

Human Resource Management Is an Important Part of the Management Process

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Abstract

The objectives of the study are to examine general human resource practices, assess employee perceptions of human resource practices, and determine the impact of human resource management on their performance. Employee performance evaluation is one of the most important functions of human resource management. Continuous and fair evaluation of employees is seen as interactive with their motivation and performance all the time. When they feel appreciated for the work they do then their results will be higher. A job done with motivation makes the individual and the organization have a satisfactory performance in their work. Performance appraisal is a key factor in employee motivation strategies. A skilled, supervised and motivated personnel is a condition for the proper functioning and development of tasks in the public sector. Performance evaluation is a long-term process which contributes to the proper management of individuals or the organization as a whole.

Keywords: Human resources, management, performance evaluation, influence, public administration.

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1 Introduction

The term "human resources" is defined as labor power and is ranked among the four main factors of production: land, labor, capital, and cost. This treatment of employees as a resource, just like financial or physical resources, has its origins in employee policies during the industrial revolution. Human resource management came about as a result of organizations asking employees to work and produce more than they were rewarded. Since the early 1900s, it is possible to identify a growing interest in the field of Human Resource management. The sustainability that human resources today play within organizations leads companies to monitor more and more carefully every activity related to personnel.

The contribution of our work consists of a field study, carried out by means of a questionnaire that allowed us to obtain the essential data to determine the main models used by the administration for personnel management.

1.2 The purpose of the paper

Through this study, we will try to get to know the main concepts in human resource management and the impact of performance evaluation in public administration. Through questionnaires we will try to understand the perception of public administration employees regarding their work and performance at work. This study presents a research on how performance management systems help not only the employee as an individual but also the organization as a whole so that through proper performance evaluation I can see the required results. This is shown through the trainings, qualifications, evaluations and rewards that they give against the work done by the employees.

2. Principles of administration PUBLIC

MANAGEMENT public, focuses also ALSO IN the issues THAT related to personnel. IN most countries administrative reform has included IN ITSELF service reform _ civil. Historically, the trend has been TO meritocracy. Attention yes i DEDICATION more and more LOT factor THE other Apart deservedly intellectual, including attitude personal, personality, connections personal AND CONTRACTS AND deal collective.¹ Apart to this, the budget IS turned IN A tool mAIN IN program planning _ THE future, setting priorities, program management __ current, the connection of the executive with the legislature, and definition of responsibilities. INTER principle KEY THE MAnAgeMenT has been public The economy AND efficiency, that is performance of services public with the costs minimal.²

3. Planning The ResourCes HUMAN

Recently, organizations are becoming aware of the creation The ADVANTAGE competitive STANDS TO people. No LOT AGE MORE first, the so-called functions of HR _ Were maintenance of " Personnel ", task THAT they were content with recruitment AND selection, assessment, promotion AND THESE office Surface

¹ Boti, A. (1997). Stress. Tirana: Publications Peggy.

² Archmann, S & Iglesias, JC (2010). e- governmenta driving force for innovation and efficiency in Public Administration, EIPASCOPE, European Institute of Public Administration no. 2010/01 p. 29-36

can THE carried BY ANY manager , therefore NOT it Was The REQUIRED eMPLOYMENT The EXPERT manager THE ResouRCes Human , and neither _ thought CREaTING The A DEPARTMENT THE ResouRCes Human. Little attention The dedicated ResouRCes human , issues THE management AND iMPACT THE HIS IN the performance organizational .¹ IN the business world competitive AND IN CHANGES THE quickly , organizations ESPECIALLY IN Albania MUST THE PROVIDING USE maximum THE ResouRCes THE theirs . Studies HAVE shown that organizations can THE create AND THE keep the position competitive through management of , resources THE rare , to available AND THE inimitable (Barney, 1991). Management practices _ THE resources HUMAN HAVE CAPACITY ABOUT THE created Organization THAT ARE MORE intelligent , flexible AND MORE competent than their rivals _ through IMPLEMENTATION THE POLICIES AND PRACTICE THAT focus IN recruitment , selection , training of employees THE qualified AND their direction . _ it can potentially THE consolidate the performance of the organization AND THE create ADVANTAGE competitive HOW A RESULT The sensitivity HISTOrlcaL THE ResouRCes HUMAN AND the social complex of POLICIES AND PRACTICES THAT the rivals can THE not BE IN ABLE THE Mimicking OR THE repeat diversity AND their depth . _ Recently , organizations _ _ ARE THE centered IN achieving performance _ superior vIA FITNESS MORE good to _ ResouRCes HUMAN THE GIFTED HOW A ace strategic .² policies OR HRM strategies should THE BE now IN compliance with business strategies _ ABOUT success organizational . Armstrong (2009) defines Resource Management _ Human Resources (HRM) as strategy AND ACCESS coherent ABOUT asset management _ MORE THE available THE A organizations , are people THAT WORKING ALONE AND collectively AND CONTRIBUTING IN achieving objectives _ organizational . Management practices _ HAVE CAPACITY ABOUT THE CONCERNED positively IN the performance of the organization , the creation of connections THE robust OR performance reduction .³ _

CONCLUSIONS

People are the main resources of the organization and organizational performance depends on them. Various factors affect the performance of employees in the work environment and their motivation. Through several questionnaires distributed in the public administration, we tried to get to know the opinions that the employees had about their work environment, performance and other factors. Continuous and fair evaluation of employees is related to their motivation and further performance in the workplace. Regular evaluations should be done at certain time intervals. Organizations can set these intervals according to their own conditions. Performance and motivation are two closely related concepts. People think that people who are more motivated in the work environment show a better performance. Individuals who are motivated are very devoted to their cougar and feel more productive and their work turns out better. But it must be managed carefully, so that the energy they spend is not at high levels, as their work can often be unproductive. To be motivated is to feel motivated to perform at a high level. Motivation, performance and the strong relationship between them are key to high or low productivity in institutions and organizations.

RECOMMENDATIONS

The Administrative field is one of the main pillars that directs the public and most vital issues of a state. One of the criteria of a reforming administration is necessary cooperation and modeling with the EU. One of the priorities in the continuity of the Institutions and the Government, are also the reforms in the administration, which can be realized as a whole, only if we create a quality service through information, communication and services as efficiently as possible, and digitization of these services.

We should consider some recommendations:

- Public administration employees should have a safer work environment and have security for the continuity of their work, as in this way they would have a higher performance and feel more motivated.
- Jobs should be acquired on the basis of merit because in this way employees would be better prepared and performance at work would be higher.
- Trainings are extremely important as employees expand their knowledge and become more skilled on the job. Managers should organize various trainings for their employees.
- Measures should be taken so that performance evaluation is accompanied by material and monetary benefits and this will increase the level of employee engagement in the organization.
- Engagement of specialist employees in the respective workplaces to make the appropriate contribution.
- Creating a suitable environment for employees should be primary for public administration.
- The evaluation of employees must be honest by everyone so that the evaluation is the right one.

¹ Sonnentag , S., Volmer, J., Spychala , A., (2010) "Job Performance" Handbook of organizational behavior: vol.1

² Afful-Broni , A. (2012), "Relationship between motivation and job performance at the University of Mines and Technology, Tarkëa , Ghana: Leadership Lessons, Vol.3 No.3

³ Burz , RD, (2013) "The concept of performance" Cross-Cultural Management" Journal Volume XV, Issue 2 (28)

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