

Editorial

Dear readers,

Current situation on global markets is not optimistic, neither are the prognoses of its development. What is the role of human resources management in these days? At first look we can say it is much easier. There are a lot of educated people who are willing to work for relatively small amount of money. Main reason is, that in the world lives nowadays more than seven billions people and the unemployment rate is still rising. Europe is a good example for that. More and more young people have no jobs. Some big European countries budgets are in alarm conditions. It seems so that there are a lot of good candidates to choose. But is the situation really so simple? I think not. E.g. we in Slovakia observe a critical lack of technical and medical professionals. And there is more. In regions with high unemployment rate is the situation so critical, that just to have a job is considered as “luxury”. More and more entrepreneurs are trying to get advantages of this development – for example to pay the people so little as possible.

Let us look at some facts (data source: GEO 5/9/2013):

- a) Every fourth European younger than 25 is unemployed.
- b) Common depth of European countries is approx. 11 billion €
- c) Almost 100 million young European Union citizens in age from 15 to 29 must be able to help themselves, because there are no positions for them.
- d) In Island after the bank system breakdown was in 2008 depth per capita in amount of 250 000 €
- e) Unemployment of young people in some European countries:
 - ~ Spain and Greece – more than 50% of young people are unemployed.
 - ~ Italy, Latvia and Slovakia – more than 30 % of young people are unemployed.
 - ~ Surprisingly Luxembourg – 18.6% and Finland – 19%.
 - ~ Total unemployment rate in Slovakia in 2012 – 14.0% (Slovak Statistical Office).
 - ~ Total unemployment rate in “Euro-zone” in 2012 – approx. 12% and rising (Eurostat).
 - ~ Total unemployment rate in European Union in 2012 – approx. 10.5% and rising (Eurostat).

So, what is the real role of human resources management in present days? In my opinion is it to help the people and also help to better the situation on the markets, in the regions, in the states... Thorough management principles it is possible to achieve a real and significant development of people in every company. And thorough these processes also achievement of company's goals. This way of thinking processed on methodical concepts is well known. What about the regions and states? Ethical approaches applied towards people in companies, towards ordinary staff, have power to educate and to motivate. Single visions could be transformed into common. When the people, the “work force”, are satisfied, they can

improve themselves. There is a possibility that this satisfaction and improvement will accordingly step by step spread into whole region or state.

According to all the mentioned issues I must say that the role of human resources management is crucial. Particularly in these times – to provide certain and motivating work environment – is a fundamental benefit. Benefit not only for the people, but also for the companies.

Finally I want to say thank you to all authors in this issue. Your scientific point of view on current problems is a real contribution.

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