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Human Resource Management in the Russian Gubernia Institutions of the 19th Century in the Fonds of Federal and Regional Archives

Abstract

The human resources management in state agencies based on modern technologies is an indicator of effective development of the national management system. Results of reforms in personnel policy depend on keeping track of the effectiveness of previously used methods. The article reviews historical experience of human resources management in the Russian gubernia bodies in the 19th century drawing on documents from the national archives: the State Archive of Russian Federation and two regional archives (the Archive of the Kursk Region and the Archive of the Voronezh Region). Comparative and chronological analysis identifies features

and trends of the human resources management. Official acts of gubernia workflow, central authorities' instructions on human resources, and officials' curriculum vitae provide scientific data. Analysis of management documents allows to identify peculiarities of gubernia officials' careers. Participation of central authorities in the development of human resources in the gubernias is also demonstrated. The research reveals that in the 19th century human resources management activities of the Russian government aimed to retain the personnel in the gubernias. Governor influenced the manning of gubernia offices; processed and referred to the government departments those human resources documents that petitioned benefits. Authorities supervised moral character of officials by instructions on administrative ethics and regulations of on-duty behavior. The results of the work enhance our understanding of consistent patterns in operating of the national institutes, establishment of documentation of the government human resources management and also provide scientific material, which can be used to justify modernization of human recourses and workflow management.

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Keywords

Source, human recourses management, development of human recourses, gubernia workflow, department, gubernia institutions, official, appointment, public service.

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