

## *Editorial*

Dear readers,

during the last years, ergonomics became one of the reference domains in the managerial theory and practice. Ergonomics is a major component of the human resources management and also, it is an important factor of performances.

Ergonomics is the link between efficiency, effectiveness, security, and health and in this context it is necessary to approach the ergonomics and its impact on the process of the organizational development and on the employees.

The links between ergonomics and human resources management are important not just from the methodological perspective; it is necessary to analyze its impact on the organization. So, in this context we could say that ergonomics contributes to the development of human resources management in many ways. Therefore, ergonomics must become one of the major interests of the managers.

The role of the human resource manager is evolving with the change in competitive market environment and the realization that Human Resource Management must play a more strategic role in the success of an organization. Organization, which do not put their emphasis on attracting and retaining talents, may find themselves in dire consequences, as their competitors may be outplaying them in the strategic employment of their human resources. With the increase in competition, locally or globally, organizations must become more adaptable, resilient, agile, and customer-focused to succeed. In order to succeed, HR must be a business driven function with a thorough understanding of the organization's big picture and be able to influence key decisions and policies.

With the many changes, those have occurred throughout the years, human resources management's challenges for effectiveness and efficiency have also multiplied. Thus, this journal will discuss this important topics and future trends and challenges in human resources management.

Some of the major trends affecting human resource management today are the modern labor force, organizational strategy, growth, technology, and the changing nature of employment relationships.

Trends in organizational strategy include putting in the effort to maintain high-performance work systems those will develop changes in the organization's size and structure. Human resource management has stepped up to play an important role in helping organizations. Human resource management's goal is to gain and keep an advantage over competitors by simply developing into high-performance work systems.

It is no longer enough for a business to have *great products, nice customer service representatives* and perhaps a *discount* every now and again. Nowadays customers want more. They want to be involved with the companies they do business with. *Who runs the company, what is its mission? Do they care about me?*

With the economy starting to show improvement, there will soon be more jobs available than in the previous two years. This means more competition to keep top employees and recruit the best from the ranks of the unemployed.

*Does the company value their employees and show this in the form of frequent rewards and recognition? Are there opportunities for advancement and specialized training?* These are

some of the deciding factors. If an employee has to give you forty hours of their life per week, they are looking for something in return.

I would like to take this opportunity to thank all the many people who took part in this journal.

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