

## VIZIUNEA MANAGERILOR ASUPRA DEZVOLTĂRII RESURSELOR UMANE

## MANAGERS' VISION ON THE HUMAN RESOURCES DEVELOPMENT

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**Abstract:** The main goal of this article is the analysis and the evaluation of the importance given to the human resources development (HRD), by the managers of Small and Medium Enterprises from the region of Dolj County. The final aim of our research based on a sample of 43 managers, is the development of certain recommendations for the improvement of the dialogue between managers and employees of enterprises which deal with problems concerning the minimizing of the role and importance of human resources in the enterprise's development and survival, as well as with problems regarding the poor interpersonal relations in the company. Special attention is given to the human resources' management in the context generated by the global economic and financial crisis, of economic restructuring and the reducing of the delays of performance upon the EU partners.

**Keywords:** SME, human resources development, financial crisis.