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WAYS TO IMPROVE HUMAN RESOURCE MANAGEMENT WITH AN IMPACT ON INCREASING ORGANIZATIONAL PERFORMANCE

SUMMARY

The primary objective of this research is to analyze and identify proposals and recommendations for improving the efficiency and performance of public officials in Romania's public administration. Public institutions in Romania are making constant efforts to align with the requirements of the European Union, and optimizing human resource management practices is a crucial factor in achieving a performant administrative system.

Part I provides a theoretical analysis of human resource management (HRM) in public administration, discussing HRM concepts, models, and approaches, their evolution, as well as aspects related to individual and organizational performance.

Part II focuses on applied research regarding HRM in public administration, including a comparative study of HRM practices in EU member states and practical research aimed at improving HRM and its impact on the organization. The research results are analyzed to propose a new integrated HRM model that contains relevant conclusions and practical recommendations for improving HRM in the public organization.

Keywords: efficiency, organizational performance, public servants, public administration, human resource management, improvement, practical recommendation.

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INTRODUCTION

This research aimed to investigate and analyze various aspects of human resource management (HRM) in public administration from both a theoretical and applied perspective. The new challenges of the 21st century require new dimensions of human resource management due to global changes related to adapting the activities of each state's administration to the European model, which necessitates going through a long and complex integration process. This process presents an opportunity for career development and for improving human resource management within the state. The main goal of this research was to propose an effective way to improve HRM, which would positively impact the performance and effectiveness of public organizations. The two main parts of the research examined, first, the fundamental concepts, approaches, and models of HRM, performance in public administration, and the management of public organizations in European Union member states. Additionally, a comparative applied research study of this European category is provided, as well as practical insights into HRM, which also determine an overall vision of its influence on public organizations.

Part I: Considerations Regarding Human Resource Management

The first chapter focused on the conceptual foundations mobilized for the purpose of our research, in this case, data about human resource management, synthesized from the specialized literature and efforts of established authors to provide as comprehensive a picture as possible. Stages and theories of HRM development were also analyzed, offering a historical perspective on this field.

The second chapter outlines the relationship between human resource performance and performance management in organizations, through theoretical and empirical justifications of this relationship. Both traditional and modern approaches to performance management were mentioned, highlighting the benefits of implementing well-defined performance management systems.

The third chapter provided a detailed analysis of the management of public organizations and public servants in the European Union states. This chapter explored the public function, concepts, and classifications of public servants, as well as the specificities of public servant

management in Romania and other EU member states. The specific legislation on public functions in the European Union was also discussed to provide relevant comparative context.

Part II: Applied Research on Human Resource Management in Public

Administration

Chapter four focuses on a comparative analysis of HRM in EU member states. Access to public office, HRM activities, and the training of public personnel in various European countries are analyzed. Best practices and lessons that deserve to be applied in Romania to significantly improve HRM are also identified.

Chapter five brings attention to an applied study in the area of improving HRM and its impact on the organization. This chapter details the research methodology, including the research objectives, hypotheses and variables, target group, sample, and research methods. The information obtained from data collection and systematization is presented to provide a solid basis for analysis.

To design a new human resource management model, it was necessary to analyze the results provided by the research.

The main goal of this work was to design a new integrated human resource management model that would create the right premises for increasing performance and efficiency within public organizations. The identification of effective ways to improve human resource management formed the basis of the proposed solutions.

Among the research objectives were the identification of effective performance measurement methods, the examination of performance management in public administration, and the theoretical analysis of the fundamental concepts, models, and approaches to HRM. Additionally, the research included a comparative study of HRM in various European countries to identify best practices that can be adopted and utilized in Romania. Practical research was also conducted, aimed at evaluating the impact of HRM improvement on public organizations.

Other objectives included comparing the management of public organizations and public servants in EU member states. By addressing these topics, the work provided a global view of human resource management, highlighting its importance for the performance and efficiency of public administration, and offered solutions and recommendations for HRM improvement, thus contributing to the design of a new integrated human resource management model.