Human resource management in the countries of the former Yugoslavia

Human Resource Management in the Countries of the Former Yugoslavia

Author(s): Ivan Svetlik, Anton Florijan Baršić, Andrej Kohont, Mirjana Petković, Ana Aleksić Milić, Agneš Slavić, Zoran Vaupot, József Poór

Subject(s): National Economy, Business Economy / Management, Labor relations, Economic development, Human Resources in Economy

Published by: EDITURA ASE

Keywords: human resource management; economic environment; practices change; former Yugoslavia;

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.
Another unique element of the Yugoslav economic system was the use of self-management agreements and social compacts. Self-management agreements were binding contracts among self-management organizations in the social sector; they were enforceable in court if a party failed to fulfill its obligations. All suggestions for corrections of any errors about Yugoslavia (former) THE ECONOMIC MANAGEMENT MECHANISM should be addressed to the Library of Congress and the CIA. https://photius.com/countries/yugoslavia_former/economy/yugoslavia_former_economy_the_economic_managem~2690.html. Revised 12-Nov-04 Copyright © 2004 Photius Coutoukis (all rights reserved), ctr040601. The International Criminal Tribunal for the former Yugoslavia (ICTY) has issued 161 indictments since its establishment in 1993. But has it had a positive impact on peace and reconciliation? While the judicial and legal achievements of the ICTY are significant, ultimately this is a tribunal that was set up to benefit the citizens of the former Yugoslavia, not least the many thousands of victims who are seeking justice. In order, therefore, to comprehensively assess whether the ICTY can be considered a success, it is essential to examine the impact that it is having on the ground. 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. A unique feature of the personnel function in Yugoslavia was its development within the framework of self-management system, which was initiated in 1950 when the country left the Soviet bloc. Lynn et al., 2002), as the Communist Party continued to use its political power to interfere in the way organisations were managed.