Human Resource Management in the Countries of the Former Yugoslavia

Author(s): Ivan Svetlik, Anton Florijan Barišić, Andrej Kohont, Mirjana Petković, Ana Aleksić Mirić, Agneš Slavić, Zoran Vaupot, József Poór
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Summary/Abstract: Human Resource Management (HR/HRM) is closely connected to the social and economic environment in which a given organization or company operates. On this basis it may be interesting for foreign potential investors to understand both the differences and similarities in the application of HRM methods in a group of countries which had lived for a long period of time in a federation which had finally disintegrated. Such investors usually come from different environments and
backgrounds and have previous experience in the application of specific forms of HRM practice. In this paper the authors try to present the development and changes in the theories and practice of Human Resource Management in most of the countries established on the territory of the former Socialist Federal Republic of Yugoslavia: Bosnia and Herzegovina, Croatia, Macedonia, Serbia and Slovenia.
However, none of the Former Yugoslavia’s successor states have weapons of mass destruction or programs for their development. The Federal Republic of Yugoslavia, (FRY), formed in 1992 by Serbia and Montenegro after the secession of Bosnia-Herzegovina, Croatia, Macedonia, and Slovenia, was the legal successor state of the SFRY. The FRY was renamed Serbia and Montenegro in 2003. There were allegations of chemical weapons use in the Former Yugoslavia during the wars of the 1990s, [1] but there is no evidence of a biological warfare program in the SFRY or any of its successor states. Limited financial resources, inter-republic disagreements, and indifferent nuclear scientists brought the program to an end in 1987 without ever producing a functioning weapon.