

RESURSA UMANĂ ÎN SECTORUL PUBLIC – STUDIU PRIVIND INFLUENȚA STRATEGIILOR ȘI POLITICILOR DE RESURSE UMANE ASUPRA PERFORMANȚEI ORGANIZAȚIILOR – AFT

HUMAN RESOURCES IN THE PUBLIC SECTOR - STUDY ON THE INFLUENCE OF HUMAN RESOURCES POLICIES AND STRATEGIES ON PERFORMANCE ORGANIZATIONS - AFT

Alina-Elena IONAȘCU

Academia Forțelor Terestre „Nicolae Bălcescu” din Sibiu

Abstract: Currently, public organisations are forced to go through a transformation process regarding their strategies and operating policies so that they have a proper response to human communities. In fact, the role of human resources management is that of orientating public administration in the direction of the community, to make activities flexible and efficient and to use limited sources to their maximum efficiency. Therefore, putting specific human resource management procedures in practice helps the organisation reach its goal via the efficient use of the abilities and skills of the workforce, through preparation, motivation and increased employee satisfaction at the workplace as well as by maintaining professional ethics. Besides, the general hypothesis of the paper is that the policies and strategies in human resources management influence the rationing of used means, adapting objectives to a structure of responsibility and fulfilling them, and the quality of the work environment, respectively. Concluding, the current paper has, as a scope, the theoretical presentation of specific concepts rein terms of strategies and operating policies in the field of human resources and exemplifying them, by presenting the situations within a military higher education institution, highlighting its influence regarding the degree of satisfaction of the beneficiaries and their own performance.

Keywords: human resource, management, military, policies, strategies