

HUMAN RESOURCES MANAGEMENT STRATEGY ADDRESSED IN RESEARCH PROJECTS

Ecaterina Gică

The Bucharest Academy of Economic Studies, Romania,

E-mail gica_katy@yahoo.com

Nicoleta Dumitrache

University “Lucian Blaga”, Sibiu,

E-mail nicodumitrache@yahoo.com

“Strategy is the perfect harmonization of extern opportunities and intern skills”

Mintzberg, H ., Alstrand, B., Lampel, J.;

“Strategy Safari” 1998

ABSTRACT

Research entities can achieve sustainable competitive advantages, exercised by strategic operational management of their human resources. But conditions are still unclear: how employees of an eligible research entity can benefit from a strategic human resource management (SHRM) so that they make performances in research - development and innovation, knowing that this area is one with its own status. An important role in the success of national and international research projects plays the human resource management strategy, addressed by the project manager or by the entity that coordinates the project, such as: the relational framework, individual approach, functional factors and organizational level which may influence the implementation of that research projects and which are analyzed in this paper.

KEYWORDS: *Strategic human resources management, project management, researcher, conflict management.*

JEL CLASSIFICATION: J24.

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