

# ANALIZA CAPITALULUI UMAN-RESURSĂ ÎN UNIVERSITATEA TEHNICĂ DIN CLUJ-NAPOCA

## HUMAN CAPITAL – RESOURCE ANALYSIS AT TECHNICAL UNIVERSITY OF CLUJ-NAPOCA

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**Abstract:** Most Romanian universities are at the start or early development of strategic management. Each university should focus on human capital, communication and innovation to assure a top competitive advantage in the future. Starting from the premise that each organization achieve results by human contribution which brought their own social, religious and ethical values, the organization must also to establish their own values that to be demonstrate through actions. The university teaching staff could be considered the most important segment of "university actors". The purpose of this research was to identify and analyze the view of teaching staff from Technical University of Cluj-Napoca across some of the most important aspects of management. The results revealed that "top managers" of the university should support the development of human capital, sustain the development of communication and promote transfer of knowledge. All above-mentioned are prerequisites for sustainable development of university.

**Keywords:** human capital, teaching staff, knowledge, top managers.