

CURRENT ISSUES OF THE HUMAN RESOURCE SELECTION PROCESS IN RAIL TRANSPORT

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Abstract: A correct forecast of the necessary personnel is required to be permanently correlated with the foreseeable changes of the environment - the conditions of the market, of the economy, of the competition, of the technology and of the finances. Due to the instability of the current economic environment, railway companies are determined to organize in a new way, looking for management methods through which they can control a context of crisis, which disturb existing theories. An important feature of all modern approaches is the idea that all human resources must be mobilized to achieve organizational goals. The importance and topicality of this topic are given by rethinking the strategic role of human resources at the level of organizations, people being considered the main competitive advantage they have. These developments increase the importance of recruitment and selection as a determining factor in ensuring the need for human resources.

Keywords: selection, recruitment, rail transport, human resources.