

## THE CLIMATE CHANGE EFFECTS ON HUMAN RESOURCE MANAGEMENT

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The climate change is not only a vision, but an accepted scientific fact, of which academic and professional (WMO, UNEP, IPCC), non-governmental (Greenpeace, Klíma Klub) , economic organizations (G8-Szicília), and even the politicians are keen to analyze to evaluate the effects delivered by it.

Many academic papers examined the effect of the climate change diversely from both economic, and social viewpoints. Still, the effects on the humans, as a resource, less frequented in these studies.

Although, a company has three main resources: financial, technological and human resources, the most significant , and most important amongst them is the human resource, on which the climate-change will also have a remarkable impact. The climatic effects of the environment influence the employees' general condition, and efficiency. Too high or to low temperature is not only uncomfortable but it also influences the performance of human efforts.

A study prepared by Örményi in 1972, which revealed that the reaction of people on changing weather conditions may vary on a broad scale. There are certain types of employees, of whom the work efficiency decreased, while the incidence rate of the accidents increased.

Average temperature in Hungary has increased since the 1972 study, and especially the number of very warm summer days, the length of the heat waves are showing a powerful change. Although neither the policy, nor the economic sphere has not started preparations to analyse the possible effects and reorganize (as well as re-gualte) work conditions, this step, can not be avoided for long. Another important area of research could be the analysis of how companies would possibly reorganize their activities on the global scale. It is highly possible that many multinationals will plan a geographically restructured organization in the close future to keep up efficiency.