

IMPACT OF HUMAN RESOURCES ON PERFORMANCE OF COMPANIES

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Abstract: *Increasing of the international competition and increasing globalization reinforces the importance of human resources management. Complexity of the actions carried out by companies requires a stronger development tools used in human resource management. It can thus rethink the strategic role of human resources as a competitive advantage. Companies have available finance, equipment, materials, time and employees and their managers.*

Human resources department of a company must deal with the management and workforce development through design and organizational development, safety and health protection, social protection, human resource management, ensuring equal opportunities, personnel planning and career development.

Excellence in human resources operation can be achieved by operating in partnership with company management to a good planning work, imposing conditions necessary to reduce costs, motivate and retain employees and permanently flexible organizational culture.

Key words: *human resources, personal, employees, departments, managers*

INTRODUCTION

Human resource management is a complex of activities oriented through efficient implementation of human capital in order to achieve organizational goals and in the same time providing conditions which ensure satisfaction of employee needs and hence their motivation to be loyal to the organization to which they belong.

The main objective of human resource management is to create performance of the firm. This performance can be achieved under the financial, technical, informational, and especially human ones are used effectively.

The concept of activity in this area is the focus of the company's management aims to find and coordinate human resources. However the quality of this work is the difference between two competing companies.

MATERIALS AND METHODS

The authors of the paper were used as methods of work: data collection, processing, analysis, observation and their interpretation.

RESEARCH RESULTS

As we know the main function of management is to increase economic efficiency. Here comes is the best observed the influence of the manager. In the case of a scientific and quality activity the management results will quantify the benefit of the company. In these circumstances arises the question: how the manager actually contribute to increased economic efficiency of the company he leads?

A first modality is the potentiation of execution work in each job, reflected in labor productivity due to insurance, due to the organization, management decisions and actions, technical requirements, human, informational, financial and motivational use a high working time and its proper structure.

Efficiency gains resulting also from the enhance of the overall functionality of the company resulting from judicious combination of resources and work processes in the company, this aspect being particularly important in transport.

We can say that the management contribute to increase efficiency and through integration to a higher level of business activity in the market on the basis of economic criterias. Concrete the efficiency results through improved, specialization and cooperation in production, streamlining supply and sale.

Manager contribution it not just on the economic side. Hi sprint must be left on the social efficiency, which refers to direct imponderables aspects, but with multiple consequences on the human factor involved in the company. Among the items covered by this aspect are:

- quality of internal environment;
- fluidity of hierarchical relationships;
- intensity and content of personnel motivation;
- intensity of feeling of belonging to the company.

Based on the presented results the fact that, in present, the management, based on the concepts, methods and techniques available to management science, is a basic vector of economic growth, a major factor of increasing the efficiency of firms.

Primordial is that the manager of commercial companies understand this thing and act systematically and intense for exploitation of this potential in their efficiency.

As result, employees are the most important resource of a company and investment in them can bring great benefits.

It is noted, unfortunately, that the vast majority of managers focus mainly on the technical aspects of the work and less on staff, which is reflected in the low priority that they attach to employee development.

In addition to the general orientation of new employees and initiation on the job, training function involves organizing special programs to serve the needs of employees to improve their working capacity and training for other positions.

Employee development policy should express the obligation or commitment of the organization to continuously develop employee skills to enable them to increase their permanent contribution and advance their careers. [2].

Human resources are the main factor of production of each organization. In conclusion, we can say that, the time, knowledge and intellectual capital have become the most relevant resources. Humans are the only source that has the ability to think and implement new ideas, occupies a central position in the formulation of relevant productivity strategies. [7].

Over time there were numerous trips and rehierarchy of production factors. Thus, if a long time the focus was especially on material factors, in the last decades of our century the focus was placed on the human factor, on education, creativity and innovation.

Lately, we can say that education is becoming more clearly a weapon of competition.

It is very important that companies in the regatta for economic supremacy, to have a workforce continually apt to raise their knowledge and learn new trades.

In current conditions, on international specialization and division of labor found, have emerged companies that acts on globally level, witch are in a fierce competition and monopolized, for example, the production of machinery and equipment.

These companies have emerged as appreciated suppliers and witch are widely used. Due to the competition, the technological level of their products is similar.

All problems relating to the management of any activity - economic, social or political nature - have in common human factor.

Whether it is a process of conception or execution one, either it aims to apply technical process or non-technical one, the prezenze of man is found in all, being substantially conditioned by the possibilities and interests.

Individual, by its structure, by feelings, mentality, culture, motivation, desire and, in particular, self-consciousness, it is a biological entity that represents always the great unknown of a system, that can brake or not, can potentiate the action, process, activity.

Through his nature of social being, man lives and works in the community, feeling more attached to certain groups which, in turn, interact with other groups, depending on some and exercising influence over others.

Therefore, the successful initiation and development activities of various organizations depend, in overwhelmingly the degree to which it is understood, motivated and managed human factor.

Necessarily must been considered the compatibility of person-post and person-organization. The person selected must match both post requests and with the values and mission of the organization.

Necessarily the accent must be focused on modernizing human resources departments in our country, on the motivation and involvement of them, not just at management salaries.

CONCLUSIONS

In conclusion, we can say that the human factor and thus human resource management plays an essential role in shaping and developing the company's performance.

Changes in the levels of human resources in the company's management are determined also by the and changes that occur in labor markets, such as: high mobility of specialists, short term post occupancy in companies, the widespread use of temporary work, independent contracting of specialists and other forms of employment on short terms, developments in careers frequent involving start-ups or creation of companies or employment in a company just founded; proliferation of labor market intermediaries as agents that help specialists to be employed temporarily, flexible motivation of specialists, employing persons with specific skills.

It is noted in conditions of economy based on knowledge the extension of flexible employment of employees and adoption of flexible forms of remuneration. There are experts [6] which states that there is a tendency to move from fixed salaries to flexible salaries.

Finally, we remark, human resources, increasingly more complex, acquires an increasing role in business, and the acquisition, storage, use and exploitation of it requires a new approach, efforts and as much creativity.

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