

Aspects of Public Servant Management

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Abstract: In the Romanian public administration it is necessary on one hand, limiting the bureaucratic forms of organization and on the other hand, establishing flexibility in the politics and practice of the human resources management.

Achieving flexibility for the public function, the problem that other administrations of the European Union are also confronted with, involves the orientation of the specialists attention towards the private sector, with the purpose of assuming some practices and mentalities which characterizes it and their implementation in the public sector.

There for, within the framework of the authorities and public institutions, there have to take place some major changes in what involves the assurance of public function flexibility, which involves the following fundamental aspects;

- 1) developing and forming public managers;
- 2) the system of evaluating professional competences and the reward system.