. Financial resources for personnel support were analyzed, which depend on two components: the number of personnel and the salary of each employee. If the salary is regulated by state regulations and acts annually in accordance with the capabilities of society, the difficulty of work and the qualifications of personnel, then the number of employees of the operational and rescue service is regulated by regulations that are revised quite rarely and, as experience shows, only formally, since the same figures can be found in the regulatory documents of different years. The criteria for the scientific validity of norms and cost standards are their creation of financial conditions for the effective operation of units of the State Emergency Service of Ukraine, the relationship between the amount of funding and the effectiveness of operational and rescue activities and its final results.*

*Keywords: economic and social mechanisms, civil defense, personnel training.*

Problem setting. Investments in education are often equated with investments in human capital, and therefore are measured as capital gains from investment in human capital, which according to data is about 8%. The author supports the conclusions of M. Blaug regarding the theory of human capital in terms of the lack of clear forecasts regarding the return on investment in education and qualitative assessments of future non-monetary incomes, which in turn give rise to completely different conclusions about the optimal educational strategy [3]. Based on this, it is quite difficult to determine the effectiveness of personnel training costs for the civil defense system through human capital. Other approaches to evaluating the effectiveness of personnel training are the models and methods proposed by D. Kirkpatrick, J. Phillips, Tyler, Scrivens, Stafflebeam, Byrd, as well as McGee's biparametric evaluation and comparison of costs with income [4]. But they can also be used when the economic effects of training are obvious and can be measured and evaluated (mostly short-term training and retraining courses). In the field of civil defense, it is very difficult to estimate the reduction of losses from emergency situations due to a higher level of training of rescue personnel. The reason for this lies in the stochastic nature of emergency situations and the unpredictability of natural