

# EVALUATION CRITERIA OF THE HUMAN RESOURCES' PERFORMANCES IN THE S.M.E.-s

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**Abstract:** *A functional and competitive economy implies the coexistence of large enterprises with small and middle enterprises. The large firms aim to control the market's directions of evolution and the technological changes, while the S.M.E.-s have as main objectives the creation of niche markets, through a permanent activity of redesigning the products, a profound acknowledgement of the markets and a continuous adaptation at the clients' exigencies. But in both cases, their human resources are essential for assuring the competitiveness. For this reason, it is necessary that a good management of the human resources to be based on an evaluation of performances as realistic and objective as possible based on criteria representative for each and every post. This study targets to point out the differences and causes determining their emergence at the level of the performance criteria used within the large organizations comparative to the S.M.E.-s.*

**Key words:** *SME, performance criteria, human resources*



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**This Publication has to be referred as:** Popescu, L[uminita]; Popescu, V[irgil] & Iancu, A[nica] (2009). Evaluation Criteria of the Human Resources' Performances in the S.M.E.-s, Chapter 88 in DAAAM International Scientific Book 2009, pp. 907-914, B. Katalinic (Ed.), Published by DAAAM International, ISBN 978-3-901509-69-8, ISSN 1726-9687, Vienna, Austria  
DOI: 10.2507/daaam.scibook.2009.88