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## COMPARATIVE EVALUATION OF THE TEACHING STAFF PERFORMANCE WITHIN AGRONOMIC HIGHER EDUCATION INSTITUTION IN THE CONTEXT OF SUSTAINABLE RURAL DEVELOPMENT IN THE REPUBLIC OF MOLDOVA

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**Abstract.** The aim of the paper is to do a general, complex and specific analysis of the Human Resource Management within the organizations, including the agricultural ones. By using the econometrical approach we could state that Human Resource Management deals with finding the most effective ways to improve and use staff skills, competencies and knowledge: starting with recruiting and hiring qualified people for vacant positions and continuing with directing and encouraging staff development and training as they face issues and challenges that may occur along the way of achieving the established goals. The goals of the research can be defined as the evaluation of organizational, personal and the economical teaching staff performance. Academic performance in the field of staff management represents the achievement of organization's goals, methodological-didactical results, stability, flexibility and adaptability to the changing environment with minimal staffing costs. The indicators that characterize the academic performance are the following: efficiency of the activity results, material efficiency of the academic process and non-material efficiency of the academic process. Social efficiency can be defined as the level of satisfying the interests and needs of the staff, namely: remuneration for work, its content, the possibility of personal self-realization, improving staff's communication and job satisfaction through team building strategies.

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