

NEW INDICATORS ON THE LABOR MARKET IMPROVED ABSORPTION UNIVERSITY GRADUATES

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ABSTRACT

At the moment, young graduates constitute a group in flux, characterized by a late access to employment and to found a family rather late. They are seeking concrete financial stability and long-term and commute between work, education and the need for retraining contributing to loss of interest in academic studies and outlining realization of individual routes. This creates a permanent state of uncertainty and mistrust in a system that appears most often exceeded. In concrete terms, the situation of young people translates into a sense of fragility to their own condition, loss of confidence in decision-making systems and / or detachment from traditional forms of participation in public life.

Key-words: indicators, academic training, labor market absorption, insecurity, financial stability, requalification.

JEL CLASSIFICATION CODES: A, A2, A23

1. INTRODUCTION

Regarding youth employment, it is considered that there is a correlation between labor market needs with education programs and thus should be considered, adapting training standards and academic training to employers' needs (Șerban, M., Pataki, I., 2004). Involving employers and social partners is limited in terms of planning university education.

It is obvious that an academic is an extremely important element in the portfolio of any young person wishing to enter the labor market and experience gained by it, in time, would come to complete his capacity for adaptability in the workplace and personal development (Voiculescu, V., 2008).

2. TIMELINES OF THE RESEARCH

Under the elaborate scientific accordance with a transnational and interregional made an analysis, both nationally and at the level of South-Muntenia, thus the challenges of employment and measures to prevent and combat unemployment.

3. OBJECTIVES

Objectives of the research undertaken focused on a literature review, data collection, as well as some concrete information.

The research was both qualitative and quantitative. By using existing data from the analysis of documents (the preferred primary method of collecting data for the present study), used in conjunction with other methods (survey, poll students / graduates, interview teachers, focus groups, and even observation), both with order completion information and the purpose of examining the validity of the data was performed a quantitative analysis of them.

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Following interpretative analysis, statistical results were highlighted frequency distributions using statistical indicators (research based on a community dimension, ie, group of subjects analyzed in the light of a statistical calculation model based on data).

In the present research, statistical indicators will lead to conclusive results, data on which is determined homogeneous.

4. RESEARCH METHODS AND TECHNIQUES

In the present research was used quota sampling, which is, in fact, the most commonly used sampling method directed research and market surveys.

In this sense, they were considered demographic characteristics, age, gender, income (where applicable) and the time factor. After completed questionnaires were obtained some new indicators that indicate the characteristics on which young people can be targeted, selected and oriented their trades right.

Thus, analyzing the desire job satisfaction they have in the workplace found, the degree of self-esteem, the degree of adaptability to new enthusiasm, the degree of motivation in choosing job, personality young graduate degree of confidence, what he has in him and in the future they can have in the workplace, automotivatia company's choice, and the degree of creativity, were obtained some interesting indicators such as:

$$R_{alm} = (N_{alm}/N_{ai}) * 100$$

where,

R_{alm} – adjusting the rate of university graduates in the workplace;

N_{alm} – the number of graduates employed within the company;

N_{ai} – the total number of higher education graduates.

This indicator provides important information on the process of adapting to the work of graduate university.

Another proposed indicator is the level of research conducted in self-confidence of these young people are looking for a job:

$$G_{ia} = (N_{ai}/N_{ta}) * 100$$

where,

G_{ai} - the share of graduates confident in their strengths;

N_{ai} - number of graduates self-worth in the workplace;

N_{ta} - the total number of higher education graduates.

Also, the analysis took into account the degree of creativity in the work of young graduates, as follows:

$$G_{ca} = N_{aclm}/N_{ta} * 100$$

where,

G_{ca} - creativity rate of graduates at work;

N_{aclm} - number of graduates creative workplace;

N_{ta} - total number of graduates from university.

It is known that estimate values obtained (average percentage) in the sample can be achieved with a certain error. Sampling application, relying on ensuring a minimum number of individuals (n) to enable an acceptable level of representativeness, was conducted on a batch of about 2000 subjects, which leads to the conclusion that the analytical results are representative.

In this regard could be achieved and a sample group which involved the prior existence of the investigated group subjected to observation.

This method was used in the present study because existing groups of individuals in the group were significant to the investigation and, also, it was necessary to construct a sample relatively quickly and with minimal costs.

5. RESEARCH RESULTS

Probability guarantee of research results is an expression of the extent to which it can validate results obtained with the sample and lead to some conclusions valid throughout the investigated group. Research reveals proposed indicators in ease of adaptability, degree of trust and degree of creativity that we have young university graduates, the interest which they have to work, and their effectiveness on the job market.

It is known that won using a probability of less than 95%, which means that, while preserving a way of building the sample and the achievement of research in 95 cases out of 100, the results will be similar to those that have been provided by the present research. Also, if the probability is greater guarantee of research results and the sample size should be large.

How sample of research encompasses a large number of subjects proposed for the region (South-Muntenia), it can be considered that the results are taken into account. .

6. CONCLUSIONS

Recent studies have shown that labor flexibility can enhance employability of human capital when youth is quite high (Aceleanu, M. I. 2011). To reduce the gap "experience" between youth and adults, the education system should aim at reducing the drop, increasing flexibility and facilitating youth transition from school to work.

After analyzing the reactions and responses given by subjects in the cerceării can note concerns regarding the uncertainty of their future (Aceleanu, M.I., 2011). Lack of self-confidence and on the labor market system is becoming more pronounced. Many of the subjects had high expectations from their future jobs and the reality shows them that the image created by them is not exactly true. Motivating young graduates has become a challenging task in the current economic climate.

Youth transition to work has become complex, fragmented, prolonged, with a strong individualist, depending more than individual qualities and abilities (Rothwell, W. J., Lindholm J., Yarrish K. K., Zaballero A., Ed. by William Rothwell, (2012). We know that young people represent an exceptional resource for the development of society, but this potential can not be exploited if the labor market is inefficient.

Thus, youth employment in the labor market is influenced by a number of factors such as restructuring and economic developments, the proliferation of new forms of employment, increasing youth unemployment, extension of education, migration and increasing geographical mobility (Peters, M.A. , 2004). At EU level the knowledge process of entering the labor market for young graduates and the characteristics of this process became a priority in the formulation of employment policies and of the education (Ungureanu, E., Burcea, F., 2010). By evaluating the employability of young graduates obtain, on the one hand, a picture of young people's transition from school to work, the degree of concordance between supply and demand existing at one point in the labor market and, on the other hand, essential information on the effectiveness of education (Osoian, C., 2005).

In Romania, as in most EU countries, youth unemployment remains a social issue with major implications throughout society, therefore facilitating the transition from school to work should become a national priority.

Analyzing the factors that influence young people insertion in the labor market in Romania, we believe that they are related to preparing young people for their status socio-economic changes of a technological nature in the companies, the effects of the global economic and financial crisis, which requires a need permanent adapt quickly to changes in the economic environment, in an environment increasingly competitive (Gal, D.. 2002).

According to studies, young people in Romania consider school as a success factor but feels that formal education does not provide the information necessary to access the labor market (Bădulescu, A., 2006). On the other hand, labor market experience before graduation has an important role, allowing easier insertion in the labor market (Cucui, I. (coord.), Toplicianu, V., Popescu, C., Duică, A., Cucui, G., Duică, M., Radu, F., (2010). There is a tendency to increase the number of students who undertake before graduation, which improves their insertion.

7. AUTHOR'S CONTRIBUTIONS

In the elaborate scientifically accomplished author proposed some new indicators, such as:

- R_{alm} – adjusting the rate of university graduates in the workplace;
- G_{ai} - the share of graduates confident in their own strength;
- G_{ca} - rate creativity of graduates in the workplace, showing us the ease of adaptability, indicators that show the ease of adaptability, degree of trust and degree of creativity that we have young university graduates, the interest which they have to work, and their effectiveness on the job market.

8. PROPOSALS AND RECOMMENDATIONS

Regarding the necessary qualities you need to have an employee can exemplify: "punctuality, professionalism, easy communication with team members, optimism, adaptability, enthusiasm, motivation, attitude, personality, attention to detail, self-motivation, achievement in May several tasks at the same time, respect for deadlines, confidence, positive attitude, open to gaining experience, appearance and attitude, determination, manners, domain knowledge, creativity, new spirit. "

Motivation, mission perfectly possible, however, depends on competence, creativity and ability to correctly identify employers imotivare needs of future employees and to act promptly and customized with various tools.

Certainly, in most cases, since the final years of study, regardless of the nature of the object of its activity it is impossible scenarios below is not known:

"I am in 2nd year at the Faculty of Economics and I got the job it in an area other than the one you'll have to finalizing the faculty for me helps me add some experience to resume and because I want to develop my career in this company, maybe in Marketing ... "or" the job in the company where I was employed at the moment I was handy because no experience is offered intensive training and then the environment is cool, we are very young and I like to socialize - to me it's just temporary have with what to pay my rent, to go to clubs. When you finish school I'll head towards IT "or" I work in the company this 2 years, at first I liked - it seemed interesting to have direct contact with customers but after a while I got tired, string uninterrupted calls pressure targets, constant attention to quality and evaluation of the calls are permanent factors of pressure for me. I want to lead a team, I think I will cope, we have experience in call center, know how to help other people "or" I was recently promoted to Team Leader company, which pleased me very much. But after a while I realized that for two years I hunted a position that did not fit. I hate to be put in difficulty by all sorts of situations, and my job as a whole has suddenly become very stressful. "

Faced with such situations, employers react differently depending on their experience level of managerial competence, personal leadership abilities and sometimes even according to their own level of motivation. So companies may face situations in which employers themselves become a factor "demotivated" motivating young people turning into a forced

process, forgery, they considered applicable or ineffective. The young graduate province as a new employee has encouraged employers to develop their theoretical knowledge related to the motivation of the team, to read classical theories of motivation but to broaden their consistently wide knowledge through self-study or participating in formal programs training ; Employers need to be trained to motivate not necessarily make for happier employees but to stimulate sufficient to overcome the own level of performance. You must learn to set the right expectations employee must clarify timely is commitment and the company's overcome some of the problems, which are issues that he personally can influence and what are the issues that can not be solved from the start that do not coincide with company policy.

The employer role is to shape the style of an employee and make a keen observer of the working team and a good "motivator". There are employers who can motivate young people easily because they are gifted with empathy, interpersonal skills outstanding and a great desire to have around them a team undefeated but there are others that discuss factors of satisfaction and dissatisfaction and be proactive some cases delicate - not part of nature with fresh young employees. When we are dealing with a similar profile of employees under 25, the first job, employed part time most of the times, if you are still on banks faculty, we can speak of similarities in terms of career aspirations and group D but can not speak necessarily saving recipes motivation of the individual.

Profile of employees in 1997 for example, is different from that of employees today we are talking about different generations. 1997 employees were not familiar with using computers, they learned to access the Internet and communicate via email only if you were lucky enough to have access to a computer with net access. Employees in the years '97 -'98 in Romania understood the need for apprenticeship learning, scroll several steps to have a professional management job. The desire to build a career was more powerful and time spent at work recently surpassed the limit allowed by law because they worked with pleasure, with enthusiasm and dedication to their dream come true.

The generation that has caught communism still have respect for authority, against the rules and procedures which makes this generation to adapt perfectly to the call center environment standards and procedures is an indispensable condition of operational success. '97 Years apucaseră employees who occasionally work in rural units State really appreciate the environment multinationals simply because they had a strong criterion for comparison with experience in state units or small businesses. Millennials generation that we work in Romania today is the generation that does not conceive life without the Internet generation is a very intelligent, very educated, talented, ambitious, sociable, who wants to quickly burn more steps previously considered normal. It is the generation that has the highest expectations from the new job. Apprenticeship is an obsolete instrument, promoting fast or jump from one job to another in exchange for preferred approach advantages are currently building a career step by step. Therefore, considered necessary to propose some ideas to stimulate the generation of these young Millennials like:

- provide tangible objectives;
- providing a consistent feedback about their performance, about their professional development;
- creating an office working with a design meant to encourage socialization and sharing of ideas;
- a 5% percent salary will not be appreciated, but a few days of vacation in addition certainly will be;
- introduction of a flexible work schedule with the ability to work from home occasionally perfectly fits their needs;
- managers will be appreciated, so young people want to know where the company is heading, what works and how much the manager can be helpful;

- providing new challenges and opportunities for development and learning;
- ability to learn from mentors trained and knowledgeable career management programs and career counseling;
- recognition and appreciation of their efforts and performance.

Thus, their motivation will become a perfect mission possible social need is huge and the need for personal time is often better placed than balance the time spent at work.

Rebellious and dreamy natures accept more difficult procedural environment, which makes adaptation to authority and standards of life to be more difficult.

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