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New Perspectives on Human Resource Management in public organization

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Abstract. *The changing nature work of human resources, creates new challenges and requires increased commitment to maximize the results in the organization, which are achieved through knowledge, learning or continuing education respectively continuously study requirements and necessity of economynew. One of the main roles of human resources is their action as a factor of change, transformation and cultural organizational change. Development of new technology in the economy and business, separated man enough from the manufacturing process, changing its role in the replacement of physical labor with technology. But, despite this increase in the level of technology, informatics, human factor again placed in the center of these processes, but with a new role, or in a new way of action and behavior, requiring the addition of mental activity in search information and new ideas to create new jobs or economic impact on increasing the organization. Management of human resources, faces a challenge that has brought about changes in mentality and the idea of human resource management. Human resources are a promoter of innovation creation and new jobs, so they should look like in terms of new as domodoshmëri and the process of adapting to change and global market competition.*

The purpose of this paper is to analyze the new prospects for human resource management in public organizations, through the performance evaluation system, matrial and not matrial motivation to increase performance with the aim of promoting competition in the organization and beyond.

In this study will be treated perspective new aspects of human resources and impact performance and motivation in the development and growth of the organization.

Keywords: *new perspective of human resource management, performance assessments, martial motivation, nonmaterial motivation, public organizations.*