LUCRĂRI ŞTIINȚIFICE, SERIA I, VOL. XIV (1)

PROFESSIONAL INTEGRATION OF HUMAN RESOURCES IN RURAL AREA

INTEGRAREA PROFESIONALĂ A RESURSELOR UMANE DIN SPAȚIUL RURAL

S. TIRCHI[1], M. MAYER[1], L. SÂMBOTIN[1], F. I. KHALIL[1], D. JITARU[1]

[1]Banat's University of Agricultural Sciences and Veterinary Medicine, Agricultural Management Faculty Timisoara, Romania; sebatm68@yahoo.com

Abstract: *The rural area have the potential to develop not only for agricultural activities, but for a whole range of other industries, namely, construction, trade, services, some of these areas recorded even during the economic crisis period, an increase in turnover business. The organization that uses the full potential of its employees will progress. This is achieved through an appropriate integration process. A professional integration program aims to assimilate a person in a professional environment and adapt it to the requirements of the group they belong. Every employee is constantly put in situations to adapt to his work to make the changes that occur in professional contents.*

Key words: *rural area, human resources, professional integration, professional integration programs and methods*

INTRODUCTION

The wide variety of jobs and employees attribution makes it impossible to establish strict rules on professional integration. However, in preparing a program in this area should be noted that the motivations, requirements and behaviour of potential employees are changing. General distrust towards the organization and its traditional values, desire for promoting safety and quick in the hierarchy, the desire to be useful to put into practice the knowledge, honesty in relationships with others are just

some things that must take into account those dealing with professional integration.

Professional integration is a further phase of employment. During integration, new employees receive information about the task of the new post, about their job, about colleagues, bosses or subordinates and the entire organization.

The habit of making appointments based solely on a job application without knowing the future right person, on the one hand, and without information about the company and future workplace by the employee, on the other hand, makes it difficult to integrate. This process can not be mechanical in nature because the employees are different in terms of personality, behavior and aspirations. Professional integration has implications psychological, sociological, organizational and pedagogical.

MATERIALS AND METHODS

In order to achieve the paper were carried out field studies, a major role being given to direct contacts with human resources in rural areas of the Timis County, discussions with experts in the field of agricultural production, studying specialized references and last but not least the discussions with the teaching staff of the Agricultural Management Faculty from the USAMVB Timisoara.

RESULTS AND DISCUSSIONS

Professional integration targets a number of objectives, of which the most important is to support new employees to familiarize with the new working conditions. To this end, new employees must be given all the information they need to get started, in good conditions, the activity at their workplace. Accuracy of information provided removes tension and mistrust, helping new employees to fulfill their tasks.

Another goal of the accommodation is to facilitate the new employee to the work group.

Professional integration can seek to create an atmosphere of safety, privacy and ownership. This is achieved by designing a program to integrate affectively. In this way, the new employee will gain confidence in his ability to perform job activities.

Professional integration responsibilities

Professional integration requires cooperation between managers, job supervisor will be employed where employee and department staff. In some companies there are special teams dealing with the integration of new employees.

Besides presenting the new job of their colleagues, supervisors and subordinates, the worker will explain the first day that the integration will be easier if you follow certain principles in relations with others. A adequate behavior is important not only in professions that work depends on other people, but at every job. It is important to explain that its new employee will be appreciated by people and therefore the relations will be with them are paramount.

If the new employee knows how to deal with colleagues, he will find that they are unjust to him, that not correctly appreciate and integration protest in the new job will be difficult.

Psychological research findings lead us to conclude that one of the most important human feelings is the recognition of others. Question therefore arises: "Is there a generally valid principle of conduct, which should run most others?" The answer is yes, the principle is:" behave yourself as you, in turn, you would like others to behave with you ".

In close relation to this principle can be mentioned that in any event will be successful the one who knows when to put other in his situation, who can imagine that it is interested and concerned on the other side.

To facilitate integration of in the new job will be offered the new employee to review the principles of behavior and to answer the following questions: "Do you like people who smile or frown? ',' Do you agree upon friendly or indifferent people?"; "We like people who show interest in others or those who do not show such an interest "?

Training programs and methods of integration

An effective system of training integration should be designed carefully, in terms of attitude, behavior and information required noior employees.

Preparation of of the new employees is done so that they can feel they belong and are important for achieving organization goals.

This can be achieved only if of the new employees are entrusted with specific tasks and if are assigned targets. New employees need to feel useful and to exploit what they know. Therefore, managers, supervisors and

work group members should be prepared to receive new employees. It is very painful for a new employee who arrived at work to be greeted with the phrase "I knew you were coming to work" or "what is your name?". This attitude creates an atmosphere of mistrust.

Organizing dialogue with new employees. During the integration process is necessary to monitor and discuss to the new employee the activity, from time to time to know the issues that concerns him. The manager must lead discussions so that the new employee should be free to give their views, to ask questions that would reveal ignorance and even disagree with the opinions of the head. During the dialogue must know to listen without preconceived ideas, which tries to communicate his interlocutor.

Information required for new employees. The key question in establishing a program of induction training is, "what information is required for new employees?". Often, they get a lot of useless information but fall short just absolutely necessary.

Relevant information for a new employee can be grouped into three categories:

- general information on current activities of the organization and the work that the employee will perform;
- information on organization history, objectives, mission, strategy, business policy, our products and how they activity station organization's success;
- information, preferably written on work rules, benefits to be enjoyed, social facilities etc.

Professional integration methods:

Professional integration in the workplace can be achieved through many procedures and methods that differ from one organization to another.

Among the commonly used procedures, we can mention the new employee manual, guidance conferences, briefings, welcome letter, guidance films, working under guardianship.

Integration methods used differ according to the purpose employment. Therefore, a person may be engaged for a specific job (especially if contractors) or its potential (knowledge, creativity, mobility, adaptability). In the first case can be used to integrate discrete post and direct supervision, and second, the discovery organization and assigning missions.

Direct job integration gives the new employee reassurance, but the success of this method depends on the help they receive from colleagues and the supervisor.

Direct supervision. From day one, the new employee is on its way to another employee in the company who is a graduate of the same school as the newcomer, is in the same working group, but is on a higher hierarchical position. The supervisor, whose mission is to facilitate integration of the new employee serves as his confidant, defender, evaluator, and the settlement of possible misunderstandings that the new employee initiatives might cause.

Discovery of the organization involves the crossing of the new employee in a period of two to three months in all departments of the organization. During this circuit, the employee observes and shall report their findings, which are then analyzed together with the head of department personnel.

Entrusting a task to initiative aims to stimulate the new employee from time integration program. In this regard, a worker explains how to the new employee how the company is organized that produces, sells merchandise on the market. After some explanation is given, the new employee's mission is to undertake an investigation on various aspects of their own organization and business activity. The mission is action oriented and ends with the making a report whose conclusions and recommendations are made aware of top management.

CONCLUSSIONS

Romanian rural human resources, in this case, the Timis county have a low degree of professionalism.

This result is due to the collectivist era of the communist period when the current inhabitants of rural areas were still at an age that does not require a certain kind of specialization and professionalization;

Agricultural production was complexed with the development in this important sector of rural economy in the European Union, something which requires proper training skills of rural labor;

Require action of qualification and retraining of human resources in rural areas according to the spirit of the production age and modern life style requirements;

Qualification and retraining of human resources in rural areas requires a network structure and training needed for this purpose to specify the range of specializations that must follow the countryside;

It is necessary to intensify consultancy business and awareness of the need for this business from future beneficiaries;

Romanian rural economic prosperity, especially of the Banat, will not be possible outside the appropriate qualification of human resources in rural areas and their awareness of the necessity of such a process.

REFERENCES

1. ALECU, I., MERCE, E., SAMBOTIN, L., - Management în agricultură, Ed. Ceres, Bucureşti, 1997;
2. DRUKER, F.P., Management. Eficiența factorului decizional. Ed. Destin, Deva, 1994;
3. MATHIS, R.L., NICA, P.C., RUSU, C, - Managementul resurselor umane, Ed. Economică, Bucureşti, 1997;
4. OTIMAN, P.I. - Agricultura României la cumpăna dintre mileniile II şi III. Ed. Helicon, Timişoara, 1994;
5. SÂMBOTIN L., - Magagement Agrar, Ed. Agroprint, Timişoara, 2006;
6. *** Legea Fondului Funciar, nr. 18/1991;
7. ***Agenția Națională pentru Ocuparea Forței de Muncă - Direcția Aplicare Instrumente Juridice Bilaterale