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## The Economic Progress in the Sustainable Human Resources Development

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*Human resource management is a factor that increases the firm's competitiveness and the overall national economy, an important factor of economic and social progress. Human resources management contributes decisively to harmonize with the goals of individuals and of society, the interweaving of social benefit reasons rather than economic reasons, both within an Organization and the community and society.*

*In our contemporary society, the huge progress of scientific knowledge, human resources management proves once again his great performance capacity, contributing to the reduction of the consumption of scarce resources (land, labour and capital) and pollutant emissions (fossil fuel), the reduction of the dependence of economic growth of these limited resources, to harmonize the present generations to future generations, to create better conditions for the conservation of the planet and life in general.*

**Keywords:** *scarce resources; sustainable development; community; society; economic progress; process; strategy; economic system; economic indicators; scientific knowledge*

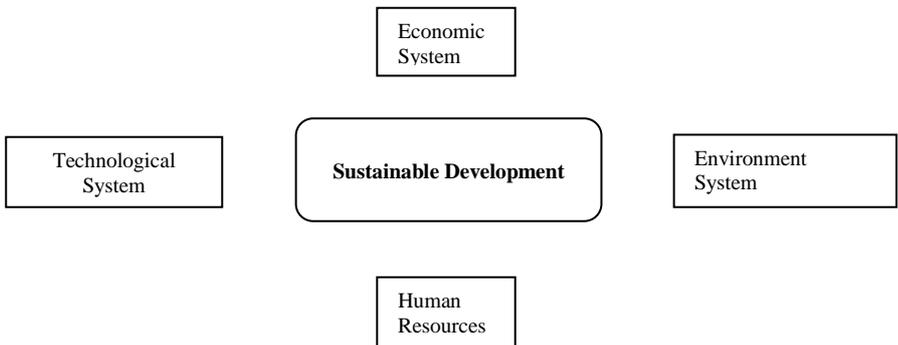
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## Sustainable human resources development

Human resources are the subject of Economics concern by virtue of the fact that they are a "resource like any other", indispensable for production and economic growth. In reality, keeping strictly within its reasoning, the economists acknowledge and accept the fact that human resources are a distinct resource and not some one among all the others.

### Progress regarding

Within the concept of sustainable development is the interaction of the four systems, interconnected with a strong compatibility, namely:the economic, the environmental and the technological,the human, so as to satisfy the new needs without compromising the ability of future generations to meet their needs according to the requirements arising at any given time. In this sense, the strategy of sustainable development includes as an essential element in the progress that happens simultaneously in all four dimensions[3].



**Figure 1:** The Concept of Sustainable Development.  
(Source: The Author)

The sustainable development has as starting point the fact that the recognition of a country's economy lies in the profound changes in a subsystem or other train global change under the existence of the connection between the components.

The sustainable human development strategy-should be approached taking into account the great differences existing today in the world, the classification and the shootout between the countries according to their degree of development and their categorisation as being as rich countries or poor countries, countries producing nuclear weapons that are antienvironmental and antihuman and countries with no ability at all[1]. Analyzing the current global development of the world we live in, in terms of economical and ecological investigations undertaken in these areas underlined two conflicting views, namely:

- According to the economic indicators that appreciate the health of the global economy, the world is in a relatively good condition and the long-term economic forecasts are promising; economists believe that advanced technology can be used in a positive way using an effective approach<sup>1</sup>
- According to the indicators that measure the health of the environment, every major indicator shows a deterioration of the natural systems: their surfaces, the mountain deserts expand, the ozone layer is getting thinner, air pollution levels that threaten people's health and the negative impact produced by the acid rain can be seen on any continent<sup>2</sup>

## Economic indicators

The differences between these points of view are even more obvious if we consider the main economic indicators and ecological world we live in. Measuring progress through the economic indicators should take into account the debts that the economic development has upon the natural

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<sup>1</sup> L.R. Brown, (coord.), „Starea lumii 1989 – 1990”, Bucuresti, Ed. Tehnica, 1992, 15

<sup>2</sup> L.R. Brown, (coord.), „Starea lumii 1989 – 1990”, Bucuresti, Ed. Tehnica, 1992, 16

environment; also considering that the environmental impact not only has negative consequences, but these consequences can become irrecoverable.

### **Measuring progress**

For a precise measurement of progress, the researchers consider several criteria:

- The human development index proposed by the ONU (HDI);
- Economic prosperity index growth proposed by Herman Daly and John Cobb (ISEW);
- Per capita grain consumption.

Sustainable human development is expressed through a system of indicators covering three essential parameters:

- economic sustainability indicators;
- indicators of social sustainability;
- indicators of the sustainability of the natural environment.

Human development index (HDI) consists of three indicators:

- Longevity;
- Knowledge;
- Control over resources needed for a balanced life in ideal conditions.

Longevity is average life expectancy, for knowledge is recommended increasing the tuition figures, and for the control of resources is of interest per capita GDP.

The human development indicator (HDI) is calculated to highlight the evolution of the quality of life of the people. It includes a three-dimensional approach that covers the highlights, such as life expectancy, literacy and real GDP per capita. Highlighting developments in those three areas is made on behalf of the associated indicators, namely: life expectancy, education index and GDP index. Detailing how each computing approach initiated by highlighting served to the criteria

to be contemplated in their composition and to identify the reasons that allow linking or disconnecting in an empirical manner with the ILE.[7]

Life expectancy index measures a country's performance in this regard based on the average life expectancy at birth in relation to the minimum level (25 years). The maximum level is 85 years old.

The education index is compiled by aggregating the two milestones: adult literacy and enrolment in schools on the three levels of education. For each of the two shall be determined by an index. The combination of these two indices is achieved on the basis of a two-thirds weighting in favour of adult literacy index and one-third for coverage of the index. The index includes gross domestic product GDP per capita expressed in purchasing power parity. HDI is calculated as the simple average of these three indicators, its values indicating the degree of the development in reverse order. Based on these methodological aspects you can ascertain that the HDI is a tool with very low representatively for highlighting the developments in the field of improvement of the quality of people's lives. Covers too few and too vast areas to be able to conclude on the developments of the aggregate human development. These areas are not necessarily related and complementary to what might create an overview of the indicator closer to the goal [5]. Furthermore, HDI also has a component dominated by hazard. While the degree of literacy and educational enrolment are measurable, life expectancy can only be estimated. Environmental conditions, genetic issues, the way of life affect the decisive indicators. In these circumstances, it is possible that life expectancy to be high in countries with a system of medical and health insurance sectors that are underdeveloped. The latter are relevant degree milestones of human development of a country. Evolution is explained against the background of Estonia's best performance in the field of education and of determining HDI as an average for these components.

Heterogeneity of the sub indicators that make up the report, the lack of relevance of the real GDP per capita as an instrument of identification of the standard of living and its determination as the average of the values of the components are essential features that define

it. All this makes the HDI to appear as a dubious way for the liberty of the economic exposure in tangible results in terms of the human resources development. The distinctive character of labour resources is given primarily to the fact that it is the only resource that produces, creates and opens up the prospect of continuous innovation in production.

Secondly, the limited employment resources bearing of their quantitative numerical potential on the one hand and the appropriation of a potentially unlimited, resulting from their qualitative aspects. Unlimited character is not so specific regeneration on the reproduction (in fact as other renewable resources), especially through the creation of limitless horizons that they give evidence in the entire history of mankind.

Thirdly, the resources have received, even in the history of the modern market economy, the unanimous recognition that is "a commodity is distinct from the world of goods". This means that resources are formed, used, paid, evaluated, promoted and protected against the risks of both social and community-wide, and, of course, in the firm.

Fourthly, the above features have the particularity of resources "to awaken from the dead" and to harness all the other superior natural resources, land, soil and subsoil riches, the accumulated capital etc. If these characteristics are sufficient resources in order to understand the importance of them altogether in the world markets, growth factors, yet they are largely inadequate for complex characterization of resources, on the one hand and the emphasis on the importance of resource management, on the other hand.

Fifthly, the resources are particularly Odessa. These both in terms of their physical potential, as well as from the perspective of the potential intelligence, education and creation. Any manager will not be able to ever address the employment resources in the form of average; they differ from one individual to another in many ways, not only physically and intellectually, but also through moral perspectives.

Starting from all the peculiarities of people, management can shape and get the behaviors of that company needs.

In the sixth row, regardless of individuals' potential, they need a differential treatment according to their needs.

## Conclusions

Thus, the sustainable human development-marks the entrance of mankind in the environment in which the risks arising from the development of economic processes should be reduced or even removed if they have adverse effects. Through education, culture and science, people can exceed a threshold of perception that will cause people to observe and act on the long term depending on their needs, but also depending on the need of implementing some regulations of conduct. Human resource management is the ability to extract productive, paramount not only from human resources skills. They also have defects, dysfunctions and inconsistencies that can obstruct the affirmation of both the qualities of human resources, as well as the other factors of production.

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