

Phd. student SUCIU L. LEONINA-EMILIA

PHD. DOCTORAL THESIS SUMMARY

The phd. doctoral thesis “*Contributions regarding the improvement of the human resources management in the local public administration*” focuses on the public servants work motivation through the motivational model developed by Victor Vroom.

The comparative approach of this theme in two countries, Romania and Belgium is intended to capture the peculiarities of how the civil servants' career stages and some aspects of their work in the local government, in both countries, influence their work motivation.

The paper approaches the general framework of public administration, local public administration, the characteristics of the civil servants career, in both countries, and the applicability of the main motivation theories in influencing civil servants behavior. The empirical research shows the applicability of the VIE model regarding the civil servants from both countries.

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