



5. SIMPOZIJUM

“RECIKLAŽNE TEHNOLOGIJE I ODRŽIVI RAZVOJ”

Hotel „Zdravljak“, Soko Banja, 12.–15. septembar 2010. god.

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Subject: **Letter of Acceptance**

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**Paper Title: HUMAN RESOURCE MANAGEMENT IN A SUPPORTIVE ROLE OF
SUSTAINABLE DEVELOPMENT & WASTE MENAGEMENT**

Authors: Kristina Bocevska, Marjan Bojadziev

Dear Colleague,

I would like to inform You that after reviewing, The Scientific Commitee has accepted Your paper: „**Human Resource Management in a supportive role of Sustainable development & Waste management**“ and included it in the Programme of 5th Symposium of Recycling Techologies and Sustainable Development which will be held in September from 12 to 15, 2010 at Hotel „Zdravljak“ Soko Banja.

Symposium fee for the participants is 90 € EUR and should be paid through the following bank account:

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Sincerely Yours,

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Human Resource Management in a supportive role of Sustainable development & Waste management

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Abstract:

Nowadays more over becomes active the subject of Sustainable development as well as waste management. In parallel with that, the waste economy in the companies becomes significant issues, because it affects the costs in overall business. Different governments introduce different Revenue Generating Programs¹: Could include: an increase in state funds allocated for these purposes solid waste disposal fees, or solid waste facility permit fees. Also, as a significant part related with this subject is the influence of management of human resources. This paper is, theoretically to present the links between the HR management and Sustainable development waste management & economy.

Introduction:

Products in the Materials Economy follow a life cycle, just as living things in the natural world fulfil a life cycle by which they are born, grow older, and eventually die. The life cycle of any given product observes the following pattern²:



Picture 1. Product life cycle

¹ 2050 Vision Statement – Waste Management, New York State Climate Action Council, <http://www.nyclimatechange.us/ewebeditpro/items/O109F22999.PDF>, page 2

² [Transforming the Materials Economy](http://www.thenewgreeneconomy.com/product-lifecycle-thinking), <http://www.thenewgreeneconomy.com/product-lifecycle-thinking>

That what is left, the trash, needs to be treated with the waste management. The waste management creates demand for the following³:

- Biological treatment of waste and sludge
- Mechanical-biological waste treatment
- Waste sorting and recycled fuel plants
- Waste and sludge combustion and gasification technologies
- Technologies relating to different waste fractions, such as electric and electronic scrap and waste plastic, tires, paper, board, wood, construction and demolition waste
- Closing and site clean-up processes/technologies of closed landfills
- Landfill treatment
- Landfill gas collection and treatment
- Landfill compacting and special structures

Zero waste

Zero Waste⁴ is a proven technique, and works well as a robust philosophy, which can be applied to any application. Zero Waste designs waste out, and designs sustainable jobs in. It is primarily a philosophy - a way of thinking that allows us to move towards real and genuine sustainable development. Even the term "sustainable development" is being misused, with people thinking it means "sustainable economic growth" or even worse, "sustained economic growth".

Zero Waste has 5 main areas:

- Redesigning Products, Processes and Packaging
- Extended Producer Responsibility
- Infrastructure Investment
- Monetary Efficiency
- Job Creation

Frequently Asked Zero Waste Questions:

- Isn't it hard to do?
- Too technical?
- Very expensive?
- Need lots of bureaucratic involvement?
- **Does it mean extra paperwork?**
- **Cost jobs?**

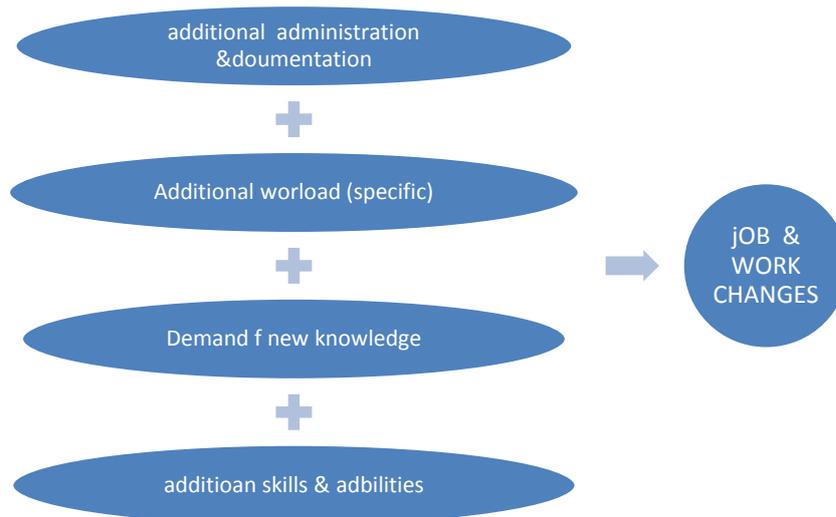
³ OPPORTUNITIES TO INVEST IN INNOVATIVE ENVIRONMENTAL TECHNOLOGY, Waste management, 2006, page 4, www.investinfinland.fi

⁴ A Zero Waste Local Economy Myth, Mystery or Magic?, page 4, Institute for Zero Waste in Africa, Prepared for the ICLEI Conference, Cape Town, 2006 http://www.zwallianceuk.org/html/zw_local_economy.pdf

HR management and Sustainable development & waste management

The last 2 questions that need to be answered are related directly with HR.

The new ways of doing the business, as well as new regulations for sustainable development & waste management, requires additional extra paperwork. This means that a certain job positions, will be affected with increasing workload, as well as demand of new knowledge, skills and abilities related with new technology development as well as administration of regulations covering this issues.



Picture 1. Job & work changes

That is also in connection with the Disposal Technology Development and Deployment⁵ - these seek to phase out any type of disposal that does not effectively recover the material and energy value of waste materials; promote technologies that efficiently capture the material and energy value of materials; identify carbon neutral or carbon negative waste disposal methods for the residual waste after maximum waste prevention, reuse, recycling and composting.

In a very simple sense, HR Management and sustainable development & waste management are connected with the job positions that are affected from the waste management treatment, and the result is need of new job design, or redesign.

Job design⁶ means the ways that decision-makers choose to organize the work responsibilities, duties, activities and tasks. **Job Redesign** thus involves changing work responsibilities, duties, activities and tasks. It is another HR practice area, which can be used to implement HR Grand Strategy. It is closely related with the organizational design, the allocation of work responsibilities within organization, and organizational redesign, the process of reallocating or reorganizing work responsibilities.

⁵ 2050 Vision Statement – Waste Management, New York State Climate Action Council, <http://www.nyclimatechange.us/ewebeditpro/items/O109F22999.PDF>, page 3

⁶ Planning & managing human resources, Strategic Planning for personnel management, 2-nd edition, W. J. Rothwell, H.C. Kazanas, Page 394, <http://books.google.com/books?id=50qBiCdI8SEC&pg=PA393&dq=job+redesign&cd=4#v=onepage&q=job%20redesign&f=false>,

Also it needs to state also, the relation of demands of waste management mentioned in the introduction in this paper, with requirement of specific knowledge that needs to be accumulated from the employees dealing with waste management, as well as continued upgrading of the knowledge for new technologies applicable for waste management. That is why, the investment in people, and more, creating a retention tolls, for waste management positions is important part of overall HR strategy, as well as certain salary changes for these positions.

It is possible that some activities could be outsourced, but for this possibility every company should make it own cost-benefit analysis, because every company has specific top waste management issues, that need to be treated, and to identify what is most appropriate for its specific situation, as well as related with middle and long-term goals.

At the end, no matter if creation of new job positions occurs, with high specific knowledge in the area of waste management or variety of changes in job structures happen, HR strategy and practices should follow up this trend, and keep the HR effectiveness and efficiency on high level.

Conclusions

1. Including HR Management while establishing Waste Management Strategy
2. Defining the job positions that will be affected with Waste Management Strategy from 2 perspectives as follows
 - a. Already existing job positions affected with paper work, new technology establishment, old technology disposal or all 3 moment
 - b. Need of opening new positions
3. Identifying the potential employees, and promote internal recruitment when possible related with Waste Management Strategy a
4. Taking into considerations, the certain payment increase should result for a specific job positions and additional retentions policies

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