

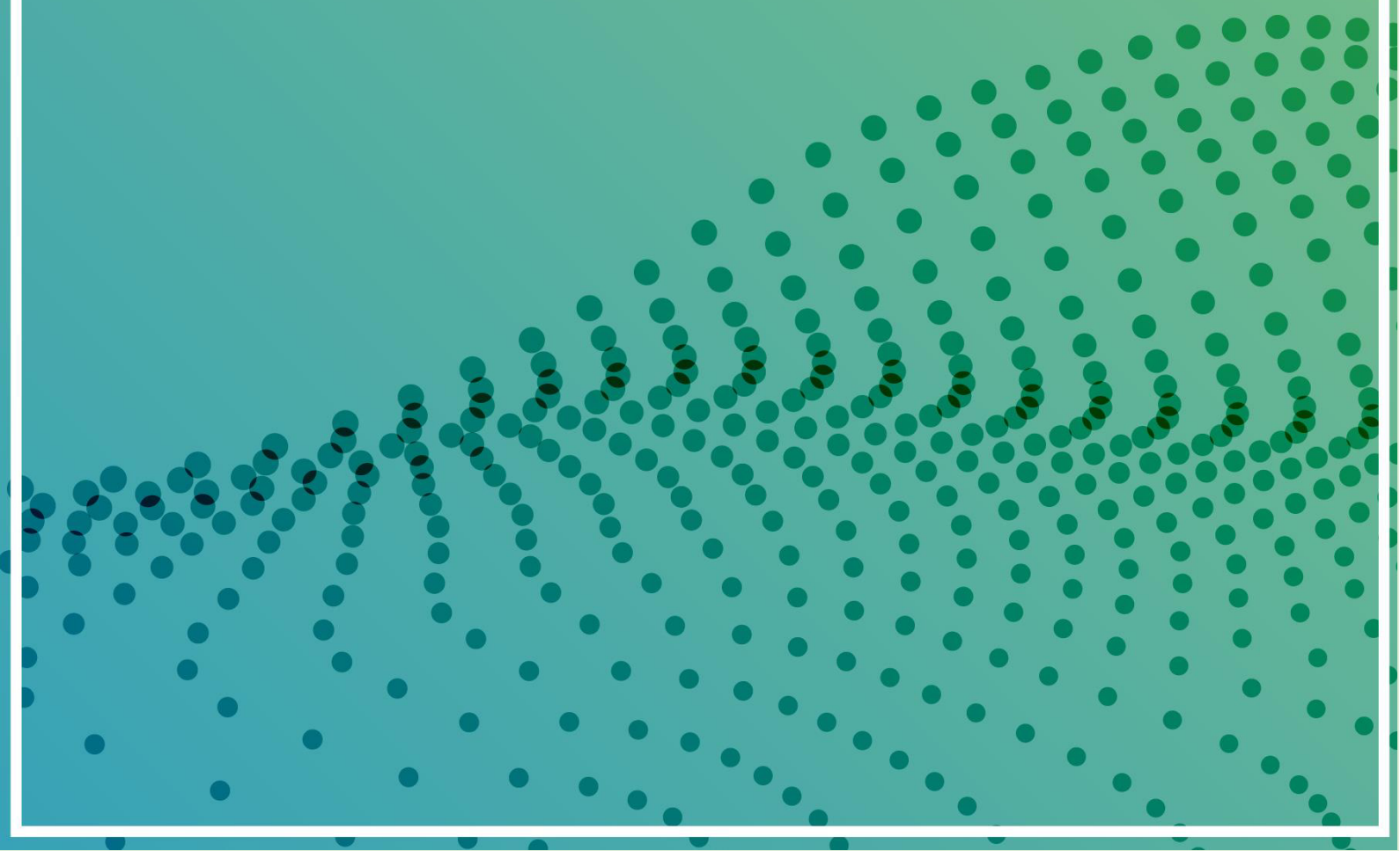


Integrated Business Institute



Integrated Business Faculty

BOOK OF ABSTRACTS
of the First international conference on
SUSTAINABLE DEVELOPMENT IN BUSINESS AND ECONOMICS



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HUMAN RESOURCES MANAGEMENT: EDUCATION AND TALENT MANAGEMENT

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Human resources management is an unavoidable topic in the international business economy. The goal is to prove that human education, skills and his all knowledge, make the basis of the development of the enterprise. And economic development today, those societies whose economies are based on knowledge. Those countries that have lower economic development do not necessarily have to stay on the margins with other economically weaker countries, because they can educate their human resources and find their talents to empower them to work. Investing in people certainly affects the increase both, productivity and competitiveness. Investment in human capital implies various types of investment, but education is especially emphasized. Education includes basic, formal education and training in the workplace. Today, it is mainly said that education is continuous as long as the lifetime lasts. Employee education is a key element in the selection of human resources, followed by other skills, ability to adapt, and ability to teamwork. Today, employees are expected to have the ability to adapt to constant changes.

Speaking further about human resource management and education, it is necessary to mention talent management as a key aspect of the human resources management strategy. Human resources as an "authentic resource", a resource that creates a synergetic effect in team work, is unrepeatabe in other companies and environments. Among other things, this leads to its uniqueness. On these grounds, multinational companies are developing international executive teams that successfully overcome the barriers they encounter. Overcome an obstacle because they have developed strategies based on experience. More complex and demanding markets require knowledge-based business, and this has created the need for talented (gifted) specialists. From these reasons, the importance and talent value in modern business strategies are very much related to the business.

In this paper the analysis method will be used as a way of connecting HRM, education and talents. The main conclusion is that human resources are one of the most important elements of the economy in the conditions of globalization and the intensified connection of the world. In doing so, talent management is of strategic importance for companies operating in international markets.

Keywords: human resources, education, skills, international human resources management, talent management, leadership

