

Key words: *knowledge, human resources, knowledge management*

Abstract: The economic and social life includes changes regarding the strategic resources: the information item and the human capital. The role of the human factor is to use and transform efficiently the information item – as an element of knowledge.

The scientific revolution gave the opportunity – in the current context of transformations – for the scientific knowledge to become a continuous process based on innovation. In modern economy there is an interdependence relation between the information revolution and the revolution of knowledge, through the transition from the economy based on physical resources to the economy based on knowledge.

The changes at the level of human resources have effects in the learning, training and continuous education processes.

The management becomes knowledge-based management. As a science, the knowledge management is a continuous process within an organization, being reflected through:

- the importance of knowledge in the functioning and performance of the organization that learns;-
- the use of new information and communication technologies in the organizational processes;
- the exploitation of the knowledge of the human resources in the optimum adaptation to the current social-economic requirements.

As an evolutionary process, the knowledge-based management emphasizes the decisive role of the human factor and involves a multidisciplinary approach.