

## Ljudski resursi u tranziciji kod lokalnih filijala (ogranaka) stranih kompanija

Poštovana Gospođo / Gospodine

U ime **Međunarodnog Istraživačkog tima Centralne i Istočne Evrope (CEEIRT)** pozivamo Vas da učestvujete u istraživanju:

### “Ljudski resursi u tranziciji kod lokalnih filijala (ogranaka) stranih kompanija”

Organizacije se danas suočavaju sa novim izazovima. Mnoge kompanije imaju teškoće u određivanju najboljeg načina razvoja svoje prakse upravljanja ljudskim resursima (HRM) i sagledavanja novih i promenljivih organizacionih potreba. Cilj naše ankete je da razumemo aktuelne i buduće izazove vezane za menadžment ljudskih resursa. Ovi izazovi otkrivaju nove, kompleksne i dinamične vidike.

Molimo Vas da nam pomognete u razumevanju ovog evolutivnog procesa tražeći odgovor na pitanje „Koji elementi upravljanja ljudskih resursa su ključni za budući rast i razvoj organizacije?”

Razmatramo preduzeća svih grana industrije, naročito multinacionalne kompanije u regionu Centralne i Istočne Evrope. Očekujemo odgovore zaposlenih koji najbolje razumeju i kontrolišu praksu i ulogu upravljanja ljudskim resursima u Vašoj organizaciji.

### **On-line upitnik možete da popunite na web stranici: [www.ceeirt-hrm.eu](http://www.ceeirt-hrm.eu)**

Vaš identitet i odgovori će ostati potpuno poverljivi i anonimni. Popunjavanje ankete traje oko 20 min. Ako imate pitanja o anketi, molimo Vas da kontaktirate istraživače iz Srbije (prof. dr dr Agneš Slavić ili doc. dr Nemanja Berber).

Pre popunjavanja upitnika možete odabrati jezik na kojoj želite popuniti anketu.

Odgovore očekujemo do 30. juna 2019. godine.

Međunarodni Istraživački tim Centralne i Istočne Evrope će obezbediti svim ispitanicima uvid u zaključke istraživanja i rezultate ankete.

Vaše učešće biće od velikog značaja.

Hvala Vam unapred!

dr. Agneš Slavić  
dr. Nemanja Berber

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Enclosures on our [www.ceeirt-hrm.eu](http://www.ceeirt-hrm.eu) website

## HR in Transition at Local Subsidiaries of Foreign Owned Companies

Dear Madame/Sir,

On behalf of **Central and Eastern European International Research Team (CEEIRT)** we invite you to participate in the survey:

### “Human Resources (HR) in Transition at Local Subsidiaries of Foreign Owned Companies”.

With organizations facing new challenges, many companies are struggling to determine how best to develop their HR practices to meet new and changing organizational needs. The goal of our survey is to understand both the recent and future challenges inherent in human resource management given this new, complex and dynamic landscape.

We are asking you to help us understand this evolutionary process; as we ask “what key HR elements will prove to be central in driving organizations toward future growth?”

We urge organizations of all industries, particularly MNCs operating in the CEE region, to participate. We encourage responses from employees who have the best understanding and oversight of your organisation's HR practices and roles. The survey will take approximately 20 minutes to complete.

Your identity and responses will remain completely confidential and anonymous. If you have general questions about the survey, please contact research representative of your country (see partner list). You can fill the questionnaire either in electronic way ([please click here](#) or visit the [www.ceeirt-hrm.eu](http://www.ceeirt-hrm.eu)) or in printed form (Download the questionnaire in pdf format in Serbian or in English send it back to us in a scanned form to the following e-mail address: [info@ceeirt-hrm.eu](mailto:info@ceeirt-hrm.eu).) Before starting the questionnaire you can select the language in which you would like to complete it.

We are waiting for your answers until 30 June, 2019.

The Central and Eastern European International Research Team will provide all respondents with a research summary of the survey findings.

Thank you in advance for your valuable participation.