Abstract:
Innovative methods of personnel management process created the equipment premise sizing requirements and introduction of advanced technologies to create the conditions of the quality of human potential and to achieve maximum economic results. Thus, the unpredictable can be foreseen in the psychological mirror of each employee. Knowing the particular individuality of the working effective, the managers will be able to choose the most effective strategic methods to be taught for specific intervention during the work process. Such data are considered as input into the system, mental characteristics of human operator, subject to their diversity based on mental capacity of the human factor in linear programming, taking into account their average weight.

Therefore, the organizations must ensure a favorable environment to the professional progress, to the job ascension, as well as a support for progress in the careers of those employees who have managed to make themselves respected by their colleagues through their hard work and worldwide recognized results.

Keywords: psychological profile, specific intervention, employee, internal strategies, professional behavior

1. Introduction
In search of new strategic paradigms, human resources specialists bring into the fore plan the need to shape an individual psychological profile of each employee, both during the development of employment process and during on rolling its specific activities within the company.

From the perspective of designing an overall strategy, on medium and long term time segment we found the employees’ investigation comprising a series of personality tests, motivation, learning style and interests, and questionnaires more as a precondition to outrunning the negative effects of job-person mismatching. Moreover, working towards building a pyramid of abilities and skills among internal human resources, will lead to an integrated psychological profile with vocational value that can be easily used when needed.

Thus, the unpredictable can be foreseen in the psychological mirror of each employee. Knowing the particular individuality of the working effective, the managers will be able to choose the most effective strategic methods to be taught for specific intervention during the work process.
So, through psychological mapping of the entire staff, management can decide how and motivation to all company departments, each department and specific ways depending on the features work. Also you can start sharing best correlated with staff skills and competencies necessary for a specific job.

Performance thus promoting human factor must be supported by personal strategies that will boost efficiency and reduce mental application. Also knowing that it tends to balance the system human-machine-environment, in terms of maintaining and improving quality of life, and introduce new types of management to optimize systems must be made to reduce the physical effort of human operator and the physically, maintain mental models of human factors operating systems, creating context for control systems when their complexity is too large to allow identification of system status in real time.

2. Monitoring the individual profiles – finding the sharpbrains

Usability combining multiple data sources is favorable in terms of obtaining information that can be introduced in models of human performance optimization and exogenous variables. Organizations that have trained and efficient workers are recognized as quality, and in particular are recognized as highly successful organizations. Trained human factor feels appreciated, demonstrating self-esteem, gaining the respect of the employer. The human factor, so charged, will make more effort, contributing to better economic activity in terms of quality.

Practical business, in order to identify key people in the company, and leaders should be mapping the:

![Figure 1. Shaping individual psychological profile](image-url)
Besides being able to develop new methods for assessing the performance of work tasks at the micro level, it is important to start combining information on both mental and physiological aspects of human operator. From this point of view can get a double benefit: human-machine efficiency and significant reduction of errors which can cause injury or disorders of the environment. Basically, individual psychological assessment, within evaluation and selection of staff - is performed through psychological tests and specialized software, which enables us in due time to:

- Evaluate personal psychological (cognitive, personality, emotions, interests, etc.);
- Perform evaluation, selection and recruitment based on employment or job requirements;
  - Construct of psycho-professional profile of any post;
  - Transfer data from one type to another psychological evaluation;
  - Storage, update and reuse of data from testing.

Such data are considered as input into the system, mental characteristics of human operator, subject to their diversity based on mental capacity of the human factor in linear programming, taking into account their average weight.

Appropriate management of individual success is success intercorelarii optimal profiles of employees, title and department itself.

3. Psychological profile of personal and professional behavior management

Above all benefit realization and continuous monitoring of individual profile of employees believe knowledge and mental capacity for that type of actions are likely employees. Innovative methods of personnel management process created premise equipment sizing requirements and introduction of advanced technologies to create the conditions of the quality of human potential and to achieve maximum economic results.

Thus in terms of transposition of the role of human resources controller in their role as supervisor, there lies the need to implement innovative strategies to enable human performance dimension, given the limited capacity of attention, perception and human memory, introducing guidelines management must allow for both complete and update database cognitive characteristics and ensuring their systems work at their optimum level in the dynamic context.

The investment in continuing training aims pillar of the contemporary economic transformations and current opportunities, resulting in regeneration and increasing effort to adapt the human factor. Building their skills based on our know-how acquired in moments of time and different situations leads to awareness of education and training, whether it takes place in a formal system, at work or informally, is to each key career paths and personal development.

Particularly relevant is that by mapping individual psychological profile can define several types of professional conduct:

A) Ambitious: it has a strong competitive spirit, working in a fast pace, with a high efficiency at work, their responsibilities, position in the system (organization) to which it belongs is important to him, showing trends of social mobility
B) Conformist: he has a personality that adhere to group norms, avoid to express ideas, agreeing with others, is loyal to the head, it benefits the company concerned and looking for ways to cut costs, not trigger conflicts, the desire to be in consent of others.

C) Addict: it is about job security, needing a safe environment and a fixed salary, systematically avoids situations of competition, is not concerned with social ascent.

D) Professional: relevant professional skills seeking a professional and level of knowledge available, the merits and to be recognized and the conditions exist for exchange of experience, wants to be in contact with new discoveries, is creative, prefer problems abstract, theoretical, value a competent head at least, if not higher, has a cognitive motivation.

E) Man company, wants to work in an organization known modern buildings and utilities, without schedule, where activity has a high status, comfort, good working conditions are concerned issues when looking for a job (office elegant, recognized group, security, good geographical environment).

F) Tiger task oriented: prefer a fast pace, dynamic even tense situations, is suitable for activities that require decisions in a short time, responsibilities, get real satisfaction in his work.

G) Analyst: likes to work alone, is a reflective spirit, study problems in depth, looking for the best solution, do everything with passion, preferring interesting problems, the team is man who is frequently asked for help.

H) Technician: is skilled in making, running operations in order, prefer to work on issues such as practical, to use technical skills than to discover new things, like a position in a permanent working group with well circumscribed tasks.

I) Team man: put their best skills worth when working in group situations to solve problems, develop plans, has a good overview, is well organized, find solutions out of difficult situations, is autonomous; looking for a profession to give freedom needs (program easy, free work environment); prefer work that does not have to adhere to company policy, prefer competitive situations, where wages and promotions Fri automatically.

J) Business man page: has a practical mind, intelligent, dynamic, energetic, prefer to work in an organization administratively efficient, preferred leader or member of a team leader, likes the company’s policy, its expresses ideas even if there are differences of opinion, I like to develop ideas and techniques.

It was also observed and effective way to optimize performance over learning how to use metaphors of computer operating systems. Reducing mental demands are based on the use of metaphors in view of new generation of mental models by providing familiar concepts to support the assimilation of new knowledge. Benefits of using metaphors create new concepts are reflected in the mental development of human operators and therefore the size of their performance.

In these circumstances, is justified and natural concern for modern society more rational use of human energy and occupies a special design with its role in creating conditions for effective realization of human potential. Employees, therefore, look in, around, and out, in order to comprehend their working experiences, and depend on these judgments to navigate the organizational milieu. A full understanding of justice phenomena requires consideration of individual differences; contextual influences;
affective, cognitive, and social processes; as well as a person-centric orientation that allows for both time and memory to influence the social construction of worker phenomena.

The organizations must ensure a favorable environment to the professional progress, to the job ascension, as well as a support for progress in the careers of those employees who have managed to make themselves respected by their colleagues through their hard work and worldwide recognized results. The beneficiaries of the information, research and development results are firstly the members of the entities, who increase, thus, their chances of professional success, then the organizations that take advantage of the exploitation of a specialized human capital (from their own financial sources or other legal ways) and, last but not least, the state/nation by rising the living standard of a well-prepared population.

In the context of the smoothing the capital flow movement at global level sizes we are witnessing at the transformation of dimensions, forms of organization and management of firms and corporations, and the shift towards a new dimension of development strategies and policies for conducting business, having as that central pillar the intellectual capital. Thus, in the circumstances of companies development from national to multinational, moral values and rules governing the economic game take birth under the aegis of competitive advantage, for the purpose of survival in a world market based on knowledge. From this perspective, social responsibility and ethical obligations of companies become more complex and dynamic than they have ever been before.

4. Conclusions

As recognition is being known worldwide as the greatest motivator and one of the greatest strengths of any organization are the people who work there, the necessity of implementing the new total rewards process becomes acute. Long-service employees provide the knowledge, experience, and attitudes that are responsible for much of digitalized societies success. In recognition of this, new total rewards are presented to eligible employees in celebration of their career milestones and to acknowledge their contribution to the company.

The information society represents a new stage of human civilization, a new way of life that implies intensive use of information in all domains of human activity and existence, with a great economic and social impact. The information society gives its members large access to information, a new method of work and a way of knowledge; it amplifies the possibility of economic globalization and the increase of social cohesion. Content training staff assigned to different jobs in production or functional services, is becoming increasingly complex. This increases human factors requirements to senior management within the organization and especially to those from human resources department, forcing them to think and cooperate interdisciplinary.

Quality of life and performance of work is a report closely matching compatibility complex relationships between the human operator, technology and environment, and positive and negative results of the report. Positive results include measures such as productivity, performance, product quality, subjective psychological and behavioral outcomes (desired), such as job satisfaction, employee morale, welfare people, and
commitment. Negative results include both human error and system failure, loss of productivity, low quality, accidents, injury, claim subjective psychological, physiological and behavioral outcomes (unwanted), such as dissatisfaction at work, work/job stress and discomfort.

The measures are focused on security is the operator and are different from conventional approaches in the security industry. Ergonomics can improve security by changing the attitude of workers from the perception, decision making and risk-taking behavior on.

Therefore, computer design jobs to blend economic development with scientific organization of production and labor, in terms of maintaining and improving the quality of working life. Achieving these goals requires increased quality of life concerns for increasing production and labor organization, which is one of the most important factors for boosting economic and social quality and most existing production reserves.

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