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**MERITOCRACY AS A TOOL FOR OPTIMIZING AN EFFECTIVE
MANAGEMENT SYSTEM**

Букурубова Аружан Валихановна

aru.zhan.bv@mail.ru

The second year master's student of L.N.Gumilyov Eurasian National University in
political science, Nur-Sultan, Kazakhstan

Supervisor – I.S. Rystina

One of the most important issues that form the basis of the law of authority is meritocracy. It is widely believed that this type of authority is the most fair, because the spiritual

elite could better organize society, having a higher knowledge of the basic principles of existence. At the same time, it is free from the motives of the self-interest of management having high moral qualities.

Meritocracy (merit, from Latin *mereō*, and -cracy, from Ancient Greek κράτος *kratos* 'strength, power') is a political system in which economic goods and/or political power are vested in individual people on the basis of talent, effort, and achievement, rather than wealth or social class [1].

Although the concept of meritocracy itself has existed for centuries, for example, within the framework of Confucian philosophy. The term «meritocracy» was first used by the German-American philosopher Hannah Arendt in her essay «The Crisis of Education», written in 1954, and a few years later was developed by the British politician and sociologist Michael Young in his satirical work «The Rise of Meritocracy», which describes futuristic society, where the public position is determined by the coefficient of intelligence (IQ). In the book, such a system leads to a revolution during which the masses overthrow the arrogant and divorced from the people elite. The concept follows from the classical principle of a post-industrial society, that is, the «access principle» prevails, which comes to power through personal qualities, high intelligence, knowledge, competence and so on.

Meritocracy was first described in the mid-twentieth century. Although the term refers to the system of public order associated with democracy and is its final form, its appearance describes important events. Firstly, due to the large stratification of society, the division into complex and multidimensional groups, many subgroups arose, for example, the group of workers was divided into the «blue side» and «white side», and each of them had its own division. In the middle of the 20th century, society developed along the «GTR» direction, the system of industrial society demanded high labor costs and created various specialties. In this regard, in the context of democracy, theories and paradigms have arisen that have changed the perception of society in American and British social thought. The theory of structural functionalism and its author T. Parsons explained this division of society by various structures, social institutions, each of which performs certain functions. And those who interact in these institutions must follow the rules of the status and role. In this regard, the idea of a meritocratic society emerged, in which people who have this right by their abilities, achievements, intelligence and talent, not by those who have achieved status through inheritance, rule. Such an idea is widespread, Michael Young described meritocratic society as part of the country's history.

Later, the concept of «meritocracy» acquired a positive meaning, which was accepted by supporters of universal equality of opportunities. In his book «post-Industrial society» (1973) Daniel Bell describes meritocracy as an opportunity to overcome bureaucracy, develop talent, and create a progressive society from a closed world. To do this, it is necessary to create appropriate equal conditions in society, so that representatives of each class can show equal initiative to realize their potential [2]. A similar concept is shared by the well-known American political scientist Zbigniew Brzezinski as Bell, he interprets meritocracy as a positive political process.

Due to this concept, meritocracy is a qualitatively new power elite that replaces the previous one. For example, in the traditional society «blood elite» prevailed, the sign of belonging was education, in the industrial society – «wealth elite», the sign of which is capital. In a post-industrial society comes the time of «labor elite», «knowledge elite», the signs of which are competence, knowledge and high moral qualities.

The Eastern lead up to the formation of ideas for the development of society differs from the Western lead up, since it does not have categories of evaluation as «good» or «bad». Asian countries are considering a clear concept based on its effectiveness, not to impose their will on other countries, but to improve the life of society and its progress.

According to researchers, at a certain point in history, China was close to implementing a meritocratic system. For example, during the Tsun dynasty, the three-stage KEJU exam was

widely used to select candidates for power with a good understanding of art, Confucianism, and administrative matters [3].

In Britain post-war the growth of professions requiring exams (lawyers, doctors) helped many workers to move into the middle class. [4]

In Singapore, there is a regime of political meritocracy introduced by Lee Kuan Yu. «Singapore is a meritocracy» he said about political leaders. There is a reason why people get high ranks regard of their work. They worked hard. If all 300 people die in a plane crash, Singapore will fall apart» [5]

In 2002, it was started The Management Associates Program. The program has helped to attract the most outstanding young people to the civil service. This was achieved due to high scholarships for people.

Political meritocracy of Singapore has made the country a leader in economic and social development. Singapore has shown unprecedented economic growth since 1965, becoming one of the top twenty countries in terms of per capita income [6].

As the world experience shows, the achievement of the above example was possible only due to the right political decisions aimed at the formation of a new political elite of the state, often in difficult and difficult situations. The peculiarity of countries with economies in transition is that, along with changes in their social and economic relations, there is a process of transformation of the role of the state. Therefore, it is important that the state apparatus and the civil service system are adequate to the needs and expectations of society, as well as the changing functions of the state.

It has been in the process of optimizing and improving the governance structure for a number of years in the Republic of Kazakhstan, the goal of which is to create a professional government capable of effectively addressing current and future issues of Kazakhstan's development. One of the key issues is the formation of a modern system of highly effective public administration and public service. The «100 concrete steps» proposed by the President - the Plan of the Nation outlines ways to create a professional state apparatus by strengthening the requirements for employees. The main principle is the introduction of meritocracy, which contributes to the elimination of bureaucracy and technocracy.

On June 17, 2008 at the international scientific-practical conference «The role of public service in increasing the competitiveness of the country» President Nursultan Nazarbayev. A. In his speech he said: «The principles of public service need to be reconsidered. It should be based on the qualities of Meritocracy, Integrity, Efficiency» [7].

This kind of system is able to resolve conflicts in society, strengthen social ties and trust between the ruling elite and ordinary citizens, reduce corruption, which in turn contributes to the further economic and social prosperity of society.

Supporters of meritocracy believe that it is necessary to create favorable conditions to allow talented and hardworking people to enter the power structures in the future, as well as to occupy important positions in all structures of society in conditions of free competition.

Concluding, meritocracy is the most appropriate, capable, talented form of government, selected from all walks of life. The principle of meritocracy was a fundamental initiative of civil service reform in the Republic of Kazakhstan.

We believe that many achievements can be achieved in society by introducing the principle of meritocracy in the country. First, public trust and confidence in service and management will increase significantly. This is very important for the country's economic growth and job creation. Second, competent management of the principle of meritocracy allows to increase labor productivity, as the principle is based on fair career advancement, increased motivation and sustainable self-employment (training, retraining, etc.).

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