

STRATEGIC TRAINED HRS FOR SUSTAINABLE INTEGRATED URBAN DEVELOPMENT PLANS

Abstract

The present paper is focused on the necessity to utilize strategic trained human resources during the urban development planning and implementation guidelines. Moreover, in order to pursue an objective focused on sustainable urban development it must be outpost before all the degree of knowledge and experience of the human resources that will be included within the administrative plans designing.

Creating a new methodological vision within the creation and implementation of sustainable integrated urban development plans researches assume a scientifically and practical step which does not neglect the unity of the labor process, its integrity, and tries to establish a large dialog between various participant sciences representatives for creating integrated urban planning, on finding new commune operational criteria and principals and also, some general accepted modalities of integrating different human activity's researches directions in the labor process.

Keywords: strategic planning, integrated plans, urban development, cooperation between institutions, trained HRS.

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RESURSE UMANE INSTRUIE STRATEGIC ÎN VEDEREA PROIECTĂRII DE PLANURI INTEGRATE DE DEZVOLTARE URBANĂ

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Rezumat

Lucrarea de față este axată pe necesitatea de a utiliza strategice resursele umane instruite în planificarea dezvoltării urbane și a implementării liniilor directe. Mai mult decât atât, în scopul de a urmări obiectivul axat pe dezvoltarea urbană durabilă, trebuie să fie înainte de toate evidențiat gradul de cunoaștere și experiență a resurselor umane care vor fi incluse în planurile administrative de proiectare.

Crearea unei noi viziuni metodologice în ceea ce privește documentarea pentru crearea și punerea în aplicare a planurilor integrate de dezvoltare durabilă urbană își asumă un pas științific și practic, care să nu negligeze unitatea procesului de muncă, integritatea, și încearcă să stabilească un dialog între reprezentanții principalelor domenii de interes pentru crearea de planificare urbană integrată, care să găsească noi criterii și principii operaționale comune și, de asemenea, unele modalități general acceptate de integrare a direcțiilor de cercetare a activității umane variate în procesul de muncă.

Cuvinte cheie: planificare strategică, planuri integrate, dezvoltare urbană, cooperare inter-instituțională, resurse umane educate



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1. INTRODUCTION

As the key drivers of the sustainable integrated urban development plans are the strategic trained human resources we outpost the need for accelerated social change, especially within the urban area, within which the directions require restructuring of educational reality for that the educational objectives will be aligned with the specific requirements for outrunning the current autochthonous gap between objectives and realizations.

In moving towards the urban development upsurge, we find as a decisive factor: working with adequately trained human resources as per the known interdependence between economic growth and human capital quality.

Thus the link between technological progress and individual skills and knowledge are reinforced in the point where the economic development focus crosses the intellectual development axis, and the maintenance of the common point of convergence to an optimal level of existence is carried out through motivation of human capital remaining in the country of origin through excellence.

Therefore we reiterate the principle of lifelong learning as the possibility of achieving an education deeply individualized, fully consistent with the needs and personal aspirations, over the entire life. To meet this principle requires a global organization of educational influences into a coherent system.

2. EUROPEAN SUPPORT'S OPERATIONAL FOOTPRINT TOWARDS LIFE QUALITY GROWTH AND NEW JOBS CREATION

The Regional Operational Programme 2007-2013, Priority 1 has into view the support to sustainable development of cities - growth poles, and as per the current paper we took into consideration the area of intervention 1.1 - integrated urban development plans, sub-field: urban centers.

The objectives of this key area of intervention - under the Regional Operational Programme are the:

- the quality of life and creating new jobs in cities, the urban infrastructure rehabilitation and improvement of urban services, including social services and to develop business support structures and entrepreneurship.
- promoting structured cooperation between higher education and promoting high quality in higher education, which provide a distinct European added value and be attractive to both the EU and outside its borders, to create centers excellence;

- contribution to the mutual enrichment of societies by developing the qualifications of women / men for them / they have adapted skills, particularly in the labor market, and have an open-minded and internationally experienced through promoting mobility for the most talented students and academics from third countries to acquire a qualification and / or experience in the European Union and for the most talented European students and teachers to move to third countries;
- contribution to human resources development and international cooperation capacity of higher education institutions in third countries through increased mobility streams between the EU and third countries;
- improving accessibility and strengthening brand image and visibility of European higher education worldwide and the attractively for third country nationals and EU citizens.

3. OUTPOSTING URBAN STRATEGIC PLANNING GROWTH BY ENSURING A BASIC LEVEL OF PROFESSIONAL TRAINING

The need of developing a national policy from the sustainable integrated urban development plans as per the continuous professional forming point of view, a coherent legal framework and an enhanced institutional framework is becoming more obvious in order to promote human resources development and to provide efficient and professional quality, also to facilitate adaptation to the constantly changing business labor needs and to the labor market in order to promote economic growth, employment and labor social integration.

In the actual sustainable integrated urban development plans evolution context, policies in employment should contribute to achieving the objectives of sustainable development of economy, a high degree of employment and social protection, equal opportunities between men and women, a high degree of economic competitiveness, growth and quality of life and cohesion economic and social.

We also have to take into consideration, as per the sustainable integrated urban development plans design and implementation, that also people at work naturally tend to adopt instinctive modes of behavior that are self-protective rather than open and collaborative. This explains why emotion is a strong force in the workplace and why management often reacts violently to criticisms and usually seeks to control rather than take risks. So, in order to eliminate this kind of perspective and to increase employee motivation, it is best that you influence behavior rather than to change personalities. Insisting what you expect from your employees will only worsen the situation.

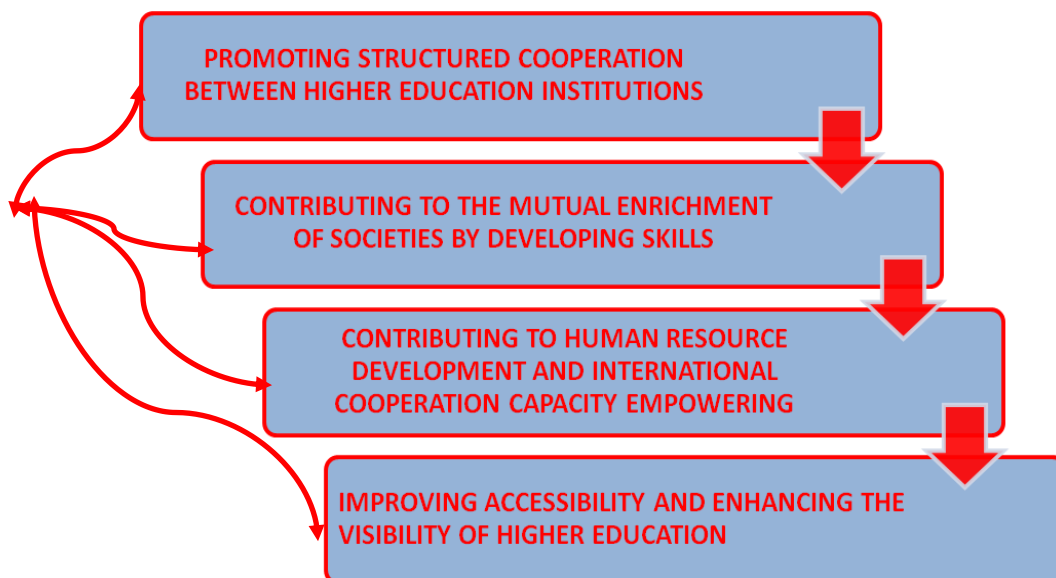


FIGURE 1. - MAIN STRATEGIC BASIS WITHIN URBAN DEVELOPMENT STRATEGIC PLANNING,

SOURCE FOR INSIDE IMAGE INFORMATION, POR 2007-2013, PRIORITY AXIS 1 SUPPORT SUSTAINABLE DEVELOPMENT OF CITIES - URBAN GROWTH POLES

Thus it must be taken into consideration that people do not like change. It takes time and effort to get people to accept and learn new ways of working in such a way that they are able to apply them. As the main objective is to create and implement sustainable integrated urban development plans, employees should be trained and encouraged to share the lessons learnt in order to curb repetitions of the same mistakes. An environment that allows this to prevail is likely to contribute positively to a culture that supports cooperation between public administration institutions and educational institutions.

Ensuring a basic level of professional training, which is indispensable for an efficient activity at one's work place, (communicational skills, mathematical calculus, technology of information, democratic citizenship, critical thinking, team work, continuous learning) irrespective of his position or area of expertise, represents an important phase in improving the creation and implementation of sustainable integrated urban development plans through the usage of adaptability to new situations through the process of continuous learning.

There are many options to choose from when seeking to further knowledge of a particular area. Most commonly, people will look to a formal educational environment before creating and implementing sustainable integrated urban development plans.

More and more university programs are offering specialized degrees to students in areas such as project management, procurement, information assurance, and specialized engineering curriculum such as genetic or optical engineering. These programs and many more are wonderful opportunities for

students to immerse themselves in a traditional learning environment. For students that are working and have scheduling constraints, many colleges and universities are now offering evening and online classes. All offer the chance to exchange ideas and develop new competencies.

Technological change and productivity growth at the firm level requires investment, and this in turn requires forms of loan capital finance that are appropriate for small and medium organizations.

The promotion of interdisciplinary researches in the creation and implementation of sustainable integrated urban development plans field gives answer to some of the actual requests of practice from the labor projection field, which due to the human activities complexity, in the modern production context, claims investigation with interdisciplinary character. Creating a new methodological vision within the creation and implementation of sustainable integrated urban development plans researches assume a scientifically and practical step which does not neglect the unity of the labor process, its integrity, and tries to establish a large dialog between various participant sciences representatives for creating integrated urban planning, on finding new commune operational criteria and principals and also, some general accepted modalities of integrating different human activity's researches directions in the labor process.

In order to tackle correctly the issue of the human and collective dimensions of the concept of economic intelligence, we consider that it is necessary to take into account the impact generated by the development of the contextual phenomena that form the coordinates of globalization and permanent development of the creation and implementation of sustainable integrated urban development plans. Such an approach requires the emphasis of two aspects: the conceptual elements of economic intelligence, on the one hand, and the coordinates of globalization on the other hand.

4. ADEQUATE TRAINED INTELLECTUAL CAPITAL LEADS TO HIGHER QUALITY MANAGEMENT

Evolutionary trend of technological progress caused fundamental changes in human labor, an important role in the development of production forces starring evolution of human conception about work and life. Technical progress accomplished by the widespread introduction of mechanization and automation of production processes led to the changing relationship between physical and intellectual work, meaning that the contractor is increasingly becoming an operator and a leader of the production process.

Human capital development strategies focus on the creation and implementation of sustainable integrated urban development plans size human capital resources according to strategic and operational needs of the national economy and ensuring efficient use of these resources. They will help

in formulating economic development strategies by establishing future human capital requirements by identifying ways to use top of this capital, human capital available which will support the implementation of economic development plans. But we have shown that there are restrictive limits on the use of human capital, such as: shortage of qualified staff, difficulties in recruiting labor, low labor productivity, flexibility and adaptability insufficient or climate that discourages cooperation and personal commit.

On the other hand, cars are becoming more complex, more expensive, moral wear faster and have shorter life as a performer than in production. Therefore it becomes necessary to focus on human concerns, such as adaptations to the needs of cars, in terms of professional knowledge and the physiological and psychological needs of service all effective, and adaptation of machinery to human biological and psychological characteristics, to request the its minimal effort and to ensure their maximum efficiency and remove any occupational injury could be quite expensive.

Therefore, the primary aim is to create work and living conditions for humans, so that it will be required in the normal range of its possible biological avoiding unnecessary physical and intellectual effort, exacerbating technical progress of the organization.

Consequently performance optimization models containing human factor very complex algebraic expressions depend on several exogenous variables. Parameters have the values from other models or can be generated from computer interface designer's mental model. Such data are considered as input into the system, mental and anthropometric characteristics of human operator, subject to their diversity based on mental capacity of the human factor in linear programming, taking into account their average weight, ergonomic of workplace activities and technological factors that show the operating system. Permanent analysis of management methods such intellectual capital leads to higher quality management.

5. CONCLUSIONS

There are circumstances when the Romanian administration leadership neglects professional training of public officers and thus maintains in office a larger number of bureaucrats, trading quantity for quality. One cannot help but notice the stringent need to train public officers so that they can make use of those pieces of newly acquired knowledge in their special field of expertise. Moreover, it is equally necessary to pay attention to the professional training of those public officers who hold management positions. What is required is a basic training level for any public officer irrespective of the position he actually holds in institutions of public administration.

Thanks to the interactive methods that are being used in trainings, participants can open themselves and tell their problems to the other because it is the right place to be listened and to receive support. Lifelong education can be held and also developed in a formal environment not only in the non-formal one, the important thing being to maintain the purpose of personal development.

Romania's accession to European Union managed to create confusion around the people, concerning the learning system and the labor market. All the rules were taken as a must do rather than a must understand. As an example to sustain this saying we have the must change the university studies structure and the must work at a European level. And the most important issue is that these two variables were taken separately.

What should we always take into consideration is the fact that to gain productivity of labor one must put into the efficiency equation the variables: studies level and labor field. The result of this equation cannot be other than economic growth.

For being economically competitive on the European Union market we have put on these market reliable products at the requested standards. Regarding the human resources, the reliability materializes into professional competence. The "Bologna Process" offered us the reference points for reorganizing the university studies structure in order to be able to distinguish the qualification levels closely connected to the labor market requests.

Labor fields (sectors, employers, trade unions) can be described as the relation between offer and demand. Labor markets function through the interaction of workers and employers. And in the context of Romania Accession to the European Union we can discuss about the relation between Romania's workers and European Union employers or vice versa.

The human factor should remain a priority for every community that is looking for social and economic development. The investments done in the educational system and human resources are among the most profitable placements.

Even more, being under an integration process, the possibility to appeal to the competitive advantages given from high skilled and trained individuals, will prove to be essential under economic competition. The dark side of this story would be the lack of adequate investments, and the result would be a low use for human resource.

Today's world is characterized by permanent changes in the creation and implementation of sustainable integrated urban development plans, especially in the social and economic domain, which has known an alert rhythm of change. We are thus witnesses to the transition to a knowledge-based

economy, and here are some relevant factors to be taken into consideration: the accession to the European Union, the increase of the minimal national wage, the introduction of calculation indexes of the minimal national wage according to the level of professional training, the obligation of appointing a person for a certain job according to the education requirements of the respective position (higher education, high school education, unskilled workmen), to the apparition of social groups which promote the new processes and modify the changing tendencies.

Under the circumstances of the complete integration of the creation and implementation of sustainable integrated urban development plans within the European Union structure, global economy can be related to other social factors, which shall continue and extend the context of certain new requirements and opportunities in the field of lifelong learning policies.

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