

# Training Need in The Romanian Industrial Environment

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**Abstract** In order to determine the possibility to develop a training module which corresponds to the present needs of the Romanian industrial environment, we have analyzed the training needs in the field of human resources management. To this purpose, we have conducted a study in 3 Romanian industrial enterprises, which aimed first of all at estimating the level of knowledge in the field of human resources, and second of all, at investigating how people perceive the training needs in this field. The results suggest the necessity of a change of perspective, which is now fundamentally normative, so that the employers no longer perceive professional training as an additional production cost, but as an investment in the company's future.

*Keywords* - training need, industrial environment

## I. INTRODUCTION

The discussions regarding the importance of professional training become obsolete if "learning" is considered one of the factors ensuring viability to the organization. Nevertheless, in Romania, the professional training is perceived only as a necessity, not as a priority[3].

This could be one of the reasons why:

- "there is high diversity of professional training programs, but the level of relevance is insignificant, and the initiation courses are predominant;
- the course period is reduced due to market restrictions;
- the suppliers are specialized only in the information field, basic competences, and privileged cases in other fields;
- the competition focuses more on price than on the quality of the programs provisioned"

In order to increase the quality of professional training programs, we must truly get to know the training needs [1].

In order to analyze the training needs, we need to carry out several investigations, such as:

- at a macro level, we have to analyze and take into consideration the objectives of the enterprise regarding quality, the social and organizational evolution, the environment, the communication, the security and the commercial process;
- at a medium level we require information regarding the work personnel, and the needs derived from their having to carry out specific job objectives;
- at a micro level, it is necessary to investigate an individual aspect in order to identify the needs determined by the job held and a personal aspect in order to identify the need of evolution of a person holding a specific job [4]

In order to establish the possibility of developing a professional training module, which should correspond to real necessities, we have analyzed the training needs in the field of human resources management.

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In conclusion, this study aims to identify the training needs in the field of human resources management. The study has been carried out in 3 industrial enterprises and has focused on estimating the level of knowledge in the human resources field on the one hand, and on investigating how the training need is perceived in this field on the other.

## II. METHOD

Subjects:

The population segment taking part in this research has consisted of 116 subjects, with high studies, employed in three industrial enterprises, out of which 80 male and 36 female.

From the point of view of the studies conducted, the group has had the following structure:

- engineers: 73 subjects;
- economists: 18 subjects;
- various studies (jurists, psychologists, sociologists etc): 25 subjects.

The average age of the participant subjects was 47, divided as follows:

- under 30 - 5 subjects (4 female and 1 male);
  - between 30 and 45 - 74 subjects (25 female and 49 male);
  - over 45 - 37 subjects (8 female and 29 male).
- From the point of view of their activity field at the time the study was conducted, the group was structured as follows:
- in production: 70 subjects (16 female and 54 male);
  - in the commercial field: 12 subjects (4 female and 8 male);
  - in the economic field: 13 subjects (11 female and 2 male);
  - in other fields: 16 subjects (7 female and 9 male)

Instruments:

The subjects we investigated by means of a questionnaire enquiry, the working instrument being a "questionnaire to determine the training needs of the personnel".

The questionnaire is made of 9 items which investigate:

- the assessment of own knowledge;
- the assessment of the knowledge of the members in the work group which the subject investigated belonged to;
- the assessment of the personal training needs;
- the assessment of the manner in which the group the subject evaluated belongs to perceives the training needs

## III. RESULTS

Below are the results of the study.

In what regards the necessity of a periodical training throughout the entire professional evolution, the subjects investigated answered as follows:

- 92.2 % consider the periodical professional training necessary
- 2.6 % do not consider training important for the professional evolution
- 5.2 % do not know whether there is any connection between the two of them

In what regards the number and fields of the training courses they have taken part into during the last three years, the percentage based on the answers given by the subjects of the three industrial enterprises investigated are listed below (image 1):

- 46 % of the subjects investigated have not participated in any training;
- 27 % have participated in one training;
- 23 % have participated in 2 trainings during the last 3 years;
- 4 % have participated in 3 or more trainings.

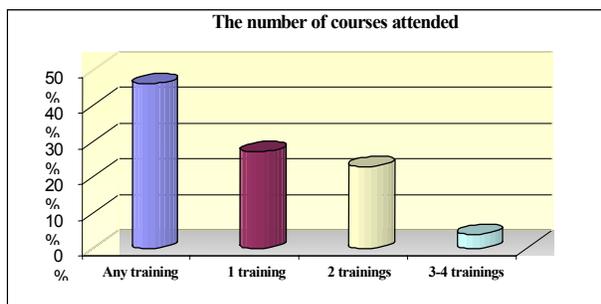


Fig. 1. Representation of subjects according to the number of courses attended during the last 3 years

Most of the subjects who have attended trainings during the last 3 years are satisfied with their quality (image 2). 16 % of them are dissatisfied and 3 % are undecided.

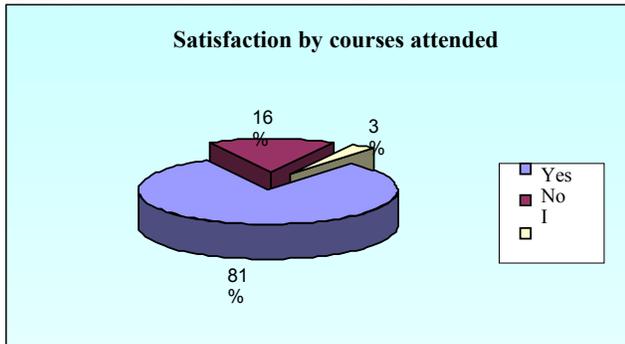


Fig. 2. The percentage representation of the level of satisfaction with the quality of the courses attended

48% of the subjects investigated estimated the period needed for instruction by the year at 6 - 12 days

In what regards the estimation of own knowledge, below is the percentage representation of the results of the group investigated:

- half of the subjects investigated consider the level of knowledge of human resources satisfactory (47%);
- 38 % believe the level of knowledge in the HRM field to be very low;

- only 15 % believe the knowledge held in this field to be good and very good.

At a global level, the number of persons dissatisfied with the level of human resources knowledge is almost twice as large as the number of the persons satisfied with it, although the majority consider themselves satisfied with what they already know in the field.

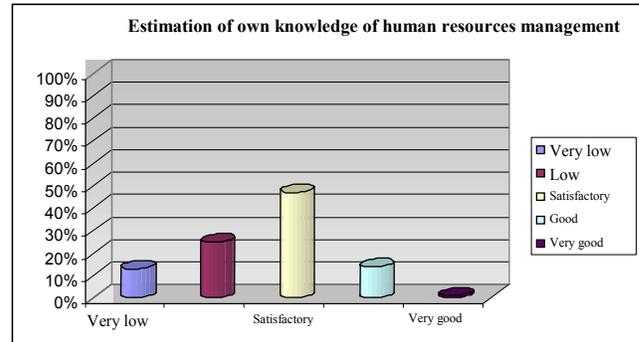


Fig. 3. Estimation of own knowledge of human resources management

In comparison with estimating knowledge in other fields of management, the differences between the score averages of the subject matters investigated are not significant; the level of knowledge averages varying between 2.3 and 2.6 on a scale from 1 to 5.

Image 4 shows the comparative representation of the average level human resources management knowledge and that of general, financial, strategic, project and quality management.

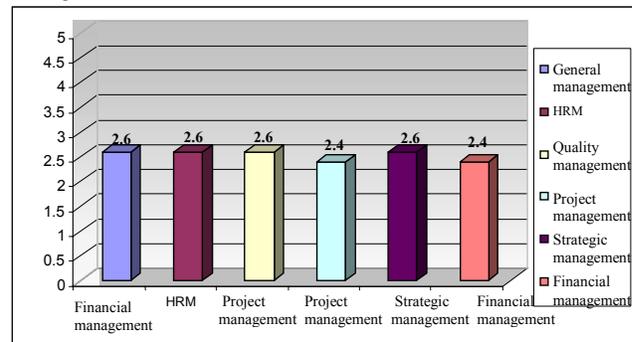


Fig. 4. Presentation of the estimation of knowledge in several management fields

There were not any significant field differences when estimating the necessity of periodical courses in one's own professional activity. Image 5 shows a comparison between the averages estimated by the subjects investigated.

The quotation of the subject matters preferred started from 1- the most necessary training, to 5 – the least necessary training. After processing the results we have elaborated the following hierarchy of the training subject matters:

1. Project management
2. General management
3. Human Resources management; Quality management; Financial management

#### 4. Strategic management

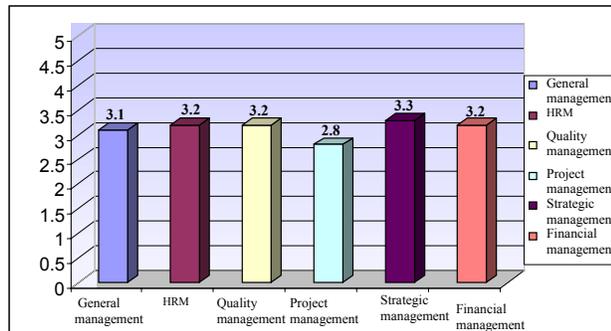


Fig. 5. Comparison of the training needs

#### IV. CONCLUSION

In short, the research results could be presented as follows:

- professional training is considered a necessary factor for career evolution;
- more than half of the personnel investigated has attended at least one training during the last three years, but the subjects investigated had all graduated a university;
- the quality of the training courses offered is considered satisfactory by those who attended training courses;
- from the point of view of the training beneficiaries, the training period needed throughout a year is of 6 -12 days;
- the knowledge in human resources management is considered satisfactory even if the field of the professional activity has no connection with the human resources management;
- there is no urgent training need in the fields investigated.

What might be needed in the following period is a change of perspective, normative, so that the employers stop perceiving professional training as an additional cost production, but as an investment in the future of the company.

The companies striving to maintain their position in the economy rapidly find out that it is essential to invest in training in order to ensure their competitiveness. The ongoing training is no longer optional. In order to continue to be successful, all organizations must invest in training.

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