Upravljanje ljudskim resursima i budućnost naftne i gasne privrede

Naši sagovornici

Natalija Bilenok:  
Strateška uloga HR menadžmenta u naftno-gasnoj industriji

Steve Werner:  
U većini industrija HR je ključan u donošenju strateških odluka

Branka Drašković:  
Uprkos digitalizaciji ljudi ostaju glavno jezgro

Leposava Grubić-Nešić:  
Kako objediniti motive pojedinca i ciljeve organizacije?

Stručni tekst

Aleksandar Nedučin:  
Velika odgovornost

Aktivnosti u kvartalu:  
NNKS-WPC, NIS, Srbijagas, LUKOIL
INTERVIEW: Steve Werner, Department of Management, C.T. Bauer College of Business, University of Houston

In most industries HR is key player in strategic decisions

A global shortage of young experts who can replace the older generation in the oil and gas companies is partly caused by the industry’s reputation of being very cyclical, Steve Werner, Ph.D. Professor and Department Chair, Department of Management, C.T. Bauer College of Business, University of Houston says. But, on the other hand this industry allows you to work all around globe and young people are very interested in seeing the world.

By Vladimir Spasić

NPCS-WPC BULLETIN: What are some of the biggest challenges for human resource management in oil and gas companies?

STEVE WERNER: The challenges can be thought of as long-term or short-term. In the short-term current challenges are attracting talent and adapting to increased nationalism in many countries. In the long-term the greatest challenges are changing HR practices so that firms can better adapt to economic changes, improving the reputation of the industry, and engaging the workforce.

NPCS-WPC BULLETIN: What HR operating model do you expect as a result of a new HR management strategy?

STEVE WERNER: I expect more decentralization, greater use of technology, and more strategically focused decision making.

NPCS-WPC BULLETIN: What are the most important HR elements in the oil and gas industry that can be attractive to new generations (experts)?

STEVE WERNER: One of the most important elements is the global nature of the industry. Young people are very interested in seeing the world and being in the oil and gas industry allows you to work in places that very few other industries could offer.
major dramatic event. Many go into other industries that don’t have as many layoffs and don’t come back.

**NPCS-WPC BULLETIN**: Is there a generally accepted model for selecting and evaluating HR staff?

**STEVE WERNER**: The best model for evaluating and selecting HR staff is the same as for all jobs - hire qualified people, do it fairly, measure their performance well (now frequently through metrics and analytics), set appropriate goals, and reward the best performers.

**NPCS-WPC BULLETIN**: Top six challenges facing oil and gas HR managers are:
1. Constant changes in business strategies
2. Lack of skilled workforce
3. Most of current workforce approaching retirement age
4. Attraction of new or current talent to new destinations
5. Challenges due to new location

What is yours list?

**STEVE WERNER**: My list would also include changing HR practices so that firms can better adapt to economic changes, improving the reputation of the industry, engaging the workforce, and increasing the representation of women in the oil and gas industry.