MANAGEMENT METHODS FOR LABOR ANALYSIS IN DAMBOVITA COUNTY

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Abstract:

Employment rate has been and continues to be the focus of studies by many specialists at national and international level this being a timeliness topic because of the fact that it will not wear out due to constant use, it will not come to the phenomenon of supersaturation but, on the contrary, with the manifestation of the recession, more studies will appear on this topic. This paper offers a new approach on the employment rate.

The need to analyze employment rate is motivated by the loss that would be for the society where a work resource is available but not used. This paper seeks to identify credible conclusion that generate enhanced understanding and awareness of current employment situation reflected in local statistics.

Keywords: management, methods, labor, work

JEL Classification: J 21

1. Knowledge stage

The managerial method is a set of phases, components and rules, outlined in a concise and eloquent manner with which it is conducted a narrow segment of managerial processes and relations of an organization(Nicolescu O, Verboncu I, 2008).

The similarities and differences between the systems, methods and management techniques are the following(Cruceru A, 2015):

- Systems management refers to the whole organization and management techniques, performing managerial responsibilities or tasks that should be performed by one or more managers;

- Management systems are the most complex and managerial methods cannot be divided, representing a primary unit;

- Management techniques have reduced coverage and complexity as opposing to the systems and management methods, and are used either alone or incorporated in some systems and management techniques.

The diagnosis requires the existence of an objective reality that helps the impartial expert discover rather than understand the problem. The diagnosis is performed in two situations(Toma M, 2013):

♣ In situations of imbalance, making a diagnosis is not a legal obligation, but aims to remedy deficiencies;

♣ In normal situations, it's nature is of a control tool for achieving performance.

The results obtained after diagnosis are used to design the SWOT analysis. SWOT is a simple yet widely used instrument, supporting the understanding of the forces, weaknesses, opportunities and threats involved in a project or activity. It begins by defining internal and external factors that are key to achieving the objective. Strengths and weaknesses stem, usually from the internal environment of the organization, while opportunities and threats reflect the realities of the external environment. Often, they are represented by a simple 2x2 matrix*(*Worrall L, 2008).

For the SWOT analysis to fulfill its role is necessary to collect large amounts of data both from internal environment and the external environment, corresponding with the objectives of the organization and the possibility of its use in real time*(*Ivorschi R, 2012*)*.

The labor market can be defined as a social space where they meet, face and negotiate freely the work offers and demand through specific mechanisms, but primarily by wage*(Georgescu M, 2005)*.

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Labor market functionality is ensured by its components(Ştefan C, 2009):
- *Bidders* – people that offer their skills and professional competence for a price;
- *Applicants* - organizations (public and private);

- *Intermediaries* - legal persons specialized in intermediation services between bidders and applicants for employment.In democracy the right to work, to free choice of profession / workplace are integrated in the fundamental human rights. Labor supply and demand are influenced by extra-economic level bidder applicants and intermediaries(Prahoveanu E, 1997)

2. Diagnosis of employment rate in Dambovita

Employment in Dambovita county is reflected by statistical indicators such as work resource, active population, average number of employees, earnings and unemployment(Table no 1).

Table 1. Work resources in Dambovita county, in the 2000-2014 period

2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
UM: Thousands of people														
308,7	313	310,4	320,2	330,4	336,8	337,1	336,3	336,8	341,3	347	348,2	348,3	347,8	326,1

Source: http://statistici.insse.ro/

The resource indicator in the county of Dambovita reflects stages of evolution and regression for the reviewed period. From 2000 until 2014, its value increased by 17,400 people.

In order analyze a situation more in depth, we look at work resources by gender (Table 2).

Table 2. The labor resources by gender

Gender	Macro-regions, development regions and counties	Years														
		2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
		UM: Thousands of people														
Male	Dâmbovița	157	158,9	158,1	163,3	167	175,2	176,4	175,1	175,7	177,5	180,2	181,1	181	181	173,7
Female		151,7	154,1	152,3	156,9	163,4	161,6	160,7	161,2	161,1	163,8	166,8	167,1	167,3	166,8	152,6

Source: http://statistici.insse.ro/,

The work resource structure analysis by gender shows that the number of females is higher than that of males. In 2014, there are a number of 173 000 men who were part of the labor resource and a total of 152 000 women in the local labor resource. Presenting the situation of the civil assets population can be seen in table 3.

Table 3. Active civil population by gender

Gender	Macro-regions, development regions and counties	Years														
		2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
		UM: Thousands of people														
Total	Dâmbovița	233,1	225,9	223	213,2	213,7	214,9	211,4	214,2	210,2	211,1	211,5	206,7	212,8	210,7	204,6
Male		123,4	118,6	118,3	114	114,6	115,1	116,2	118	118,2	116,2	118,9	115,2	120,6	119,3	114
Female		109,7	107,3	104,7	99,2	99,1	99,8	95,2	96,2	92	94,9	92,6	91,5	92,2	91,4	90,6

Source: http://statistici.insse.ro/,

In 2014, out of a total population of 204 600 of civil active people, 114 000 are males and 90,000 are females. We noticed that the male labor resource is dominating for the entire period.

Table 4. Registered unemployed

2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
UM: Number of people														
5098	0404	9564	2949	4259	5832	2902	1366	1715	7979	7927	3382	5868	7157	6228

Source: http://statistici.insse.ro/

The trend of unemployed people, for the period analyzed, is lacking linearity. We notice a diminishing number going down to 8870 people.

Table 5. People in training

Years												
2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
UM: Number of people												
26410	27698	19536	29992	36440	53077	55931	53651	50622	41306	37979	52788	46643

Source: http://statistici.insse.ro/

Regarding the people registered for training, it appears that, according to statistics, there's an increase of over 20,000 people. In 2013 there were 46 643 people. The tables 3.56 and 3.57 we see the average number of employees for the 2000-2014 period.

4. S.W.O.T. Analysis of employment rate

SWOT analysis is based on preparation of two matrices: internal factors and external factors.

Table 6. MEFI Matrix - employment rate

INTERNAL FACTORS	KI	NI	KI*NI
STRENGHTS	0.50		1.80
1. Fix in terms of quality of employment rate	0.05	4	0.20
2. Reduction of long-term unemployment share	0.10	4	0.40
3. The labor resources competitiveness at international level in some areas	0.20	3	0.60
4. Flexibility of labor resources to innovation and change	0.15	4	0.60
WEAKNESSES	0.50		0.90
1.Low level of participation of young people, women and Roma people	0.10	1	0.10
2. Education does not produce specialists as managers require	0.20	2	0.40
3. Poor correlation between education and skills in the field	0.10	2	0.20
4. Romania's targets are under the EU 2020 Strategy	0.10	2	0.20
TOTAL strenghts+weaknesses			**2.70**

Environmental analysis is done by evaluating the matrix of key external factors represented by the following table.

Table 7. MEFE Matrix

EXTERNAL FACTORS	KI	NI	KI*NI
OPPORTUNITIES	0.50		1.40
1.Improving the legislation	0.10	2	0.20
2. incentives for entrepreneurs to increase employment	0.10	3	0.30
3. Available and not used work resources	0.15	4	0.45
4.Return of the people who left to work abroad.	0.15	3	0.45
THREATS	0.50		1.40
1. Ageing population	0.20	2	0.20
2.Persistence of employment poverty	0.10	3	0.60
3. Maintaining low labor remuneration	0.10	4	0.40
4. Changes in population dynamics	0.10	2	0.20
Total Threats + Opportunities			**2.80**

The chart below shows the scores for the two matrices. The purpose is to observe the extent to which the current strategy for employment should be maintained(fig no 1).
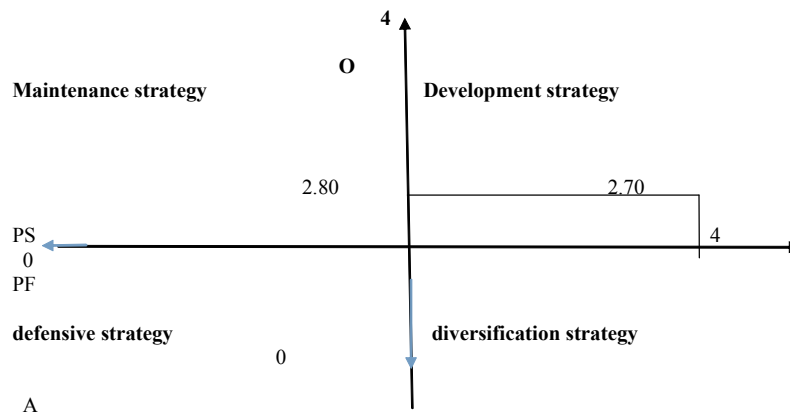

Fig no 1. Representing the scores

According to calculations and plotting it appears that at the level of employment we need a *development strategy*.

4. Conclusions

Employment, unemployment and underemployment are indicators that help diagnose the labor market and contribute to the development of a set of remedial measure roles. It is an essential base for the design and evaluation of government programs directed at creating jobs, training, incomes, and reducing poverty.

Weaknesses in unemployment reflect on the individual by the fact that the constant evolution of the number of unemployed persons, of working age, is causing an increased insecurity and also reducing living standards.

The labor market is affected by a variety of factors, labor market, in turn, exerts influence on other markets. An information that is available today, over some time is no longer valid because a high flexibility interferes to changes in their environment. The individual, as a current or potential employee must keep himself informed about labor legislation, legislation that protects his rights.

In conclusion, the diagnosis and management method is effective to analyze the employment rate in the county of Dambovita.

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