

MODELING OF THE HUMAN RESOURCES AS DYNAMICAL SYSTEMS

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Rezumat. *Obiectul acestui studiu este modelarea resurselor umane folosind sistemele dinamice. In general, munca in echipa este distribuita intre membrii echipei care au un scop comun. Oricum, interactiunile complexe dintre membrii echipei pot conduce la indeplinirea sarcinilor cu success sau fara. In mediile stiintifice de cercetare, unde echipe internationale pot lucra impreuna, interactiunea dintre membrii echipei pot defini incheierea cu success a proiectului. Oricum, dinamica echipei poate fi una dificila si presupune multe provocari. In acest studiu propunem un model matematic pentru simularea dinamicii echipei ca sistem dinamic.*

Abstract. *This research concerns the modelling of human resources as dynamical systems. Generally team work is distributed among the members of the team which have a common goal. However, the complex interactions of the team's members may lead to successful or unsuccessful completion of the tasks. For scientific research, where international teams may work together on common project, the interaction among team members defines the successful completion of the project. However, the team's dynamics is a cumbersome one and poses significant challenges. In this research we propose a computational model which models the team's dynamics as a dynamic systems.*

Keywords: numerical modeling, dynamical systems, team dynamics, human resources

1. Introduction

The group and team interactions have been of interest for many decades [1-3, 5-16]. Some of these studies concerned the conflict between the labor unions and managers within the organization [16]. It was acknowledged that although the work conflict is not explicitly expressed it is always present in any organization or society and has to be avoided at any cost [6, 8]. Usually these

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