

THE ROLE AND IMPORTANCE OF HUMAN RESOURCES IN ORGANIZATIONS

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Abstract: *The efficiency of an organization is influenced, largely, by the behavior of the people within the organization, so that why the most important resource in an organization is the human resource. An important factor of the increasing the competitiveness of an organization is represented by the human resources management, the organization being represented by the human resources witch ensure the survival, the success and its development. Therefore, human resource's management represents the complex of activities oriented through the efficient use of the staff of an organization, aiming to achieve both its objectives and satisfaction of the employee needs. The competitiveness degree of an organization, its progress and success depend increasingly high by the quality of human resources, by the level of its creativity, the man representing the most important asset of an organization.*

Key words: *human resources, performance, multinational company, organizations, national companies*

INTRODUCTION

Human resource management represents a factor of increasing of the competitiveness of organizations in general, but also of the national economy as a whole. [4, 6]

The demands of contemporary era place the need for performance, success and competitiveness as the main factors of solving the problems of the present time. [2]

A special role in solving these problems returns to Human Resources Management, in countries economically developed it already earning the status of a primary field. In the new informational society the human capital has replaced the financial capital as a strategic resource, using of this resource to national companies as well as the multinational ones being of an major importance for the development of economy in general.

MATERIALS AND METHODS

The research methods and procedures used were the traditional ones, such as analysis, comparison, evaluation and interpretation.

RESEARCH RESULTS

In today's society based on knowledge, human progress, respectively the social progress put on first plan the individual witch aims the psyche, intelligence, its creativity and performant professional training.

Many specialists from different fields have addressed specific issues of the organizations trying to capture and specify as better as they can the appearance, the existence, the operation and the evolution of the organizations.

Addressing the particularities of national and multinational organizations increase as the complexity of solving, especially given the requirements of the contemporary society faced with a critical situation of the resources available. [3]

The experts agree that the potential and the quality of the results of an economy depends largely on the ability to determine the creation and operation of a large number of

organizations that to provide products and services of quality at costs and reduced prices and in quantities in full accord with the requirements of internal and external market. The existence and operation of the current economy is supported by the activity developed in national and multinational companies.

Both the national company and the multinational company are economic entities structured and finalized consisting from subsystems in interaction and adapts constantly both to changes from inside (self regulating systems) and to pressures of outside environment (open systems in order to complete the objectives assumed).

In the future society witch will be a society of organizations, the company must be organized for a constant change. Romanian managers on all levels, studying theories that address the organization, must learn that Romanian company no longer afford to repeat the history reaching the same conclusions.

Must be studied with objectivity and discernment the experience of others based on theories and practical activity in order to not repeat the difficulties encountered and in order to be exploited at maximum the authentic values specific to the successful organization.

Achieving the performance and efficiency at maximum of the human resources from a national or multinational company are taken into consideration the following functions:

- ❖ ensuring the human resources necessary to the organization
- ❖ identifying and cultivation the relationships with significant stakeholders of the organization
- ❖ increasing human resource potential, of their activity and the effectiveness and the efficiency in their use
- ❖ humanization of the organization.

Addressing the specific relationship between the subsystem of human resource management and other subsystems of the organization's management system demonstrates the important role of human resources in creating the optimal framework by developing the science and modern management practices of this field.

Business diversification and increasing complexity of national and multinational companies have generated significant changes of the conception and philosophy of their establishment and operation. So it has appeared the necessity of new reconsideration of human resources and of the management of human resources, which has determined the emergence of new elements for their examination.

The efficiency of human resources management at national and multinational companies has as first objective the human resource planning. Another necessary activity in order to efficiency is the recruitment and qualitatively selection of human resources through an objective strategy and concrete free fro subjectivism and outside "interventions".

Training and improvement of human resources is another way to increase the efficiency of the companies, here taking place permanent and dynamic changes due to the evolution of the organization based on knowledge.

The evaluation of the staff performances must be fully understood, not only the actual process of evaluation, evaluators and evaluated but also the strategy of evaluation, the report between the evaluation process of the performances and typological peculiarities of the organization, the specific methods and techniques and not least the quality of assessors.

The motivation also plays an important role in the organization life and of each member of it. Through its energy force the motivation becomes is in terms of the society based on knowledge a more powerful force capable to put into action the necessary energies to efficiency the human resources management.

The promotion of staff in a company represents a stimulating factor for the work of employees, meaning a real chance to increase their confidence in the necessity and usefulness of performing, individual and collective work. [5]

The efficiency of companies can grow through establishing of a system of performance indicators which involves actually taking the decision giving the importance to all indicators not ignoring some of them. Both financial indicators and the non financial select should be correlated with the company's objectives and their number to be limited in order to ensure a greater clarity to the image regarding the organization's performance.

The manager, especially the manager of human resources, at national and multinational companies must be fully aware of the defining elements of the concept of efficiency of human resource management.

The efficiency of human resources management and human resources, in general, refers to both spheres of human activity - productive and unproductive, targeting the actions of obtaining the maximum effect with minimum effort, expenses and time from the human resources.

Obtaining performances national and multinational companies target the effects socially useful, physical, value and social, obtained in activity by the employees.

The role and the efficiency content of human resources management within national and multinational organizations requires a contextual approach of efficiency based on the design of the organization as an open system built on several plans.

Based on scientific foundations, rigorous anchored in the reality of national and multinational companies, human resources can and must respond effectively to achieving their major goal, respectively the achievement and increasing of the organizational performance.

CONCLUSIONS

In the current context the challenges with which are facing all organizations is vertiginous development of global markets, explosive competition, demographic changes, and very fast rhythm of change. So, both national and multinational companies are striving to have a new way of thinking the things and a new way of strategy and operating.

The new skills of the companies include ways to engage, to inspire people, to strengthen the teams and the partnership relations, to obtain and use the knowledge.

National and multinational organizations are among workplaces with direct productivity in witch the human factor has a significant share.

To the multinational companies is put in question the finding of the new ways of increasing their performance, but to the national companies there is still the problem of conflicts generated by their management succession and by the negative habits of recruitment of management staff.

To national and multinational companies, human resources management will impose easier the targeted measures, will cross easier the process of creating the human resources strategy if it will train the organization's staff in this process.

It is necessary to pay a special attention to communication within companies level, so that their members to exhibit sufficient confidence and interest toward the organization's perspective.

Human resources and their management are a well known service, both in national companies as well as in the multinational ones, but still retains the traditional priorities and constraints, certain concepts, opinions and negative practices present s in the activity of the managers.

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