

Editorial

*“To learn is to find what you have known for a long time.
To do is to show that you know it.
To teach is to remind to the others what they know equally well as you.
We are all students, performers, teachers’
(Richard Bach)*

Dear readers,

Nowadays period of our generation on the turn of millennium, with accelerating science and technologies progress, with appearing new social and economic development possibilities as well as perspectives, distinguishes by expressions of radical changes and obligates to understand strategy of alternation as essential process of human activity, unity of nature and human activity worlds as well as necessity of complexity in development and progress of society.

The latter period is related to formation of knowledge society, knowledge economics, human resources cultivation which formulate the following qualities: to be able to adapt to changes while changing work methods; knowledge-based economy functioning; realizing of continuing education idea; formation of responsibility for knowledge, abilities and skills development/learning; use of business strategy factors for the development of working capacity, competence, enterprise, applicability and faculty. Besides, knowledge comprising basis and having intellectual resources become one of the most important good that are assigned to traditional manufacture factors: land, work power, and capital. Knowledge are extremely important in education, scientific research as well as design activity, they are equally important to culture and health care, consulting, juristic services, advertisement and many other economic activity fields organizations.

Intellectual resources are become the most important source of business subject stable competitive advantages formation, increase of their potential market value and satisfaction of dynamically developing users' needs. Thus, knowledge are becoming intellectual resource of business subject or organization of any kind or an active, requiring emphasis of their functioning regularities, systemic evaluation of spread and effective use of interaction with other economy factors and frugal approach. Intellectual resources management problem is one of the newest management theory field and it is worldwide given much attention.

Knowledge and lack of knowledge for effective organization management level defines main human resources formation presumption. Human resources formation possibilities reveal how to develop that level and to make human resources management more effective: use of intellectual resources management and new knowledge/knowing; research and analysis in personal competences development process, while forming and improving education, oriented to competence development, systems; evaluation of qualified consulting, while determining development/learning need, by using for their solving career development modelling methodologies.

Nowadays situation requires not only knowledge about different objects, regularities or theories, but knowing how, abilities and skills to realize the idea.

Thus, in the process of global civilization, under conditions of society transformation, while forming human resources, significance of not only special (speciality) knowledge becomes actual, but also the need of professional practical skills and abilities, necessity of systemic attitude, oriented to world issues and local realization in alteration process while developing human resources competences.

Considering assessments of nowadays situation and possible perspectives, publications of journal suggest presumption that human resources are formed by understanding of systemic attitude, activity organizing and professionalism development in the change of humanity development and progress evolution processes.

The given in a journal scientific researches, literature analysis, management theories and concepts studies made a possibility to distinguish and formulate for this time three human resources formation action segments. Formation of the first action segment was conditioned by modern management science theories and concepts studies, to which management factors, mega-skills, principles, features, values and truths are attributed, main management concepts and strategies of organizations activity are named as well as main processes influencing change and perspectives of organization are distinguished. Formation of the second action segment, as management skills, abilities, knowledge how to orientate in the changing environment and act situationally was conditioned by modern management science theories and concepts studies, orientating to modern worldwide situation, socio-politic context, international economics and competitiveness, actualizing globalization and multinational corporations, international financial market, strategic changes management in undefined future world. Activity itself based on innovations, formation of new attitude, future making orientated to alternation paradigm strategy is attributed to the third action segment of human resources formation. These are scientific research papers actualizing concept of educated person, importance of new knowledge making as well as value of mentality formation.

The happening changes, available work experience of scientists and performed researches presuppose main trends of the accomplished and performed scientific researches development, focused to teaching of human resources, learning, cultivation, allowing to integrate needs of employees, personal goals and expectations to purposeful organization activity.

Generalizing, I would like to think all authors and editorial board of the journal for their contributions and efforts while participating and publishing this scientific journal, hoping that this will increase readers' interest in theoretical and practical human resources management problems and will contribute to their new experience while analysing and evaluating human resources of organizations.

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