

A. Melnichenko
Prosecutor of Prosecutor's Office of Chernihiv

PROFESSIONAL MOTIVATION AS A PREREQUISITE FOR EFFECTIVE PROFESSIONAL WORK OF PROSECUTOR

Overall analysis of special scientific literature makes it possible to conclude that there is no comprehensive research on the topics of the motivational structure of prosecutor's office, as well as other law enforcement agencies of Ukraine. This situation can not be considered satisfactory, because the work of relevant categories of workers due to the specifics of the tasks assigned to them by the current legislation of Ukraine does not take into account the features of professional motivation.

Thus, professional motivation of personnel of prosecutor's office is conditioned by their extremely important activity for society as a whole and for every citizen in particular. This in turn requires the training of professionals who would have a high level of motivation and the following distinguished features:

- 1) persistence in achieving goals;
- 2) dissatisfaction with the achieved results;
- 3) tendency to admire chosen profession;
- 4) feeling of joy due to achieved progress;
- 5) dissatisfaction with easily achieved success;
- 6) lack of unhealthy spirit of competition;
- 7) willingness to help.

On the basis of general knowledge of the motives and motivation, as well

as the professional motivation of employees in general and their individual groups, we believe that professional motivation of prosecutors in Ukraine should be determined as a complex of various impulses that activate human activities in professional field – the field of activity of prosecutor's office of Ukraine – in order to fulfill its tasks and functions and to achieve high results and parameters of work through effective implementation of their duties, self-realization and self-improvement, etc., which is based on the impact of various external and internal factors.

Thus, given this definition we can derive the following features of professional motivation of prosecutors:

- 1) special sphere of activity – law enforcement and prosecution.
- 2) system of different motives, i.e. a large number of forms of workers' stimulation of different nature and value;
- 3) focus on activation of human activities, i.e. mobilization of physical, creative, intellectual and other resources;
- 4) it is carried out in order to achieve the desired result – success;
- 5) it is determined by a complex of internal and external factors that are interconnected and interdependent in the relationship, and correlate based on the dominance of some of them.

Analysis of issues of motivation has shown that this concept is also difficult

and complex and requires careful and thorough research. However, in this research work we found out its meaning, considered the relationship with other related categories and criteria for their distinction. The author also investigated the function and types of motivation, its structure, etc., which together enabled the author to provide a definition of motivation.

There have been studied the professional literature and determined that a large number of definitions of this category is determined by the fact that motivation is studied by the different human sciences, which, among other things, have different views, theories, concepts. This situation complicates the perception and understanding of the phenomena at issue.