

ROLUL VALORILOR ÎN PARCURSUL DE CARIERĂ AL ANGAJAȚILOR

THE ROLE THAT VALUES PLAY IN THE EMPLOYEE LIFECYCLE

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Abstract: Values are beliefs about what is good or best for the organization, what defines and guides it and are usually based on the People's strengths. The set of values of an organization can be recognized either at the highest level of the structure or can be shared by everyone, in which case it could be described as a value-oriented company. Culture influences not only the employee satisfaction but also the employee engagement. Some typical areas in which values are expressed, implicitly or explicitly, are: performance, competence, competitiveness, innovation, quality, customer care, teamwork, care and people enablement. Literature has shown that personal values form the engine that drives and motivates our choices, both from the perspective of the candidate or employee, but also from the employer's side. Employee retention is therefore a topic of interest, even before employment has occurred, through the quality of hire and induction and the role that company's values play.

Keywords: ANCASIG, career, competences, employee lifecycle, values