Abstract
Human resources field is a particularly complex one, that specialists with different professional background (not few in number) have to find answers to the serious problems which arise from the employment relationships. It is well-known that employment relationships are, to a large extent, regulated by legal norms, taking the form of legal employment relationships, which is the object of labor law, but obviously not any aspect related to labor law can be regulated. Thus, what can not be subjected to the legal norm, remains in the sphere of human resources management, psychology, sociology, ergonomics, demography, occupational medicine, etc.
On the other hand, when the labor (social) relationship is being damaged, labor legal conflict arises. And from this point of view, specialists in the labor law/legislation are of course useful. At the bottom of the pyramid are to be found human resources inspectors/referents.
We envisage in this material to highlight their place in the human resources field from considering specific regulations, the Classification of occupations in Romania -C.O.R and the occupational standards, out of which the latest is the one of the expert in the labour legislation

Keywords:
human resources inspector/referent, competences, occupational standards, expert in labor legislation, differences, regulations

References:
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