

## **PARTICULARITIES OF CAREER IMPROVEMENT IN A KNOWLEDGE-BASED ECONOMY AND INVESTMENT PROGRAMS FOR LIFELONG LEARNING**

Oana - Maria LUNGU

The Bucharest Academy of Economic Studies, Romania,  
E-mail: oanal20@yahoo.com

---

---

### **ABSTRACT**

*The concept of career planning comes nowadays along with the lifelong learning concept, which means investing in people's potential and knowledge, supporting innovation and acquiring as many quality knowledge as possible by attending educational and learning programs. The most important investments that are made are in the human resources and the biggest profits come from the human capital and the experienced employees. Also, a great asset for the success companies are the persons who find themselves at the beginning of the career, but who are willing to adopt a lifelong learning strategy and to have a continuous personal and professional development. It is important to give each individual, no matter the age, gender or education, the opportunity to improve, to develop viable careers, following the requests of the labour market, having access to quality jobs in success companies, whether is inside their mother country or abroad.*

**KEYWORDS:** career development, knowledge, lifelong learning.

**JEL CLASSIFICATION:** I21, J21, J24.

---

---

### **REFERENCES**

- Chivu, I., Popescu, D., Ciucurel, M., Popescu, D., Cucu-Ciuhan, G., Ciocarlan-Chitucea, A., & Stanescu, A. (2009). *Învățarea organizațională și dezvoltarea resurselor umane*, Editura ASE, Bucharest.
- Eurostat. (2011). *Lifelong Learning Statistics*. Retrieved from [http://epp.eurostat.ec.europa.eu/statistics\\_explained/index.php/Lifelong\\_learning\\_statistics](http://epp.eurostat.ec.europa.eu/statistics_explained/index.php/Lifelong_learning_statistics).
- Frasineanu, C., Frasinianu, I. (2009). "Investitia in educatie si formare profesionala, factor cheie in dezvoltarea societatii bazate pe cunoastere," *Economia. Seria Management*, vol. 12, nr. 1, Bucharest, pp. 123-129
- INSSE. (2011). *Cariera deținătorilor de doctorat*. Retrived from [http://www.insse.ro/cms/rw/pages/Promovare\\_site\\_INS\\_CDD.en.do](http://www.insse.ro/cms/rw/pages/Promovare_site_INS_CDD.en.do).
- Lefter, V., Deaconu, A., Marinaș, C., Marin, I., Nica, E., & Puia, R. (2008). *Managementul resurselor umane – teorie si practică*, Editura Economică, Bucharest.
- Mohan, T. (2001). Help Us but Help Yourself: The Paradox of Contemporary Career Management. *Career Development International*, 6(6), 312 - 317.
- Nicolescu, O., Plumb, I., Pricop, M., Vasilescu, I., & Verboncu, I. (2003). *Abordări moderne în managementul si economia organizatiei*, Editura Economică, Bucharest.