

EFICIENȚA MANAGEMENTULUI RESURSELOR UMANE ÎN CONSTRUCȚII

THE EFFICIENCY OF THE HUMAN RESOURCE MANAGEMENT IN THE CONSTRUCTION FIELD

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Abstract: Human resource management process consists in providing, training and improving, motivating and maintaining the human resources. This work aims to present the efficiency of the human resource management in the construction field. The main activities that constitute the content of the human resources management functions within the construction companies are described: providing the necessary personnel for the project, training and improvement, motivating and maintaining it within the team established for the project. In many management works it is stated that the communication and management are the most important aspects when it comes to the organizational development. Communication inside and outside the organization is accomplished by the human resources, which is an integral part of the achieving of the human resources and omnipresent human resource management functions in all other managerial dimensions. Human resources management is the complex of the activities aimed at utilizing the efficiency of an organization's staff, aiming both at achieving its objectives and at meeting the needs of its employees.

Keywords: human resource management, training and improvement, communication