

ASPECTS CONCERNING THE HUMAN RESOURCES MANAGEMENT AT SC COMFERT SRL BACĂU

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Abstract

Human capital is a critical factor for an organization's economic progress and the management of human resources is often seen as a bridge between employer and employee. The present paper aims to highlight some features of Human Resources practices at SC Comfert SRL Bacau, a company operating in three areas that have their own particularity: agriculture, trade and services. For this, it must take into account that human resources can not be isolated from the internal organization of the company, nor separated from its external environment. Human resource practices used by Comfert SRL SC are very diverse, due to the high heterogeneity of this company. Typically, managers are tempted to hire people who have a strong personal motivation and are able to perform multiple tasks. Generally, they prefer to approach "ad hoc" methods adapted to the specific situation and particular time and place of employment, rather than applying scientific strategies for the implementation of human resource management.

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