

Editorial

Dear readers,

A further issue of the scientific journal Human Resources Management & Ergonomics gets into your hands. We are pleasant that, through its publishing, the intention continues to publish scientific papers presenting the results of original, theoretical and applied research, including the practical results of the authors in the area of management and development of human potential and ergonomics. A current issue offers many various scientific essays but what unites them can be called as a *knowledge society*.

The terms „knowledge”, “knowledge management”, “knowledge economy” is now met quite often. There is talk about the need to transmit knowledge in the educational process, the need for effective management of business knowledge, as well as the companies attempt to become the “knowledge organizations”. In fact, we can call the present as the knowledge based time and us (employees, university teachers, managers, specialists, scientists, etc.) as the part of a knowledge society.

Important actors and creators of knowledge are the people who do “hip” knowledge in their minds as a result of their training, experience, and also knowledge is their own property, into which no one should interfere. A special category is created by the knowledge workers. This term first used by P. Drucker (1954) designated persons (employees) who used to do their job more their brain than their muscles. The occurrence of knowledge employees was shown much earlier than we have thought. We can say that these ones have occurred and stay in all stages of the human development, but the need to manage, and encourage their development and teachings were influenced primarily by technological, social and economic changes in the last two decades.

As stated by L. Mládková, the knowledge employees are relatively a new factor to the company and when considering tools how to manage them, we are somewhere where F. W. Taylor and his contemporaries when they examined tools to drive/manage manual employees (blue collars or workers) and permanently enhance their productivity.

The knowledge employees, however, differ also in other fields, due to a non-homogeneous nature of the individuals and various approaches that are necessary to apply in managing them and communicating with them. According to the J. Urban, a decisive role in this situation does not play a setting rules and monitoring their performance. It consists in the need to identify targets, lead, motivate, provide the necessary resources, remove barriers in the work, and evaluate results obtained.

Given the above, it can be conclusion that people need to change their thinking in terms of the teamwork and the mutual communication. So, as P. Mesároš presented, they must also understand the importance and usefulness of the information does not lie in its preservation and concealing over the others, but backwardly, information increases its importance and benefits if and only if it is accessible to the number of employees.

According to P. Drucker, the knowledge employees present the assets, not costs, because of fact the costs have to be reduced only, and the assets have to be constantly

supported and developed. It is very strong think reflecting the contemporary situation and challenge of the economy and social environment.

I believe that for these reasons the individual papers published in this journal will help to expand platform when lowering the barriers for communication at the scientific and expert level.

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