

RESURSELE UMANE ÎN CONTEXTUL NOULUI MANAGEMENT PUBLIC. STUDIU DE CAZ: CENTRUL UNIVERSITAR DE CERCETARE

HUMAN RESOURCES IN THE CONTEXT OF THE NEW PUBLIC MANAGEMENT. THE CASE STUDY OF A UNIVERSITY RESEARCH CENTER

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Abstract: In the context of the shift from public administration towards public management, the characteristics of the human resources in the public sector have changed considerably. As the human resources (together with the financial aspects) are the main asset in an organization concentrated on results (such as a research centre), we want to find out what are the ideal characteristics of such persons, by applying and analyzing the “career anchors” developed by Edgar Schein and through a qualitative approach.

Keywords: public management, human resources management, career anchors