Habilitation Thesis
THE SOCIO-ECONOMIC CONSTRUCTION OF HUMAN RESOURCE MANAGEMENT
ORGANIZATIONS
Candidate
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Abstract

This habilitation thesis presents a synthesis of my scientific undertakings carried after I obtained the PhD title. My research activity has concentrated on several outstanding directions: technical obstacles tackling the embracing of m-Government service and m-Government improvement and diffusion, the behaviors of transformational leaders in organizational settings, the significant function that education institutions have in cities' economic development, critical leadership roles that are pivotal to one's organization's global strategic goals, the rationale behind brain drain migration, the relationship between employee discipline practices and organization culture, the dynamics informing the composition of the professional group working in human resources, etc.

In the final part of my habilitation thesis, I indicate my future research directions, starting with what I have written so far and pointing out my teaching perspectives. My research activity is convergent to my teaching activity which I carry for the courses of *Management of Human Resources in Public Administration*, *Management of Public Procurement*, *Theories of Organizations*, and *Introduction to the Management of Human Resources* (BA), and *Human Resources Strategies and Policies*, and *International Public Services and Markets* (MA).

For the courses I teach, I focus on the analytic thinking of the students by interaction and presentations supported by various examples. During the seminars, we analyze papers from recent literature, students have to elaborate projects on certain topics in which we aim to comprehend how some economic hypotheses may be (in)validated or by testing them on statistical data. We also solve sets of problems in which I consider the manner in which results are interpreted, the analysis of alternative solutions and possible implications. In the BA and MA works I have supervised so far, personal contribution was valued, by inspecting, based on data, the evolution of economic indicators, by testing correlations, by providing scenarios of HRM schemes starting from an existing situation, etc.