



Technical University of Moldova

THE ROLE OF HUMAN RESOURCES IN THE DEVELOPMENT OF THE AGRICULTURAL SECTOR OF THE REPUBLIC OF MOLDOVA

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ABSTRACT
to the MBA Management in Agribusiness requalification thesis
developed by the DE BEER Darius

The master's thesis is structured and includes: abstract, introduction, three chapters, conclusions, bibliography, annexes.

Keywords used in the thesis: human resources, agricultural labour force, rural development, labour productivity, professional training, skills development, youth employment, labour migration, demographic ageing, vocational education, digital competencies, sustainable agriculture, agricultural competitiveness, Republic of Moldova.

The field of study of this thesis is the analysis of the role of human resources in the development of the agricultural sector of the Republic of Moldova, with emphasis on human capital, agricultural labour force, professional training, labour productivity, demographic challenges, skills development and strategic measures for increasing the competitiveness and sustainability of agriculture.

Purpose and objectives of the thesis:

The purpose of the paper is to analyse the role of human resources in the development of the agricultural sector of the Republic of Moldova and to formulate strategic directions and practical measures for strengthening human capital, increasing labour productivity and supporting the sustainable development of agriculture.

In order to achieve this goal, the following tasks are formulated: to examine the theoretical foundations of human resources and human capital in economic and agricultural development; to analyse the specific characteristics of the agricultural labour force; to study international and European practices in human resources development in agriculture; to assess the current situation of the agricultural sector and agricultural labour force in the Republic of Moldova; to identify the main problems and constraints affecting human resources in Moldovan agriculture; to formulate strategic objectives, measures and institutional recommendations for improving human resources in the agricultural sector; to evaluate the expected impact and efficiency of the proposed measures.

The scientific novelty and originality of the results obtained consist in: the integrated analysis of human resources as a strategic factor in the development of the agricultural sector of the Republic of Moldova, by combining theoretical approaches on human capital with the macroeconomic analysis of agricultural labour force indicators and the identification of specific constraints affecting the sector. The originality of the thesis is reflected in the formulation of strategic directions and practical measures adapted to the current realities of Moldovan agriculture, including demographic ageing, labour migration, skills shortages, insufficient vocational training, low attractiveness of agricultural occupations among young people and the need for digital and sustainable competencies. The thesis also proposes institutional and policy recommendations aimed at strengthening the role of education, advisory services and cooperation between public authorities, universities and agricultural enterprises in the development of human resources.

The theoretical importance of the work. is reflected in the consolidation of the conceptual framework regarding the role of human resources and human capital in agricultural development. The thesis systematizes theoretical approaches related to human resource management, labour productivity, professional training, demographic factors and sustainable rural development, adapting them to the specific context of the agricultural sector of the Republic of Moldova. The work also contributes to a better understanding of the relationship between human capital, technological modernization, agricultural competitiveness and sustainable development, highlighting that the development of agriculture depends not only on physical and financial resources, but also on the quality, motivation and competencies of people involved in the sector.

Applicative value. results from the practical recommendations formulated for improving the development and use of human resources in the agricultural sector of the Republic of Moldova. The thesis provides strategic measures aimed at modernizing agricultural education, strengthening vocational and lifelong training, developing digital competencies, supporting young farmers, improving advisory services and increasing cooperation between public authorities, educational institutions and agricultural enterprises. The applicative value is also reflected in the possibility of using the proposed recommendations by decision-makers, agricultural enterprises and educational institutions for increasing labour productivity, reducing skills gaps, improving the attractiveness of agricultural occupations and supporting the sustainable development and competitiveness of Moldovan agriculture.

REZUMAT
la teza de master MBA Management în agrobusiness
elaborată de formabilul DE BEER Darius

Teza de master este structurată și include: rezumat, introducere, trei capitole, concluzii și recomandări, bibliografie, anexe.

Cuvinte cheie utilizate în teză: resurse umane, forță de muncă agricolă, dezvoltare rurală, productivitatea muncii, formare profesională, dezvoltarea competențelor, ocuparea tinerilor, migrația forței de muncă, îmbătrânire demografică, educație vocațională, competențe digitale, agricultură durabilă, competitivitate agricolă, Republica Moldova.

Domeniul de studiu al prezentei teze îl constituie analiza rolului resurselor umane în dezvoltarea sectorului agricol al Republicii Moldova, cu accent pe capitalul uman, forța de muncă agricolă, formarea profesională, productivitatea muncii, provocările demografice, dezvoltarea competențelor și măsurile strategice pentru creșterea competitivității și sustenabilității agriculturii.

Scopul și obiectivele tezei: constă în analiza rolului resurselor umane în dezvoltarea sectorului agricol al Republicii Moldova și formularea unor direcții strategice și măsuri practice pentru consolidarea capitalului uman, creșterea productivității muncii și susținerea dezvoltării durabile a agriculturii.

În vederea realizării acestui scop, sunt formulate următoarele obiective: examinarea fundamentelor teoretice privind resursele umane și capitalul uman în dezvoltarea economică și agricolă; analiza caracteristicilor specifice ale forței de muncă agricole; studierea practicilor internaționale și europene privind dezvoltarea resurselor umane în agricultură; evaluarea situației actuale a sectorului agricol și a forței de muncă agricole din Republica Moldova; identificarea principalelor probleme și constrângeri care afectează resursele umane în agricultura moldovenească; formularea obiectivelor strategice, a măsurilor și recomandărilor instituționale pentru îmbunătățirea resurselor umane în sectorul agricol; evaluarea impactului și eficienței preconizate ale măsurilor propuse.

Noutatea și originalitatea științifică a rezultatelor obținute constă în: constau în analiza integrată a resurselor umane ca factor strategic în dezvoltarea sectorului agricol al Republicii Moldova, prin îmbinarea abordărilor teoretice privind capitalul uman cu analiza macroeconomică a indicatorilor forței de muncă agricole și identificarea constrângerilor specifice care afectează sectorul. Originalitatea tezei se reflectă în formularea unor direcții strategice și măsuri practice adaptate realităților actuale ale agriculturii moldovenești, inclusiv îmbătrânirea demografică, migrația forței de muncă, deficitul de competențe, insuficiența formării vocaționale, atractivitatea redusă a ocupațiilor agricole în rândul tinerilor și necesitatea dezvoltării competențelor digitale și durabile. De asemenea, teza propune recomandări instituționale și de politici orientate spre consolidarea rolului educației, serviciilor de consultanță și cooperării dintre autoritățile publice, universități și întreprinderile agricole în dezvoltarea resurselor umane.

Importanța teoretică a lucrării: se reflectă în consolidarea cadrului conceptual privind rolul resurselor umane și al capitalului uman în dezvoltarea agriculturii. Teza sistematizează abordările teoretice referitoare la managementul resurselor umane, productivitatea muncii, formarea profesională, factorii demografici și dezvoltarea rurală durabilă, adaptându-le la contextul specific al sectorului agricol din Republica Moldova. Lucrarea contribuie, de asemenea, la o mai bună înțelegere a relației dintre capitalul uman, modernizarea tehnologică, competitivitatea agricolă și dezvoltarea durabilă, evidențiind faptul că dezvoltarea agriculturii depinde nu doar de resursele fizice și financiare, ci și de calitatea, motivația și competențele persoanelor implicate în sector.

Valoarea aplicativă rezultă din recomandările practice formulate pentru îmbunătățirea dezvoltării și utilizării resurselor umane în sectorul agricol al Republicii Moldova. Teza propune măsuri strategice orientate spre modernizarea educației agricole, consolidarea formării profesionale și continue, dezvoltarea competențelor digitale, sprijinirea tinerilor fermieri, îmbunătățirea serviciilor de consultanță și creșterea cooperării dintre autoritățile publice, instituțiile educaționale și întreprinderile agricole. Valoarea aplicativă se reflectă, de asemenea, în posibilitatea utilizării recomandărilor propuse de către factorii de decizie, întreprinderile agricole și instituțiile educaționale pentru creșterea productivității muncii, reducerea deficitului de competențe, sporirea atractivității ocupațiilor agricole și susținerea dezvoltării durabile și a competitivității agriculturii moldovenești.

INTRODUCTION

Agriculture represents one of the strategic sectors of the economy of the Republic of Moldova, having an essential role in ensuring food security, employment, rural development and export potential. At the same time, the performance of the agricultural sector depends not only on natural resources, land quality, capital investment or technological modernization, but also on the availability, quality and efficient use of human resources. In the current economic context, marked by demographic decline, labour migration, ageing of rural populations and increasing requirements for digital and sustainable agriculture, the issue of human resources in agriculture becomes highly relevant.

The actuality of the topic is determined by the fact that the agricultural sector of the Republic of Moldova faces several structural difficulties related to labour force availability, qualification levels, professional training, productivity and generational renewal. Many rural areas are affected by the migration of the active population, the decreasing attractiveness of agricultural occupations among young people and the insufficient adaptation of skills to modern technological requirements. These challenges reduce the competitiveness and efficiency of agricultural enterprises and limit the sector's capacity to contribute fully to national economic development. Therefore, the study of the role of human resources in agricultural development is important from both theoretical and practical perspectives.

The research problem addressed in this thesis consists in identifying how human resources influence the development of the agricultural sector of the Republic of Moldova and what strategic measures can be proposed to improve their contribution to agricultural performance. The problem is complex because it includes economic, social, demographic, educational and institutional dimensions. Human resources in agriculture cannot be analysed only through the number of persons employed in the sector. It is also necessary to examine their age structure, qualification level, occupational distribution, migration tendencies, productivity, access to professional training and capacity to adapt to technological and market changes.

The general objective of the thesis is to analyse the role of human resources in the development of the agricultural sector of the Republic of Moldova and to formulate strategic directions and practical measures for strengthening human resources in this sector.

In order to achieve this objective, the following specific objectives are established:

- to examine the theoretical foundations regarding human resources and human capital in economic and agricultural development;

- to analyse the specific characteristics of the agricultural labour force, including demographic, qualification and occupational aspects;
- to study international and European Union practices in human resources development in agriculture;
- to assess the current situation of the agricultural sector and agricultural labour force in the Republic of Moldova;
- to identify the main problems and constraints affecting human resources in Moldovan agriculture;
- to formulate strategic objectives, measures and policy recommendations for improving human resources in the agricultural sector;
- to evaluate the expected impact and efficiency of the proposed measures.

The research methodology is based on a combination of theoretical, analytical and applied methods. The theoretical approach was used to define the concepts of human resources, human capital, agricultural labour force and human resources development. The comparative method was applied in order to examine international practices, especially those promoted within the European Union, and to identify lessons relevant for the Republic of Moldova. The statistical and economic analysis methods are used to examine macroeconomic indicators related to agriculture and the labour force. The qualitative analysis is applied to identify structural problems, constraints and development needs. The synthesis method is used to formulate conclusions, strategic directions and recommendations.

The information base of the thesis includes scientific literature, academic publications, national and international reports, statistical data, policy documents and materials issued by relevant institutions. Particular attention is given to sources related to human resource management, macroeconomics, agricultural development, human capital theory, rural labor markets, vocational training, innovation and sustainable development. The research also uses data and publications from national institutions of the Republic of Moldova, as well as international organizations such as FAO, ILO, OECD, the World Bank and European Union institutions.

The expected results of the thesis consist in clarifying the role of human resources as a decisive factor for agricultural development, identifying the main weaknesses of the agricultural labour force in the Republic of Moldova and proposing a set of strategic measures aimed at improving qualification levels, professional training, labour productivity, youth participation and institutional support.

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