

IMPLEMENTING NEED'S ANALYSIS REGARDING THE HUMAN RESOURCES MANAGEMENT IN RESITA CITY

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Abstract: *The paper presents contributions and conclusions regarding started and made research based to the questionnaire, conceived for analyzing in one hand the attitude of Reşita city population regarding some aspects in human resources management area, questionnaire that has been received by the subjects, being considered as a training that leads to knowledge. I have considered relevant some questions that point to subject's knowledge regarding the activities in human resources area, labor work, the new action directions of employee's strategies, correlation motivation-satisfaction-effectiveness and organizational efficiency. Respondent's diversification by age and socio-professional categories as much as the interpreted answers of the questionnaire have been useful for generating a fundamental conclusions, regarding the need of knowledge in human resources management, the most interested categories proving to be students, public workers and others.*

Therefore, we consider that this research could build the fundament of initiating and developing a research center, consulting and assistance in human resources area, for orienting and reorienting of these socio-professional categories in labor work and for disseminating the human resources knowledge of those who are interested in every kind of organization that assures the management and administration of human resources.

Key words: management, human resources, questionnaire, subjects, institutions

1. INTRODUCTION

The evolution noticed in private property case by substantial increasing of associated private property, increasing of the dimension and complexity in modern organizations and managerial process, alert rhythm of renovation in technique and technology, increasing of the level of culture, education and professional training, changing of social position are only a few elements that we have considered that had pointed out the necessity of studying and promoting many forms of management.

Management is the process of achieving organizational objectives through out engaging and implying the five of its function, planning, organizing, decision, motivation and control. [1] Modern management has the forms of operational and strategic management, manifested forms in actual management such as human resources management, participative management, total quality management, financial management. Considerable changes pointing not only general idea regarding management, but first, the manor in witch this implies itself at al levels and all social life's domains, and second, methods, techniques and action instruments have determined in time the development of those forms of management, as self domains. [2]

The main elements that demonstrate the effective importance of human resources at organizational level are [3]:

- labor is the only that creates use value;

- human resources is the only that creates, not only economically but even spiritual, scientific;
- effectiveness and efficiency of using human, financial and informational resources depends mostly by human resources.

The main component of human resources management and a subject evoked in specialty literature, remains, no doubt, the motivation of the personal.

Comparing to traditional theory of enterprises, human resources management introduced new ideas regarding the personal. [4]

Making of the effectiveness motivation by the managers, shown by the experience and performance in different developed countries, assume a series of demands, as it follows:

- using in the company only that person that appreciate the results that this delivers;
- determining the expectations that people desire and offering to them as recompenses;
- giving to workers interesting tasks, leading to self exceeding;
- making the motivation particular function of every employee;
- giving motivations, often economically, based on reasonable expectations;
- communication with the employees;
- putting the people on the right job;
- informing the employees regarding the rewards and sanctions;
- minimizing the employees sanctions;
- the motivations given to employees to be seen as according to results.

The main objective of human resources management is to deliver experiences in this area, so that optimal results to be obtained using the most adequate methods.

We consider that the demands of a efficient policy in human resources area are:

- integration of human resources management in company's management;
- obtaining the interests of all personal;
- assuring a engagement environment;
- recognition and motivation of the personal that obtains performance;
- stimulating every employee;
- attracting in decisional process of those who prove their professional ability.

Responsibility of human resources management belongs to top managers and specialty department. [5]

The main responsibilities of human resources department must be:

- engaging personal based on competence;
- elaborating qualification and perfection programs;
- elaborating of stimulating plans by incomes;
- elaborating non financial stimulation systems;
- rapidly integration of the new employees.

The management of Romanian companies, in many cases, appealed to personal department services, but often asked for programs that they never applied or did not want to participate at.

Today, the idea according to human resources activity is only for consultancy began to change, because the specialists in this area have the responsibility to impose the labor legislation. In many companies, human resources department has authority, looking that the decisions in this area to be according to legislation.

2. HUMAN RESOURCES MANAGEMENT IMPLEMENTING NEED'S IN REȘIȚA CITY

In order to initiate the research, we appealed to a series of discussions with different kind of personal, in different levels, presenting generally some aspects regarding human resources management at organizational, national and international

level. The questionnaire is conceived to analyze the attitude or Reșița city population regarding some aspects of human resources management. The questionnaire that has been well received by the subjects has some relevant questions that point the subject's knowledge regarding human resources management, labor market, and the new action directions in personal strategies, the correlation motivation-satisfaction-effectiveness and organizational efficiency, this thing being considered a training that leads to knowledge.

3. THE PRESENTATION OF THE QUESTIONNAIRE

Hello, I am doing an investigation over the impact of human resources management over the population of Reșița city and I am asking you to have the kindness to answer to the following questions:

1. In your opinion human resources management represents:
 - a) The function that makes easier efficient use of people pointing the achieving organizational objectives;
 - b) Motivation, and development of human resources in organization;
 - c) Fixing the objectives according to people.
2. Do you consider that the labor market in Reșița city is large enough?
 - a) Yes;
 - b) No;
 - c) I don't know.
3. In your opinion engaging the personal in Reșița city is based on competence?
 - a) Yes;
 - b) No;
 - c) I don't know.
4. Which of the following modern methods of recruiting personal seems most fairly?
 - a) Friends networks;
 - b) Using the recruiting consultants;
 - c) Data base with the potential employees.

5. Which from the following action directions do you consider that are most appropriate for personal strategies?
 - a) Personal assuring;
 - b) Personal development;
 - c) Personal rewarding.
6. Do you consider that, generally, effective attributions of the personal succeed the ones in their job description?
 - a) Yes, most of the time;
 - b) Sometimes there are situation that impose this solution;
 - c) No
7. Do you consider that motivating the personal by giving stimulants can lead to increasing of organizational efficiency?
 - a) Yes;
 - b) No;
 - c) I don't know.
8. Your gender?
 - a) Male
 - b) Female
9. How old are you?
 - a) Under 20 years;
 - b) Between 20-29 years;
 - c) Between 30-39 years;
 - d) Between 40-49 years;
 - e) Between 50-59 years;
 - f) Over 60 years.
10. Your occupation?
 - a) Pupil- student;
 - b) Worker;
 - c) Intellectual;
 - d) Public employee;
 - e) Other occupation;
 - f) Over the age of occupation.

Thank you for the amiability of answering to this question and have a nice day.

4. THE QUALITY STUDY (A MADE PRE-RESEARCH)

The quality study consist in collecting and analyzing the psychical and sociological elements that allows explaining of the attitudes, motivations and the behavior of all implied in the study.

The questioned subjects are population of Reșița city compressed in a representative sample. A quality study precedes a quantity study because the information obtained is not enough for elaborate hypothesis.

The results of the quality study depend of the number of questioned persons, sampling, effective display of the study, and presentation and interpretation of the data obtained. For making a correct sampling we have to list the main criterions and for each criterion we list the possible levels. By listing the criterions and making a junction between them we have obtained a sample for 72 persons. The questioning of the 72 persons is considered a pre-research made with the purpose of finding out witch is the percent of persons who believes that the need of implementing human resources management is a issue that the city confronts with. Function of this percent, witch represents the appearing frequency of studied phenomenon; we will determine the size of the sample at the city of Reșița level, sample that is used in the quantity study.

5. THE QUANTITY STUDY

The validation of hypothesis formulated by the quality study is made through the quantity study. For this we can use two categories of investigation, the census and the questioning. As main steps in elaborate an investigation through a questioning we remind: building the sample, determining the size of the sample, making the questionnaire, administrating the questionnaire, analysis of obtained data, making the synthesis rapport.

The determining of the sample is made different function of polling rate:

$$R = n / N \times 100 \quad (1)$$

R = poll rate

n = studied population

N = mother population

If the sounding rate is less then 14.3% we have the situation of a non exhaustive poll, and if the poll rate is more then 14.3 we have an exhaustive poll.

In this case it has been determined a non exhaustive poll, whom size is given by the relation:

$$n = \frac{t^2 \times p \times (1-p)}{\Delta\omega^2} \quad (2)$$

n=minimal size of the sample

t=coefficient that correspond to the probabilities whom with it is guaranties the results

p= proportion in the sample that posses the studied characteristic

$\Delta\omega$ = accepted limited error

The sample used in our quantity study is:

$$n = \frac{t^2 \times p \times (1-p)}{\Delta\omega^2} = \frac{1.96^2 \times 0.5 \times (1-0.5)}{0.05^2} = 384 \quad (3)$$

For a larger sample we took the “p” from the formula as 50%, in order to obtain the standard sample of 384 persons.

6. THE INTERPPRETATION OF THE RESULTS

Asked: “In your opinion human resources management represents” 49.47% of questioned persons have choose “b” answer, this thing maintaining over the criterions of age, gender and occupation.

At the question “Do you consider that the labor market in Reșița city is large enough?”, 52.34 % answered “no”, and they are under 20 years old and the persons between 30-40 years old.

When asked “In your opinion engaging the personal in Reșița city is based on competence?”, 46.35 % of them said “no”, and they are persons under 30 years old, while 21.09 % of them said “yes”.

Referring to the modern methods of recruiting personal, 53.38 % from the

questioned persons said that the best method is using the recruiting consultants, and they are persons between 40-50 years, while 11.45 % of them consider the friends networks being the best method.

Regarding the action directions for personal strategies most of the questioned people said that this should be the rewarding of the personal, 62.23%, and they are persons between 20-30 years and those who are between 30-40 years old.

Questioned: "Do you consider that, generally, effective attributions of the personal succeed the ones in their job description?" 48.43 % of those investigated have chosen the answer "yes, most of the time", while only 11.19 of them chose the answer "c".

Referring to the motivation of the personal, 74.47% of questioned people have said "yes", while only 7.55% of them choose the answer "c".

7. CONCLUSION

The research instrument conceived to know the implementing need's of human resources management, proved to be compatible with domain practice, reflecting realities, being easy to approach by the subjects. For further research in order to initiate and develop a research center, consulting and assistance, for orienting and re-orienting of those social categories in labor market we consider that this can be landed from other theoretical and practical prospective. That's why, starting from this analysis we will extend the research, pointing not only local and organizational plan, but even national, and why not European plan. The motive is the development of unique European market and the Europe open that determined and should determine lots of changes at human resources management from every country, and also at the levels of research centers specialists, and starting with this the necessity to attract and keep not only qualified personal, witch will determine in eastern Europe difficulties in social plan

and elaborating the social organizational strategies that are actual.

Themes like recruiting, motivation policy, carrier management, performance evaluation are considered major issue for the years to come.

This assume an effort in research over the management at organizational level, national and even international in order to hope at changes in a transnational real partnership. Also, assume the focus of the researches interests over the multiple socio cultural and economical political realities, integration of national specific in management process, collaboration with decisions factors at national level in attracting into policies system regarding human resources that has some specific elements.

In managing human resources and in organizational policies are lots of specifications at European level. If the harmonization on social, economic, politic and legislation plan for Europe nations is possible, at the same time in administrating human resources we have a large heterogeneity.

Human resource must be seen as a strategic resource, and its administration and good management of this has to be a priority of management.

8. REFERENCES

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