

Human Resources Potential of Public Authorities: Sociological Aspects

Natalia P. Sidorova¹, Pavel G. Sidorov²

^{1,2} The Russian Presidential Academy of National Economy and Public Administration, the Far-Eastern institute of management – branch of RANEPa, Khabarovsk, Russia,

¹ sidorova-np@ranepa.ru, <https://orcid.org/0009-0001-2269-6147>

² sidorov-pg@ranepa.ru, <https://orcid.org/0009-0005-0511-5696>

Abstract. *The article substantiates the theoretical and empirical aspects of the sociological analysis of the phenomenon of personnel potential of public authorities, its conceptual certainty as a social and professional phenomenon in the subjects of the Far Eastern Federal District. Based on the results of empirical sociological research and official statistics, the significant components of the human resources potential of public authorities are analyzed. The significant needs of public authorities in the Far Eastern Federal District for state and municipal employees have been identified. The sources of the influx of employees and the structure of government authorities by length of service in government and civilian positions are analyzed. The analysis of the professional and educational component of the personnel potential of employees of public authorities is carried out. A high level of education of the study participants was revealed, as well as a high subjective assessment of the level of education's compliance with the qualification requirements for the position. However, the results of the study indicate that there is a significant potential for professional development: the majority of surveyed employees do not have a degree in Public and Municipal Administration, a third of respondents have not completed professional retraining or advanced training courses in the last three years, and there is a significant demand for training programs in a wide range of areas (subjects). The corruption aspect of the activities of employees of public authorities is considered from the standpoint of human resources potential. A relatively low, however, significant level of corruption has been identified both in the Far Eastern Federal District as a whole and in the context of individual public authorities in the region. The main reasons (motives) that determine the possible corrupt behavior of employees, as well as the most common negative qualities of employees, which also create potential conditions for the emergence of corruption risks, are analyzed. The author's assessment of the subjective perceptions of state and municipal employees reflecting the state of their professional activities is presented, and recommendations are made to create conditions for improving its effectiveness.*

Keywords: *personnel potential, public authorities, state and municipal employees, the Far Eastern Federal District, sociological survey, education, corruption*

For citation: Sidorova N. P., Sidorov P. G. (2025) Human Resources Potential of Public Authorities: Sociological Aspects *Vlast' i upravlenie na Vostoke Rossii* [Power and Administration in the East of Russia], no. 1 (110), pp. 25–35. <https://doi.org/10.22394/1818-4049-2025-110-1-25-35>

Введение

Сегодня Дальний Восток стал объектом пристального внимания во многих

рации В.В. Путин определил Дальний Восток в качестве национального приоритета на весь XXI век: «Дальний Восток