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Opportunities of labour market integration for young professionals

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Abstract

The problem of finding a job according to professional training (graduates of technical universities) represents a real obstacle for young specialists. At the beginning of their career and at an early age, the financial aspect could orientate decision and behaviour for each individual, decision that could favour or not the state of national economy. The problem of understanding young specialist, sustaining and integrating them in Romanian labour market is transposed from microeconomic level to macroeconomic behavior and therefore becomes a national problem.

The paper is meant to study occupational projects (inside and outside market) of labour market. This research tries to enlighten the main manifestations of labour market participation as the decision fundamental categories in a real moment and in a real production form.

Based on the ideas formulated at the moment of decision, following professional behaviour development and acquiring new knowledge in scientific fields in which young people are interested, the present study focuses on the issue of employment upon graduation and of getting a specific job according (or not) to professional training, the desired aspirations, professional satisfaction, targets proposed and opportunities to achieve the targets settled at the time of onset.

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1. Introduction

The place and role of labour in the coherent system of the production factories is realized through a specific mechanism of functioning of the labour market, which is generated by its content and specificity. The functioning mechanism of the labour market implies the systematic co-existence of labour supply and demand, on the one hand, and the wage level and dynamics, on the other hand.

Through its "mixed nature" and "economic and social" function labour market contributes to employment, social protection and vocational guidance to conversion, retraining and reintegration of labour.

Demographic factor influences the work offer, the population being the „tank" that permanently supplies this market. On labour market, budding subjects are not all the citizens of a country.

The labour market will search for specialization, advantage that will differentiate "candidates" and that consist of the possession of specific skills and exercising strategic thinking. The increasing demand for specialist services is expected (highly valued in consumer societies), with a lower incidence on medium and long term for occupations that can be replaced by technologies.

The study is meant to analyse intended occupational projects, both on domestic and foreign markets employment. The relevance of the content of this research will enlighten the main types of young graduates' behaviour on labour market of and their fundamental categories of decisions in real-time debut in an absolute form of production.

The reasons of each decision of every evaluated subject represents motivation to the labour market policy, of challenging jobs, companies policies and newly school-leavers' capacitive performances.

The obtained data confirm the subjects' motivational inclination of focusing on finding a job in fields related to the matters they studied, but also financially or socially motivating (socio-economic advantages, chances of being promoted, professional support, and flexible working-schedule).

In order to get the expected financial results, to ensure professional and personal development conditions and to be fully satisfied, many young specialists choose professional migration hoping this will offer them a way to accomplish their professional dreams.

What bothers or generates disadvantages for school-leavers, at a macroeconomic level, are aspects related to: later behavioural motivation, chances of progress and career building, the acceptance of permissive standards of quality of life, financial situation and discrepancies between the subjects.

All these drawbacks can (and should) be corrected by sustained economic policies, by helping and supporting newly employed people, by providing modern educational policies for business environment, focusing on the increasing the quality of professional performance and involving young specialists in performance promoting and supporting programs.

Professional start, which in most cases also means social life start, can be influenced by the financial needs and expectations, which is likely to ground each and every respondent's decision and behaviour (decision that may or may not lead to the improvement of national economy). The problem of understanding, support an integration of "young professionals" on the Romanian labour market transcends from a microeconomics to a macroeconomic level thus becoming a national issue.

The state, seen as a triple role-actor: economic agent (partner of other business actors), component of the mechanism of the economy functions and as a regulating factor between supply and demand of labour, is actively involved on labour market, supporting, through economic or non-economic means, the demand and offer labour, ensuring the social protection of the population category that is facing difficulties on the labour market.

Seen thus, labour market incorporates and combines three types of rules: *freedom*, *restriction* and *tradition*. Due to the psycho-social aspects of labour relations and due to feedback with other markets, the labour market is the most sensitive and fragile market. Not only it is a repository of potential conflict, but also captures and amplifies the distortions and dysfunctions of the other markets, formulating its own requirements. The labour market equilibrium depends on all the other markets and also conditions the socio-political stability and balance.

Compared to survey data recorded there are remarkable dimensions of motivational orientations (oriented or not), which demonstrate and present general and specific trends that graduates manifests in relation to the overall objective: "entering the labour market", "finding work" and "employment consistent with specialization graduated".

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