

THE TRANSFER OF EUROPEAN BEST PRACTICES IN HUMAN RESOURCE MANAGEMENT TO THE PUBLIC SECTOR OF THE REPUBLIC OF MOLDOVA

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Abstract

The paper examines the transfer of European best practices in human resource management within the public sector of the Republic of Moldova, in the context of European integration and the modernization of public administration. The research has a theoretical–analytical character and is based on a comparative analysis of relevant European models, including Romania’s experience in the professionalization and evaluation of civil servants, Poland’s model built on competency frameworks and performance-based promotion, as well as the practices of the Baltic states oriented toward the digitalization of human resource management and the use of data-driven management tools. The findings highlight the interdependence between the professionalization of human resources and job satisfaction, factors that directly influence institutional performance. Based on the analysis, several policy directions are proposed: the institutionalization of a central HR governance structure, the implementation of a unified digital HR management system, the adoption of a national competency framework for the civil service, the integration of job satisfaction indicators into institutional evaluation, and the development of continuous training programs focused on digital competencies. The contribution of the study lies in the operationalization of an adaptive transfer framework that connects European HR standards with operational instruments applicable to public administration in the Republic of Moldova.

Keywords

human resources, European best practices, professionalization, job satisfaction, public administration, HR digitization.

JEL Classification

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