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ABOUT SELECTION OF PERSONNEL IN SYSTEM OF MANAGEMENT OF THE STATE

Alifov A.A.

Based on a unified theory of matter, the mechanism of selection of personnel in the government system is considered. It is shown that scientific principles, methods, and assessments are necessary at the heart of the mechanism for promoting a person at the political and executive levels. At the same time, the recruitment process should be based on intelligent testing by a wide-profile team of specialists; it must be competitive, filtration, vertical and horizontal staff rotation.

***Keywords:** unified theory; feedback; self-management; society; state; position.*

О ПОДБОРЕ КАДРОВ В СИСТЕМУ УПРАВЛЕНИЯ ГОСУДАРСТВОМ

Алифов А.А.

На основе единой теории материи рассматривается механизм подбора кадров в систему управления государством. Показано, что в основе механизма продвижения человека на ступени политической и исполнительной власти необходимы научные принципы, методы, оценки. При этом процесс подбора кадров должен опираться на интеллектуальное тестирование широкопрофильной командой специалистов, обязательно быть конкурсным, фильтрационным, ротационным по вертикали и горизонтали.

***Ключевые слова:** единая теория; обратная связь; самоуправление; общество; государство; должность.*

Introduction

As you know, the main forms of government are the republic and the monarchy. The following and many other processes show the *inefficiency of government institutions* based on elections, appointment and dynastic transfer: in order to achieve the desired position, the candidate makes all sorts of often practically unrealizable promises that are propaganda in nature; candidates throw mud at each other during elections; there are numerous fights in the parliaments of different states; conflicting laws are created by unskilled parliamentarians; the desire of all kinds of negative elements by any means to occupy a significant post in order to achieve personal benefits; arrangements (otherwise, bidding) between political forces on the division of territories to nominate their candidates.

The system of organization of bodies (institutions) of state power *should not be based on elections by voting, appointment by someone, inheritance transfer*, because:

- voting does not allow to objectively evaluating the properties of the brain, which characterize the moral, professional, and generally intellectual qualities of the candidate for the post;
- the appointment of a candidate by someone in the overwhelming case is based on criteria such as loyalty, personal acquaintance, etc., which ultimately harm the interests of the people, the state;
- the heir to the throne may not have the same high intellectual and moral qualities that the predecessor had (if), as evidenced by numerous historical facts (as a result of the inept management of such heirs, entire states collapsed, disappeared).

In connection with the above, the aim of the work is to develop a mechanism for selecting personnel in the *state management system* (SMS), devoid of the above disadvantages.

The basis of the study

According to the unified theory of matter (UTM), developed on the basis of mathematically described physical concepts and the concept of “instantaneous dynamic state” (IDS) of matter, the Universe has a vibrational-wave property [1–4, etc.]. It is a *super mega level system with*

feedback: a self-organized, self-governing hierarchical structure with MDS. The beginning of this hierarchical structure is the super micro level – interacting indivisible particles, which are the primary elements of the self-organization of the Universe. The oscillatory, cyclical nature of many processes in nature and society is also stated in [5–7] and a number of other works.

In IDS matter, synchronization (coherence) and desynchronization (incoherence) play a huge role. Two or more synchronized elements create a group (many elements). When interacting, synchronism determines the order (harmony) between the elements and groups. Stable synchronism means a stable order, and desynchronism, bifurcation leads to the destruction of this order. A decrease in order increases chaos in the system, and its absence leads to complete chaos in it.

Since human society is part of nature, all of the above applies to it. A society of people needs order and, as noted in [6], “apparently, order is for people above all else”.

As history shows, only thanks to science, humanity has reached a modern high level of development. Therefore, such a path is necessary to follow – to create a SMS based on scientific principles, methods, assessments. The mechanism of selection and promotion of a person at the level of *political* and *executive* power should be based on them.

The results of the study

It is necessary to create a special mechanism and criteria for assessing the *intellectual* and *professional* characteristics of candidates. The selection of personnel must be *competitive, filtrational, rotational*. Without rotation there will be stagnation, decay. Therefore, a manager, especially of a high rank, should not work for many years at the same place and position (optimally up to 5 years, as practice shows). The selection process should be based on the *intellectual testing* of applicants, which must be applied in the entire sphere of government, including a hierarchy of posts at any level. Assessment (in points) of the candidate’s suitability for testing should be carried out using a *scientifically-based special conceptual system* developed by scientists. This system should assess

the psychological properties of the candidate, his motivation, value orientations and attitudes in life, professional qualities.

The components (sequentially) of the mechanism for holding a competition (testing) for the selection of personnel:

- 1) Acceptance of applications from the candidate.
- 2) Verification of the candidate for the commission of any criminal act on the basis of a request to law enforcement agencies that have a special database. The presence of such an act should forever exclude the participation of the candidate in competitions.
- 3) Testing of moral, general intellectual qualities, including first of all decency, then logic, depth and breadth of thinking of the candidate. A candidate who shows a psychological tendency to negative actions should not be allowed to participate in the competition. Such a candidate should never be admitted to the competition to occupy any position in the SSU; information about him should be stored in a special data bank on civil servants, noted above in clause 2. In the case of positive results under this paragraph, the candidate is tested for aptitude.
- 4) Aptitude test – a test of professional knowledge in a specific area of future activities.
- 5) Testing general knowledge of management, economics, political science.

The current state bodies organize the selection of a large multidisciplinary commission *not from officials (government officials), but from highly qualified specialists well-known in the country and the world* in the following professions: psychology, management, political science, economics, law. The selection of both members of the commission and candidates for occupation of a state post is carried out throughout the country according to a *hierarchical testing system*: the winners in the lowest step of the hierarchical ladder pass to participate in the competition at the next step, etc. to the very top step. The application and the results of the examination of the candidate should be *transparent*: any citizen of the country should have the right to monitor the competition through the media at any time. *Testing should be blind*, i.e. members of the commission and the candidate should not know each other (or about each other), which can be ensured

not by visual but by voice (distorted during broadcast) communication. The members of the commission must give candidates a *secret assessment* (*blind assessment*) so that no member of the commission should be aware of the assessment given by another member of this commission. With an equal number of points, an additional test is carried out (tests that do not take place in the first case) for candidates who have scored these points. The candidate with the most points occupies the designated position. The winner of the competition should not have the right to determine the composition of employees subordinate to him, which should also be formed using the testing mechanism. Thus for achievement of the *greatest efficiency of work* of collective there has to be *sufficient proximity of results of answers* for all members of future collective. From the standpoint of UTM, this proximity corresponds to self-consistency, self-synchronism of the movements of many elements.

The given recruitment mechanism in the SMS should be applied to the entire state management system, the hierarchy of posts at any level.

Conclusion

All over the world, it is necessary to radically reform the existing institutions of power. In particular, the parliamentary institute should be replaced by a highly professional multidisciplinary team (HPMT) consisting of managers, economists, lawyers, and a number of other specialists in the development of state laws. These laws must be consistent internally (within the provisions of the law) and externally (between the provisions of different laws). Many criteria are needed to optimize the life of society. Among them should be criteria that take into account the impact of society on the environment, otherwise an environmental disaster and the disappearance of life on Earth. The implementation of the decisions of the HPMT is the responsibility of state leaders.

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DATA ABOUT THE AUTHOR

Alifov Alishir Ali ogly, Main Scientific Worker, DSc

*Blagonravov Mechanical Engineering Research Institute of RAS
4, M. Khariton'evsky per., Moscow, 101990, Russian Federation
a.alifov@yandex.ru.*

ORCID: 0000-0003-2327-068X

ДАННЫЕ ОБ АВТОРЕ

Алифов Алишир Али оглы, главный научный сотрудник, доктор
технических наук

*Институт машиноведения им. А.А. Благонравова РАН
М. Харитоньевский пер., 4, Москва, 101990, Российская Фе-
дерация
a.alifov@yandex.ru.*