

Editorial

Dear readers,

Here is another issue of our scientific journal Human Resources Management and Ergonomics (HRM&E), which has been consistently providing readers with knowledge in the field of development of human resource management/human potential development. A new, fresh approach to this matter makes the field of development of human resource an increasingly recognisable socioeconomic structure. Authors from many countries have presented results of their studies in this journal, leading to our better knowledge of more and more interesting fields of research that enrich this discipline of science.

It is worth noting that the problems raised in this journal are a response to the economic changes of the twenty-first century, characterised by dynamism, turbulence, as well as uncertainty and risk. The rapidly changing conditions of competition in the local and global environments resulted in the need for an active, pro-creative and pro-innovative approach of economic entities in all areas of their operations. More than ever before, there is a need for quick adaptation to technological innovations and the changing requirements of the market and the stakeholders. Human resource or even human potential is a specific remedy and answer to the knowledge and skills – whose value is subject to quick depreciation – in terms of adjustment to such turbulent conditions of the environment.

It should be emphasised that human resource and human potential is both difficult to copy and imitate, and quite invisible and immeasurable, and the effects of investment in human capital are long-term. Using its potential allows you to create new solutions, initiate new processes, and thereby, ensure conditions for growth and development. However, it should be noted that the mere fact of possessing such potential is not a guarantee of success. This potential is flexible and dynamic in its nature, and its proper use will generate value.

In fact, you can easily say that human resource and/or human potential has become a decisive competitive factor. Qualified employees, i.e. people with adequate education, may become a source of profit. The potential inherent in human potential often becomes a response to the limited use of labour, land, tangible and financial resources.

At the same time, it should be noted that this factor is nowadays considered by many people all over the world as a superior asset, driving the development of modern economies, i.e. in Japan, the United States, or European Union countries, and yet, without the presence of other material resources, we would not be able to use it in economic processes. Thus, achievement of economic success should be based on taking advantage of synergies, understood as the effect of joining forces in both complementary areas, and those seemingly non-complementary.

In conclusion, I would like to thank all the authors for their contribution to this issue of Human Resources Management and Ergonomics. This journal is dedicated to academics but also to practitioners of economic life.

The issues presented in the journal are an interesting source of knowledge in this field. I hope that the knowledge contained in our journal will prove useful in the development of both theory and practice.

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