

Editorial

Dear readers,

You have got in your hands the next issue of the scientific journal HRM&E which will celebrate the 10th anniversary of its existence in the next year. It has become characteristic for this journal that it brings on its sites the originality and new innovative view on the problems of the human resources management. Also in the forthcoming issue you will find a lot of original results of the theoretical, as well as applied research and various scientific papers. The contributions are concerned in the real environment, so we will focus on the current problems of the European countries.

The European economy is recovering from the economic decline in the recent years. The current economic recovery is progressing very slowly. Here is many problems in the economies of the EU countries and frequently they are interconnected. The most urgent challenges consist in creating the new job positions that would reduce the unemployment still remaining too high. The high unemployment rate of young people is particularly alarming.

In the recent years the enterprises have implemented various austerity measures in the form of austerity programs which has included a really versatile cost reduction. Layoffs of the longstanding high qualified employees, whose skills were competitive advantage of the enterprises, have occurred. The enterprises are resuming their production today and so they are looking for the skilled employees but they are not always successful. It is caused by the need of the qualified workers who have knowledge about whole production process. The times, when tangible assets were the most important part of the company, have gone long ago. Here is still more enterprises that become aware their greatest wealth is in their employees. In case of some Member States 50% it approaches 20%. The important problem is the long-term unemployment. Such an extended period of unemployment tends to have significant long-term negative consequences on individuals who have lost their jobs as well as on the economy as a whole.

Human resources departments are making great efforts to get and retain highly qualified employees who are able to develop their knowledge and skills. From the enterprise point of view, the human resources are the most important enterprise capital worth investment. The enterprise training programs are often realised in order to improve performance, or remove existing problems in the field of performance etc. The solution of the problem is the development of human potential and putting an emphasis on motivation of employees by the employers, in others words, the solution is a strategic concept of working with people.

On the present we can observe the EU-wide absence of the employees qualified in the field of engineering, information technologies, health care etc. Employers point to the small number of graduates in technical fields and the lack of skills among the graduates. For example, during the last ten years there has been a dramatic decline in the number of the university students in technical fields and across all EU countries. In this period approximately one third of all students have studied at the technical universities however at present it is in most European countries less than 20% which represents really alarming state.

Recently, the European statistics showed that the labour market disposed of over more than two million jobs that cannot be filled despite the record unemployment of young people. They are missing the experience and skills. The way out of the problem is lifelong learning facilitating the transition between education and employment at various levels during life.

From the perspective of management and development of the human resources the skills have become the 'global currency of the 21st century'. This currency is a major factor affecting the asserting themselves of the jobseekers in the labour market. How the sectorial structure of the economy changes, the requests on the skills and competences are also changed and the 'currency' depreciates. As well individuals lose their skills what remains out of use. The basis for human resources management is the ability and willingness of employees to learn and develop their competences and skills, what requires as well adequate motivation.

In last twenty years, the development of technologies has moved the humanity one level higher – to the knowledge society. Also in the area of human resources management there are new challenges and issues that will need to be resolved in the future. Already present confirms that in the human resources management becomes even more significant in the knowledge society. It's a new wind in the sails of research in this area.

In conclusion I would like to thank all the authors for their contributions in the current issue of the journal and as well the HRM&E editor for their longstanding efforts. I am convinced that these contributions provide the readers the inspiration and new knowledge which become the subject of the scientific discussion about their applicability in practice.

Ing. Zuzana Kozubíková, PhD.
Department of Macro and Microeconomics
Faculty of Management Science and Informatics
University of Žilina
Slovak Republic