

Editorial

Dear readers,

Management of people is a phenomenon of social life which has been a part of human history since prehistory. It was the time when first social groups, protecting their human existence from unfriendly communities and unknown and mystical nature, were intentionally formed.

In past, the main principle of managers was the “experience principle”. Technique of errors and mistakes was the most important when profiling the manager. Employees were subordinated to a severe regime and any indication of revolt or dissatisfaction with given objectives or work quality was suppressed very drastically.

In 1980s, the conception of personal work, current up to these days and known as management of human resources (or human potential management in present), started to form in developed foreign countries. As for personal actions, it was the area of education of adults (andragogy) and employees that became significant. Actions concerning employees’ stabilization became very popular, too.

Generally speaking, particular actions concerned with management of human resources have started to apply in order to meet the requirements of an organization as well as employees. Except for intellectual capital development, the impact has been on support and advocacy of business, team and individual education as well as on creating that kind of environment where knowledge is developed and managed in a systematic way.

Every economy depends, almost exclusively, on quality of the human resources. Because of this, use of these resources and investing in their quality are primary factors of its development.

In our country, it is very common that educational programs are very often overcrowded, methodically not adapted and are based on quantity of facts. Due to this reason, the most important premise of pedagogical approach – development, coherence and synthesis of knowledge, is ignored. The system of education of adults is almost non-existing, and is rather based on hobby knowledge than on functional changes of structure and quality of existing knowledge and skills.

The system must be able to form self-initiative, creativity, criticalness, communicativeness and team work. By pushing forward this approach, individuals will gain confidence and their competitiveness will be developed too. Resulting from this, that kind of system will finally create individual people ready to take their role in society. The system should enable to all people, who have made a mistake at school selection or do not fulfill some criteria, to keep educating with minimal loss of time and other instruments. Services of professional orientation and informing should be of good quality and available everywhere. In this case, individuals should have the possibility to gain the whole amount of practical, professional and high-qualified knowledge.

The most important thing to understand is that the changes are possible if and only if we choose the best human resources which will be then supported in other education. What is also

important is the fact, that in spite of ceaseless investment in education, it is the individual that takes the responsibility for development.

With best wishes for you

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