

EFFICIENCY OF HUMAN RESOURCES MANAGEMENT IN RAILWAY TRANSPORT

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Abstract

In analyzing the efficiency of human resources management, it is used a system of indicators that aim at, on one hand, provisioning with human resources concerning the number of employees, qualification, structure or personnel mobility, and on the another hand, their use, under the aspect of working time use, and of efficiency time use. This paper presents a type of dynamic analysis for the human potential in the Căile Ferate Române (CFR) Co. Regional Infrastructure of Constanta, under the aspect of its provisioning and use, taking into account that human resources have become a strategic production factor and simultaneously, the main component of performance in an organization. Our research reveals that in CFR Co. Regional of Constanta, the human resources are not efficiently used, from the perspective that is no correlation between the qualification degree of workers and the complexity degree of the executed works; some of these are performed by overqualified personnel, and, thus, inadequate paid.

Keywords: provisioning human resources, personnel use, efficiency, transport by rail

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