

DOI:10.29013/ESR-25-3.4-35-37



THE SPECIFICS OF HUMAN RESOURCES

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Cite: Kitsmarishvili K. (2025). *The Specifics of Human Resources*. *European Science Review* 2025, No 3–4. <https://doi.org/10.29013/ESR-25-3.4-35-37>

Abstract

One of the hallmarks of modern social psychological science is the emergence and rapid development of organizational psychology, a new scientific field that combines the achievements of psychological, social and economic sciences. The objective prerequisite for the emergence of this field of social psychology is the radical socio-economic and political reforms that are taking place in modern countries. These reforms confirm that the “human dimension” has become one of the most important resources for the development of organizations in the country, regardless of the type of task to be solved, the place of social division of labour, the form of ownership and the level of development. It’s now clear that human resources have the ability to multiply an organization’s efficiency or even threaten its very existence.

Keywords: *organizational culture; social division of labour; leadership; strategic mission*

Introduction

One of the main problems in the teaching process of the Personnel management course is the application of acquired theoretical knowledge in practical skills in the management of personnel resources of the organization. The one-sided delivery of the content, the lack of practical activity, does not allow students to fully engage in the learning process. Moreover, theoretically, of course, it is permissible to acquire information about how to exercise governance, or to imitate a meeting, to design and implement an assessment-centre programme, or to create conditions for effective delegation of norms, and so on. But unfortunately, that doesn’t mean that the patterns we’ve learned are easy to apply in practice. Student internships have traditionally included the following top-

ics: situational learning, coaching, practical activities. Among them, the emphasis is on experiential learning. This name comes from the word “experience”, which implies that the student has to try the learned material (acquired knowledge) on themselves, has to “experience”. So it’s important to create an environment that engages the learner on an emotional level. For example, in the study of the topic -organizational culture- student is involved in an environment that is suitable for this or that type of collaborative activity, and in the study of the fundamentals of the technology of the assessment centre, they gradually absorb the material, they have the roles of tester, facilitator, developer and consultant. During the exercises and procedures, students not only learn the material, but they also have the opportunity to “experience” the

material and form their own opinions on the issues. For this purpose, practical studies in this discipline are mainly conducted according to this method of teaching.

Social psychology helps us to understand a variety of problems that relate to social determinants and outcomes at all three levels of organizational development:

1) Individual work experience and behaviour (forming, motivation, stress, quality of work, job satisfaction);

2) Collective functioning (communication, leadership, joint decision making, team building);

3) The viability of the organization (strategic mission, organizational and corporate culture, working with staff, organizational changes).

For any organization, managing people (employees) is as much a component of the management system as managing material and natural resources. But of course, there are important differences between them, so managing people requires special methods of management.

On a physics test, a university lecturer was about to give his student a low score, and the student insisted that he deserved a high score. They decided to go to an independent arbitrator. They chose Ernest Rutherford, who was president of the Royal Academy and a Nobel Prize winner. Student was asked a question: How do you measure the height of a building with a barometer? And his answer was – you have to go up on the roof of this house, and you have to use a rod to bring this barometer down to the ground, and you have to measure the length of this rod. In fact, the answer was both complete and correct. But it wasn't related to physics. Rutherford asked a student to answer a question related to his knowledge of the laws of physics. The student replied, "You could go up on the roof, drop the barometer on the ground, measure the time of the fall, and then use the well-known formula to calculate the height of the building". The lecturer acknowledged that the answer was correct, and at the same time revealed knowledge of the laws of physics. However, it was interesting to see other answers. For example, you can measure the height of a barometer in sunny weather and the length of its shadow, so it can measure

the length of the shadow of a building. And then we can add and subtract simple ratios to figure out the height of the building. Or we could go up the stairs, and we could slowly move the barometer up on the wall and make some markings. Then calculate how many times we've measured, then multiply that by the diameter of the barometer and get the height of the building. You could take a barometer, hang it on a shoelace, let's swing it like a pendulum and measure the force of gravity, both at the bottom of the building and on the roof. And the difference between these heights can tell you the height of the building. The best way to do that is to find the controller of the house, and instead of barometer, it can tell us how tall the house is. Rutherford wondered if the student knew about the generally accepted rules for solving this simple problem. "Of course I know", said the student, "but I've also been fed up by schools and colleges where teachers force us to learn their own ways of thinking.

This student, Danish physicist Niels Bohr, won the Nobel Prize in 1922.

The specifics of human resources are as follows:

1. Humans have intelligence, their response to outside influences (management) is emotionally understood rather than mechanical, so the process of interaction between the organization and the employee is two-way.

2. Humans have the capacity for continuous improvement and development. In the conditions of modern scientific and technical progress, when technologies and professional skills become obsolete in a few years, the ability of employees to constantly improve their knowledge and development is the most important and lasting source of increasing the effective activity of any organization;

3. In modern society, human work activity lasts for 30 to 50 years, therefore, the relationship between people and different organizations are long-lasting.

4. Unlike material and natural resources, people often come to an organization with a purpose, and they expect the organization to help them achieve that purpose.

5. A similarly important aspect of human resources is the uniqueness of each individual. So the response of different members of

an organization to the same management approach can be very different.

The field of human resource management has been undergoing a transformation in the last 15–20 years amidst the radical changes in corporate management. This transformation of human resource management is expressed in the following key trends:

- In recent years, developed countries have seen both relative and absolute increases in the number of people in employment.
- The status of the profession has increased; in most corporations, heads of human resources departments have been incorporated into management and also into the boards of directors;
- Significantly increased attention to the level of professional knowledge of personnel management;

- During Growing competition (including for highly qualified personnel) Isolation of personnel policy from the overall management strategy, was destructive to the successful operation of the corporation as a whole.

Conclusion

Completion of this practice requires consideration of the results obtained and advice given in the future. In our case, given the specificity of this practice and the time it was written, it makes sense to link the past and the future. In the future, we think it should be the development of the human potential of government organizations. It's more important than ever that organizations be run well. It also involves the management of both physical and human capital, as well as social capital.

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submitted 01.04.2025;

accepted for publication 15.04.2025;

published 31.05.2025

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