عنوان فارسی مقاله:
نفوذ اثرات سیاسی، اجتماعی و اقتصادی بر منابع انسانی به عنوان یک عامل تعیین توسعه و پیشرفت پایدار

عنوان انگلیسی مقاله:
The Influence of the Social, Political and Economic Impact on Human Resources, as a Determinant Factor of Sustainable Development
4. Conclusion

Our study was intended as a basis for management decisions in the field of human resources within Romanian public institutions where, beyond the application of generally valid principles in this area, it should take into account the particularities of the abusive involvement of political factors and national policies in the economic and social field on governmental staff satisfaction and, consequently, on the efficiency and optimization of public services provided. In parallel with the validation of study assumptions, a direction in which HR management must act, changes to be made in the legislative field, changes in the behaviour and culture of those in decision-making positions were outlined. Resistance to change of decision-makers involved in the reform was also noted – old-aged managers, outdated managerial concepts, political clientelism, reluctance in using national or European funds, and lack of a culture of staff motivation.