THEORETICAL AND METHODOLOGICAL ASPECTS OF THE CONCEPT OF CIVIL SERVICE POSITION

Problem setting. The topicality of this study is stipulated by the necessity to develop new methodological support of basic elements of civil service as an integrated system. The analysis of the concept of "civil service position" is more often held from the point of such approaches as: legal, organizational, functional. These approaches will be more scientifically and practically valuable if there are conditions for using different methodological developments.

The paper objective is to reveal the concept of civil service position from the point of some methodological approaches application to the content of civil service position.

The object of the research is civil service position.

The subject of the study is methodological aspects of the content of civil service position.

To carry out this research, there were set the following objectives:
- to describe the concept of civil service position using such its elements as the content and scope;
- to analyze the contradictions that arise in the process of implementing the elements of the content of civil service position, as components of the concept of civil service position;
- to outline the main features of the contradictions and consider possible sources of their formation;
- to define main performers of the civil service position content filling.

Paper main body. The content of the concept of civil service from the point of dialectic category can be seen as a collection of parts and components of the civil service position, relationships and elements of the civil service position, connections and relationships between them. The scope of the concept "civil service position" is a set of subjects, each of which includes those features related to the meaning of civil service position. The content is a more dynamic side of the concept, because of an
inherent tendency to change. It is worth noting that the content of position’s concept in the long run generates its form. The material form of civil service position is the process of creating the position of civil service, its functional filling; its social, functional, public definition in the organizational structure of the institution; interconnections / connections with other offices (positions); financial and technical support. Sources of functional filling of the content of civil service position according to the variety of approaches and practices are: job description, professional competence profile, passport of a position, legal and other sources of content filling.

Contradictions that arise in the process of implementing the elements of the content filling of civil service position are also a constituent of the content of the position, as far as they are the relationships between them and describe connections, which develop between elements, have methodological value in disclosing tools for their study. For example, various functions of two parties involved in the process of implementing functions of civil service position can be assumed as one of the sources of controversies.

The source of controversies can be a whole range of situations that arise in the organizational, legal, scientific and political field. Contradictions of the analysis of the civil service position can be seen as the process of interaction of opposing characteristic features, parties or tendencies in management processes; they determine the development of civil service position and the direction of the concept development. The predominance of contradictions creates the direction of the development. To make the contradiction move to this or that side, it should have a quantitative or qualitative predominance. Taking into account the specificity of the science of public administration, the prevalence of most controversies can flow with a shift into the side of using directive methods to solve them. Only the solving of contradictions, the acquisition of qualitatively new characteristic features in a contradictory situation will allow further development, and a move to another contradiction.

Conclusions. During the development of the subject of scientific research there were defined basic performers of the civil service position content filling. Among them: a State, the National Agency of Ukraine on Civil Service, a public authority,
HR service of public authority, a manager, an immediate manager, an official, a society. The article contains a brief description of the civil service position content filling by all performers.