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THE INFLUENCE OF EDUCATION ON THE QUALITY OF HUMAN - TECHNICAL POTENTIAL IN ROMANIA

The paper deals with the issue of the necessity of modernizing present education system, continuous correction of labor supply. It is being proposed a conceptual scheme of a model that includes two complementary sections complementing each other - education market and the labor market.

Keywords: *human capital, education, innovation, professional competence, educational resources, labor market.*

Human capital represents knowledge, skills and human aptitudes, and its formation is influenced by the motivation system of work results, production experience, level of training, qualifications etc. Modernizing of education system is an important condition for the formation of innovation-based economy and is the basis for economic growth and social development of society, a factor of welfare, competitiveness and security of the country. Education, its quality and structure need to satisfact more of social, economic and cultural rights of citizens, to be oriented towards new models of training, pragmatic objectives in accordance with modern requirements and realities of a changing world order social development. Only people with initiative, innovative, constructive and active, who learn the cultural experience of human civilization can be a resource of active modernization. Education in Romania is a priority area for investment and systemic changes in socio-economic development of society.

The necessity of continuous correction of labor supply is determined by a number of factors, the main of which is labor demand. Demand for practical training can occur in almost all subjects of the labor market for various reasons:

- state policy in the sphere of vocational education, which may influence the development of labor potential of the company and the situation in the workplace and employment;
- contractor becomes aware of the need to train staff in terms of business diversification;

Currently in Romania are being formed professional contingents, more stable labor market than older age groups representatives who have similar characteristics and professional qualifications. Proportion of young competitive labor market in total employment is relatively small, so we keep a high general level of youth unemployment. In terms of socio-economic efficiency youth should be regarded as the most promising group of the population, by state and by entrepreneurs (employers).

An important factor in training workers remains education and training system. Demography and population migration affect labor market dynamics. Vocational education in Romania is not sufficiently oriented to labor market requirements, coordination of these structures is not observed. A person who possesses more knowledge is more competitive and creative. Labor market reacts to increase the number of people with higher education. This is reflected in the increasing share of unemployed people with higher education (especially among their youth and women) who forms a fairly large percentage of unemployed in Romania(1, 2 and 3). Education, outside the context of labor market loses its meaning, and training is an important form of self-realization on the labor market in the field of labor relations.

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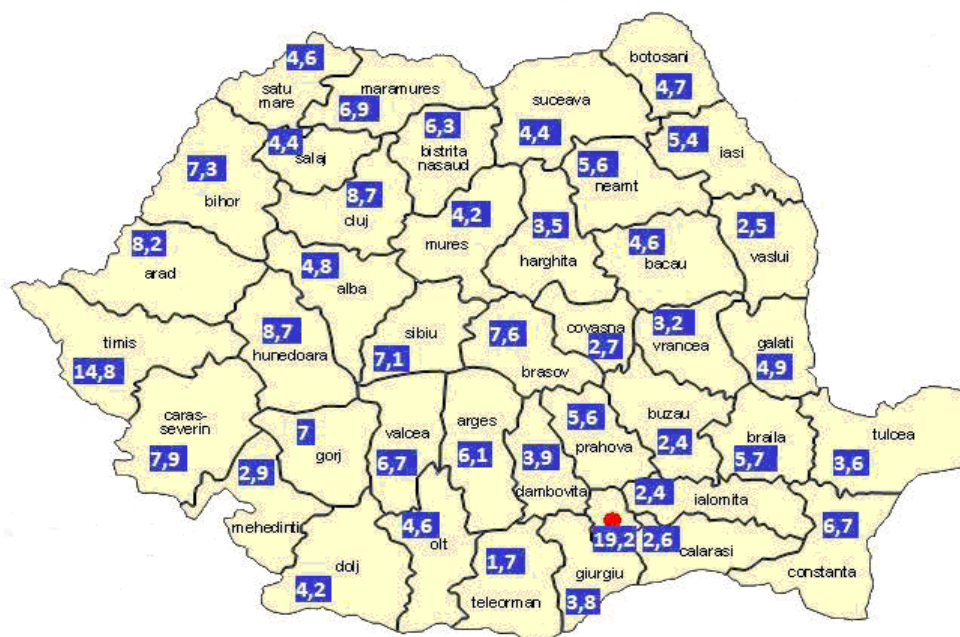


Fig. 1. Evolution of the number of unemployed college graduates in the period 2004-2010

Unemployment among young people is unacceptably high in Romania, about 25 percent, and in Europe, 7.5 million young people are not enrolled in school systems, do not work and neither train, said Zoltan Kazatsay, the Director of Employment, Social Affairs and Inclusion of the EC. Young people that mysteriously disappeared from the statistics must be brought back, must have a job" said Kazatsay.

Euro area unemployment rate reached a new record level of 11.4 percent in August 2012, according to statistics from the Institute for Monetary Union, Eurostat.

Thus, in august, in the euro zone were 18.2 million unemployed, according to the Eurostat report. The highest unemployment rate was in Spain, 25.1 percent, and lowest in Austria, 4.5 percent. In Germany, the largest economy in Europe, the unemployment rate was 5.5 percent. At EU level, the unemployment rate rose to 10.5 percent. In Romania, the level was in August, 7.1 percent. Unemployment reached highest level (21.5%) among young (15-24 years), reads the INS.

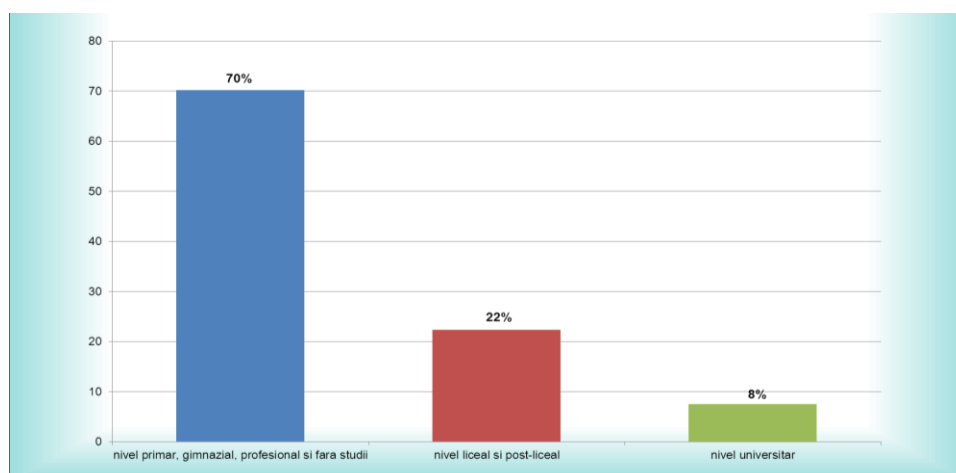


Fig. 2. Distribution of unemployed in Romania according to educational level

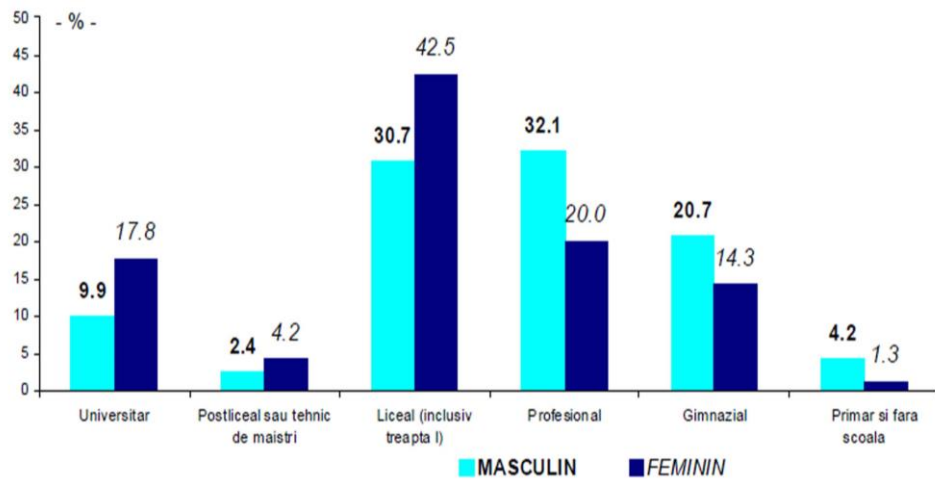


Fig. 3. Distribution of unemployed according to education level and gender, in April 2010

Obs. This graphic represents the result of an investigation conducted by a private agency

Romania aims to improve social policy in the light of EU social policy, which means social ergonomics and the mobilization of human resources and human potential. Social Ergonomics is committed to investing in human potential at maximum - in development (education, training).

Adapting universities to market conditions requires long-term records and balance the need for personal economy. Without a new level specialists, innovative, technical and technological modernization of the economy will not happen. "Brain drain" and labor force going abroad reduces productivity and competitive capacity of domestic products on domestic and external markets. It is imperative to raise the standard of training effectiveness. In the market economy philosophy of education is based on the principles of adaptive training on many levels, providing balancing training in primary, secondary and vocational high school, between general education and vocational training. The researcher L.Gherbanovscaia – IEFS, R.Moldova, has proposed a conceptual scheme of a model that includes two complementary sections complementing each other - education market and the labor market (fig.4).

Building of the design should be based on statistical regression analysis methods, with which it will be possible to form mathematical dependencies of markets (for this, it is necessary to take into account a large number of factors).

In assessing the competitiveness of educational institutions should be taken into account the quality of educational services, external training environment (opportunities and threats for business educational institutions), consumer attitudes towards education service and schools. Job prospects also be determined on the specialization obtained, which is approved by the customer, how real is the possibility to work on the chosen specialization after graduation and applying knowledge and skills obtained in practice. Work in his chosen profession and a successful career for most consumers of education services is fulfilling the main purpose of training they put in place, ensuring customer satisfaction with the service received education. The second part of the model determines the estimated efficiency impact of vocational training on labor market such conditions are significant regional needs economic future of the country's modernization and completion of vocational and qualifying frame.

Emergence, development and implementation of innovations requires a flexible labor market, professional and territorial mobility (geographical) population. Developing long-term labor market will be formed under the influence of general reduction of labor supply due to reduction in the working age population. Of great significance for better integration of the Roma-

nian economy in the world economy will be competition for workers, primarily those most qualified. Such competition will lead to an increase in the requirements of this part of workers to jobs in the economy of the country on wages, social package, offer labor market, etc.

Transition to the innovative type of growth is related to the formation of a new mechanism of social development which must take into account:

1. The transition from mass education system to the one that requires creating innovative economy and individual lifelong learning;
2. Stabilizing population number and creating conditions for its growth, higher standards of living and quality of life;
3. Creating an institutional framework to stimulate entrepreneurial activity and attract domestic and foreign capital in the economy;
4. Expanding opportunities for the country to attract higher technologies;
5. Increasing the role of Romania in solving global problems;
6. Interactions of education and labor market.

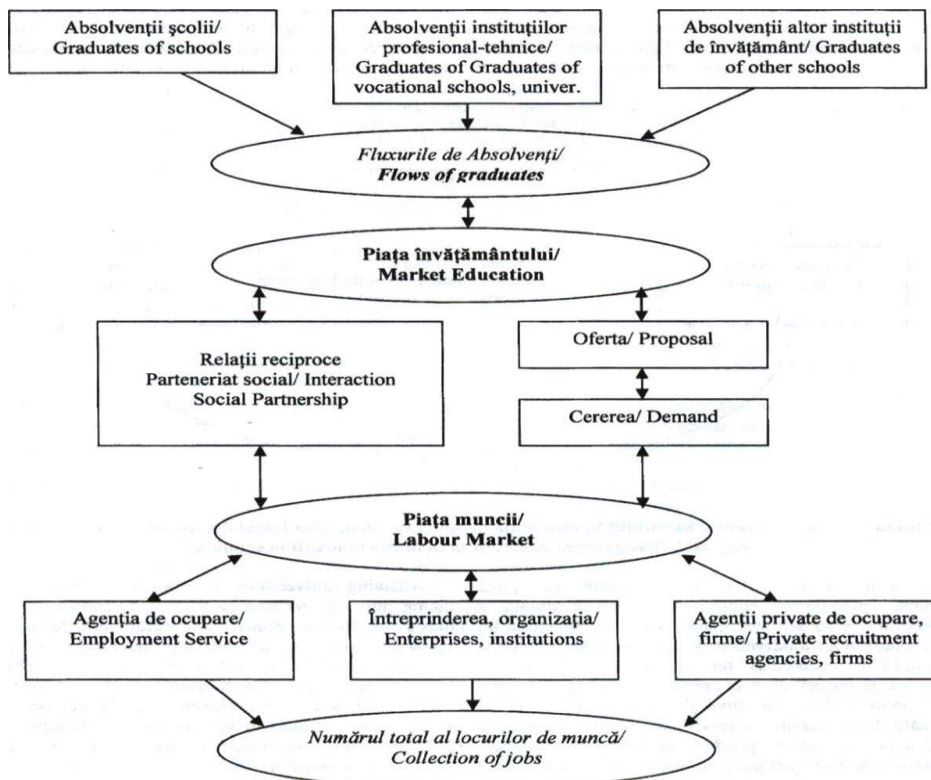


Fig.4. Model of interaction between the market and the labor market
(Proposed by L.Gherbanovscaia – IEFS R.Moldova)

After human potential development index (DPU), according to UN statistics until 2010, Romania occupies 60th place, while Ukraine – 76 and Moldova - 111 among the countries of the world community.

Main conclusions:

- Increased knowledge leads to increased human potential.
- Share of human resources expenses show a steady upward trend on long term of the social component in the economy.
- The reform and social viability of the state model is to find equilibrium dynamics and enterprise development and employment of the population, taking into account the development of human capital and lifelong learning throughout life, and outrun innovation studies.

▪ New organizational, legal, economic and financial functioning and development mechanisms of the training system are required, considering market factors, social, political and technical-scientific, highly qualified teachers.

▪ Using of Information Technologies (IT) is an important factor of human capital resources quality in knowledge, training table and its using in the working process.

▪ Departure of skilled workers with higher education may worsen in the near future risks and the national resources may reduce, if not taken measures to harmonize the labor market and education.

The main directions and priorities of long-term training, which take into account the requirements of current EU are:

1. Improving labor market regulatory mechanisms that provide joint competition with the partnership of employees, young professionals, employers and the state.

2. Improve the technical equipment of all schools and universities.

3. Adapting curricula of university studies as labor market needs by establishing partnerships between them and employers.

4. Opening of branches in Romania of foreign universities and professional schools to create an efficient, competitive, staff training skilled workers.

5. Increase the competitiveness of people in education and employment, which can lead to improved quality of life and human potential in general.

6. Develop a methodology for forecasting demand for specialists occupations meeting the requirements of sustainable development that will lead to harmonization of labor and education markets.

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ВПЛИВ ОСВІТИ НА ЯКІСТЬ ГУМАНІТАРНО-ТЕХНІЧНОГО ПОТЕНЦІАЛУ В РУМУНІЇ

Стаття розглядає питання про необхідність модернізації існуючої системи освіти, безперервної корекції робочої сили. Пропонується концептуальна схема моделі модернізації, яка містить два допоміжні розділи - ринок освітніх послуг і ринок праці.

Ключові слова: людський капітал, освіта, інновація, професійна компетентність, освітні ресурси, ринок праці.

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ВЛИЯНИЕ ОБРАЗОВАНИЯ НА КАЧЕСТВО ГУМАНИТАРНО-ТЕХНИЧЕСКОГО ПОТЕНЦИАЛА В РУМЫНИИ

В статье рассматривается вопрос о необходимости модернизации существующей системы образования, непрерывной коррекции рабочей силы. Предлагается концептуальная схема модели модернизации, которая включает два дополняющихся раздела - рынок образовательных услуг и рынок труда.

Ключевые слова: человеческий капитал, образование, инновация, профессиональная компетентность, образовательные ресурсы, рынок труда.

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