

CONTINUOUS PROFESSIONAL TRAINING WITHIN THE LEARNING ORGANIZATION

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Abstract: Continuous professional training represents a systematic approach of learning and development, having as purpose the improvement of the individual's, team's or organization's efficacy. This can play a very important part and can affect not only the human resources strategy, but also the general strategy of the organization. The concept of "learning and development" used by Rosemary Harrison (3, 2003), signifies a change in terminology, marking the moving forward from the traditional term of "human resources development" or "employees' development". The new concept describes in a more emphasized manner the importance of learning in a company and underlines the fact that the people who work in and for an organization have to be seen rather as "people who are learning" than as human resources.

Keywords: professional training, learning, development

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