

# THE ACADEMIC GRADUATES PROFESSIONAL INSERTION ON THE LABOUR MARKET AMID THE DEVELOPMENT OF A SUSTAINABLE ECONOMY

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## **Abstract**

*The lack of integration in the social environment end the blocking steps regarding the absorption on the labor market of young graduates of higher education who fail to get a job in accordance to their qualifications are elements that create mental and emotional imbalances that are very powerful, thus the subjects being in a situation to readjust to the new requirements of the labor market. The development of the training system needs to respond to the requirements of the labor market, and the economy based on knowledge and needs relevant information concerning the changes in the job market, namely the job offers and demands. A coherent harmonization between the theoretical knowledge of alumni, the universities' curricula and the training programs is necessary in order for the young academic graduates to be absorbed by the job market.*

**Key – Words:** *labour market, professional insertion, high economic education, human resources, social integration, sustainable development.*

**JEL classification:** A, A2, A23

## **1. INTRODUCTION**

The necessity and importance of the present article research is motivated by the fact that although were conducted at institutional, even national youth employment on the labor market, they are only in theory and descriptive. The development of the continuing vocational training system should meet both the needs of the labor market and the economy based on knowledge as it requires a set of relevant information regarding actual and relevant information about the evolution of trades and professions, the evolutionary trends of the labor market, different skills, the degree of harmonization between the supply and demand of labor existing in the labor market, the identification of the negative elements, the necessary educational programs, vocational training and their suitability to the needs of those who require them. [1]

Our country's economy has generated a number of significant changes in the occupational structure, prompting new occupations, and traditional professions have also changed. Thus, we identify three types of occupations at the moment:

1. The dominant occupations: are crystallized, have a tradition that formed in the area of the occupational Romanian economy;
2. Occupations with a modified content: these are found in the industrial sectors affected by technological or organizational changes, and these services are geared towards customer satisfaction;
3. Breakthrough occupations: these are new services, adapted to the new requirements and which have a high added value and an increased potential for evolution in the period ahead.

The element that can have a negative value for this category represents the lack of a

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large number of qualified personnel to support these occupations. Selected staff must have, besides a theoretical knowledge, a practical competence and a high level of adaptability[2]. It goes without saying that the factors that have led to these changes in the content of the activities are: the adaptation to new needs, the raising competitiveness and the process of retooling.

New labor has been forced to adapt and to gain new skills such as the use of information technologies, communication and resource management.

The thematic research study imposed an interdisciplinary approach of the fields with an important impact regarding HR and labour insertion.[3] The research focused on the HR as an important factor of economic development. The labour market was seen as the contact field for the students with the realities of employment. Their personal and psychological development is key points in their integration on the labour market. Along with their employment, the graduates will develop a self esteem and will be able to become important human labour force. [4]Otherwise, they can lose their emotional balance and therefore, they become a simple blocked HR. Thus, the interdisciplinary character of this analysis reaches a new level that of the emotional, psychosocial young development. They are not just labour force but a whole system of theoretical, practical and expertise that are encapsulated in a certain psycho – social development level[5].

## 2. RESEARCH METHODOLOGY

The start of the present article research resulted in the development of an online platform that facilitates data storage, real-time labor market insertion assessment. This platform could (and still can) be accessed by three target categories, namely: students / graduates (who participated as subjects in the doctoral research), academics and employers that can inform themselves about the actual situation on the labor market and the prospects of future potential employees.

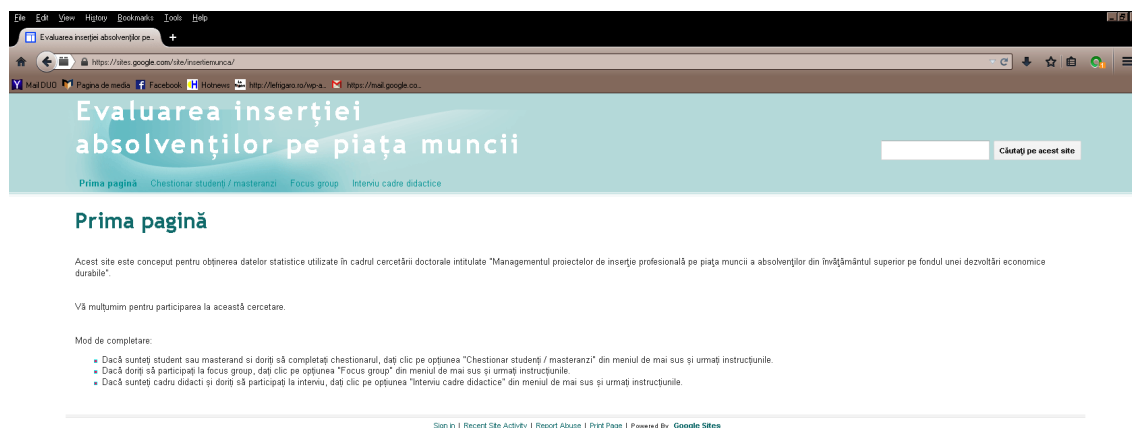


Fig. 1. First pages of on-line platform

The on-line platform contains three research instruments applied respectively questionnaire - among graduate students and piloted, focus groups and the interviews held with academics. Users were able to access the research instrument desired by selecting one of the buttons displayed on the homepage of the online platform. Online platform contains only three research instruments applied respectively questionnaire - among graduate students and piloted, focus groups and the interviews held with academics (ie only ternary analysis was applied in this case).

Data collected were stored and then analyzed based on a statistical analysis of their program in order of their processing methods of descriptive statistics, thus obtaining, for example, the frequency with which research instruments were used, and the frequency of participation in research subjects in group analysis (frequency domain specialization chosen by the analysis by age, as backgrounds, etc.).

Fig.2. On-line platform for personal dates

### 3. RESEARCH CONCLUSIONS

Following the analysis of theoretical issues pertaining to the functioning of the modern economy based on knowledge, linking higher education system with new requirements for establishing and deepening of new skills relevant to the labor market is the need to implement clear measures aimed at the problems faced by young people in direct interaction with the labor market or with the legislation in force such as:

- attracting investors;
- the development of initiatives for the promotion of young people;
- promote job fairs;
- fighting corruption;
- offering scholarships for young people;
- supporting small entrepreneurs;
- adapting local legislation to the requirements of the labor market or the investors' proposals;

- investors' tax-exemption, construction of housing for young people;
- exemption of youth that engage immediately after graduation;
- facilitating the creation of new jobs, the use and exploitation of local resources;
- the granting of facilities for the companies;
- harmonization of legislation in relation to the needs of young people;
- supporting business environment, providing facilities for young people in terms of access to credit, or advice on accessing EU funds;
- eliminating the bureaucracy in offering employers' facilities;
- a linking education system with offers for employment (partnerships between public institutions and the universities);
- reduction of fees and taxes;
- the creation of specific programs for young people in vulnerable situations (unemployment, investment institutions, etc.);
- the establishment of vocational counseling centers for young people;
- increased transparency of public institutions regarding the removal of work places;
- development and qualification programs in the workplace;
- provision of information regarding services and opportunities on the labor market.

Thus, the lack of integration into the social environment and the blocking steps occurring in higher education graduates who fail to secure a job in accordance with their qualifications are elements that create mental and emotional imbalances which are very strong.[6] The subjects are in these situations being forced to rebuild the new coming demands of the labor market about which had no knowledge at the time when they had to choose a particular field of study.[7] The labor market is in a process of an increasingly evolution and change and that is why the stability of a job has almost disappeared from the common vocabulary and the degree of adaptability of those competing for a position must be increasingly higher.

Acknowledgment

**This paper has been financially supported within the project entitled “Horizon 2020 - Doctoral and Postdoctoral Studies: Promoting the National Interest through Excellence, Competitiveness and Responsibility in the Field of Romanian Fundamental and Applied Scientific Research”, contract number POSDRU/159/1.5/S/140106. This project is co-financed by European Social Fund through Sectoral Operational Programme for Human Resources Development 2007-2013. Investing in people!**

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