

## ***Editorial***

Dear readers,

The problem of human resource management never was so much acute as in this time. In this high-technology time as if forgetting who is the main core of the company. Very many companies are mainly focused to new technologies and HR departments of those companies have one main goal, and it is recruiting new people only. The employees are used and then changed. There is a lack of strategic concept of working with people. This situation can be seen around us in all businesses and sports spheres. Ken Robinson said that “*human resources are like natural resources; they’re often buried deep. You have to go looking for them; they’re not just lying around on the surface. You have to create the circumstances where they show themselves,*” but it seems that many companies take into account only the first part of this definition.

On the other hand, there are many companies and organizations which understand that talented employees are the best richness. As Leif Edvinsson, Swedish Intellectual Capital guru in Corporate Longitude said: *The only vital value an enterprise has is the experience, skills, innovativeness and insights of its people.*

This volume of the scientific journal Human Resources Management & Ergonomics again brings new knowledge and ideas that show how can be improved businesses and organizations in managing human resource or developing human potential. As was maintained in Human Resources Guide for Community Sport the human resource management has become more complex and can make a significant impact on employee productivity and the bottom line. More organizations need to pay attention to human resource by ensuring their business planning process includes human resource issues. Whether there are implementing new technology, reducing cost, expanding, or experiencing a major change within organization – all of these impact human resources and should be addressed in strategic plan.

As an example in Slovak conditions we can mention situation in sport clubs. Most of them have no professional management in the club. The club managers are people who often have personal ambitions and if the ambitions are not met, they leave the club. Then it is clear that is tough to keep continuous concept of the club. It is not possible to talk about human resource management or human potential development at all. There is only one-way how to improve this thing, and it is make clubs more professional. There should be professional team of managers who make strategy of the club including human resource management.

There is not a big difference between human resource management in business and sport organizations. Russel Hoye et al. in book Sport Management, Principles and Applications, have opinion that many of the core concepts that underpin human resource management apply to all organizations, whether they are situated in the world of business, such as soft drink manufacturer Coca-Cola or mining company BHP Billiton, or in the world of sport, such as the South African Rugby Football Union or the Canadian Curling Association. In particular, professional sport organizations have special features which present a unique human resource management or human potential development challenge. There are three levels of employees as the front office, then coaches, trainers and scouts, and the most visible employees are players. It could be argued that non-sport businesses operate in the same way, with different levels of management, from the chief executive officer all the way through to the employee

on the factory floor. The obvious difference in the sporting context is that the human resources at the bottom of the staffing pyramid are the highest paid employees in the entire organization.

It is clear that human resource management includes a very wide complex of problems. Only continuous researches and discussions can really help to find out solutions. This journal is one of the ways how to share knowledge over the world and I am sure that this volume of the journal would be very inspirational for many readers.

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