

## **Emerging professional profiles of Management and Development of Human Resources in Professional Orders**

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In this conference we intend to present a specific part of a broad research project that aims to study the emerging professional profiles of human resources management and development. The project pretends to identify potential areas and functions in the area of Human Resources that may be developed, describing their tasks, procedures and competences and considering an analytical perspective of the area of management and development of human resources that considers the individual, the organizational and the societal levels.

In this context, the project to be presented has as its theme the emerging professional profiles of management and development of Human Resources for the Management and Development of Professions, namely in the Professional Orders.

It is considered that this project focuses on the Management and Development of Human Resources at the societal level and its main objective is to characterize what Human Resources professionals can contribute to the Management and Development of Professions, by identifying the activities developed in the scope of the Management and Development of the Professional Orders and signalling the potential of the Human Resources functions within the scope of the Management and Development of the professions.

In an initial phase, there is a need to delimit the theoretical conceptualization of what is the professional area of Human Resources Management and Development, for which a methodological procedure was defined for systematic review of the literature, by the global research group of the project. Thus, the following terms were used in the systematic review in the period 2014-2016, using the sources: RCAAP, B'on and Scielo with the following search terms: HR, Human Resourc \*, HRM, Human Resources Management, HRD , Human Resourc \* Management, Human Resourc \* Development. These terms were researched with each other, with the delimitation of the research of term of the subject and term in the title for the period between 2014 and 2016.

All definitions were transcribed and it arose the need to delimit the search for the term "Human resourc \*". The results were categorized according to the level: individual, organizational and societal.

The main aim of this systematic review, briefly described, was to characterize what is conceptualized by "HR", "HR Management and Development", "Occupation", "Functions", "Traditional HR functions".

Subsequently it will be gathered relevant data for the characterization of the empirical field, which in the case of this project intends to characterize the organizations within each sector of activity that can contribute to the development of professions such as Professional Associations and Professional Orders. A qualitative methodological design was defined to achieve these objectives, using techniques of documentary analysis and conducting semi-structured interviews with relevant actors within the framework of the Professional Orders.

**Keywords:** Human Resources Development Management, Professional Orders, Professions, Profiles