KNOWLEDGE-BASED ECONOMY IN ROMANIA AND SPAIN
COMPARATIVE STUDY

Dan POPESCU
Iulia CHIVU
Alina CIOCĂRLAN-CHITUCEA

PhD, Professor “Academy of Economic Studies from Bucharest”
dan.popescu@man.ase.ro
PhD, Assoc.Professor “Academy of Economic Studies from Bucharest”
iulia.chivu@man.ase.ro
PhD Candidate, Assist. Professor “Academy of Economic Studies from Bucharest”
alina.ciocarlan@man.ase.ro

Abstract: The present research aims to establish and configure human resources development strategies within the context of knowledge-based economy, for the employees of small and medium-sized enterprises (SMEs) that activate in the tourism field of activity (hotels and other accommodation establishments, restaurants, passenger transport, travel agencies, cultural tourism agencies). As knowledge role in the contemporary economy is increasing and defining the economical and social context as knowledge-based ones, we shall consider the research frame as the knowledge-based economy.
Moreover, in order to better highlight weaknesses and strengths of the human resources management approaches and to define recommendations, our research theme is developed as comparative study: similarities and differences within SMEs human resources management practices in Romania and other European Union’s country members (the example of Spain was considered).
Keywords: knowledge-based economy, development, human resources, managers, SMEs