

Rules, Regulations and People Management: Critical analysis on employee promotions and relocations in the state owned companies of countries under transition process

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Abstract

Empirical evidences and reports from international organizations monitoring countries under transition process indicate that some aspects of leadership and people management in latter countries are characterized with phenomenon of cronyism. Therefore, this paper attempted to analyze the impact of rules and regulations regarding people management improvement, especially in area of employee promotions and relocations. The paper doesn't claim that organizations need to install more rules and regulations in general because too many regulations result in establishment of archaic bureaucracy. We insist to develop specific rules regarding the Human Resource Management in order to protect employees from subjective managerial approach. Moreover, the paper attempted in critical manner to clarify that generic rules and regulations regarding people management leave to much space for subjective interpretation of them, thereby can be unfairly implemented. Our empirical evidence and literature review found that unfair employee promotions and relocations are more prevalent in state owned companies, resulting in poor job commitment and in de-motivation of employees. In our analysis we brought up some recommendations in order to improve people management. Finally, it was concluded that public institutions should take into considerations changes in respect of employee management, which would tackle partiality and subjective promotion and relocations of employees.

Keywords: Rules, employee promotions, state owned companies, transition process.

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European Journal of Economics, Law and Social Sciences ISSN 2519-1284 (print) ISSN 2510-0429 (online)

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