# THE IDENTIFICATION OF SOME INFLUENCE FACTORS ON PARTICIPATION AT PROFESSIONAL TRAINING ENTREPRENEURSHIP COURSES IN SUCEAVA COUNTY

# IDENTIFICAREA UNOR FACTORII DE INFLUENȚĂ ASUPRA PARTICIPAREA LA CURSURI PROFESIONALE DE FORMARE ANTREPRENORIATULUI ÎN JUDEȚUL SUCEAVA

**ANAMARIA VÂTCĂ[1], S. VÂTCĂ[1], F. ARION[1], ANCUȚA ROTAR[1]**

***[1]University of Agricultural Sciences and Veterinary Medicine Cluj-Napoca, Romania; anamaria.vatca@usamvcluj.ro***

***Abstract**. The business environment in Romania has not proved to be very attractive to investors compared to other states, but for small Romanian investors problems with are facing are only daily realities to be overcome. Some people start their careers without being involved in the enterprise, while they accumulate skills and knowledge that makes them go beyond the limits previously imposed by themselves. The large number of those who have not yet validated in the economic environment indicates the involvement of persons seeking employment or who are dissatisfied with what is currently working in professional training courses.*

***Key words**: entrepreneurship, vocational training, income level*

## INTRODUCTION

Requirements for each entrepreneur are essentially the same, but the realities that they face differ according to variables that are running that business: the political, socio-cultural, economic, legal, technological, which put their mark on the strategies and internal processes. (Katsioloudes and Hadjidakis, 2007).

Many people start their career without waiting to be involved in the entrepreneurial process, they accumulate over time, new skills and knowledge challenges, eventually to exceed the limits previously imposed by themselves, while in other cases, an entrepreneur quality is only asset to start their career. Whatever path they have followed, responsibilities will be

the same, although there is a higher probability of success for the gradual accumulation of responsibilities (Rees, 1991).

## MATERIAL AND METHOD

The study was conducted in Suceava County, this being part of North-Eastern Region, a region with an area of 34.0997,2 km2 (14% of the total national surface), 5 ranks among the 8 regions. Suceava County covers 8,553.5 km2, which represents 23.12% of the North-Eastern Development Region and 3.6% of the total Romanian area; population included 708,109 (19.1% of all North East Region Development and 3.3% of total population). Includes 16 cities, of which 5 municipalities, 98 communes with 379 villages with a population density by 82.78 inhabitants / km2. Forest area is 53% of the county, taking in this point view first position in the country.

The global economic crisis was felt in Suceava County, in 2009 the number of unemployed has doubled, almost in a single year (returning to similar levels of 2004), and the unemployment rate remains higher in men.

Of the total of 708,100 inhabitants of the county, 241,500 is the civilian employed population, representing a share of about 34%. It is worth noting that the civilian employed population, more than 60% are engaged in direct productive areas (agriculture, forestry, fishing, construction and industry), but on the other hand, about 12.5% of its employment running activity in unproductive budget areas: administrative services including activities and support services, public administration and defense, social security insurance, education, health and social care. (Processing by Statistics Suceava County).

Civilian employed population is employed in 11,700 companies in the county of Suceava, over 88% of them fits, in terms of number of employees in the category of micro, and less than 0.3% are SMEs (being only 33 at the county, half in the manufacturing sector). Significant interest of the county population for entrepreneurship is evidenced by the fact that for every 69 people is a micro enterprise and for every 60 people is an SME.

In Suceava County perception study identifying the target group on how they perceive the economic and social, entrepreneurial and identify the most common difficulties in starting a business or finding a job was done in

4 locations. The instrument used was survey work, the fundamental method of investigating the phenomena of socio-economic research can be used both quantitative and qualitative (Pop, 2004). The area in which we conducted the survey is urban localities with less than 50,000 inhabitants (Vatra Dornei, Câmpulung Moldovenesc, Gura Humorului, Radauti).

The area considered, differences in density, caused by various factors, including and those political, social, ethnic, historical, caused differences in the development of local communities. Radauti, Former County, has a relatively large population and distribution area of only 3230 hectares of which 1075 hectares built, which generates a population density of 900 inhabitants per km$^2$. Instead, Vatra Dornei has an area almost double, and a population not much greater than half that of Radauti therefore population density below 115 inhabitants per km$^2$.

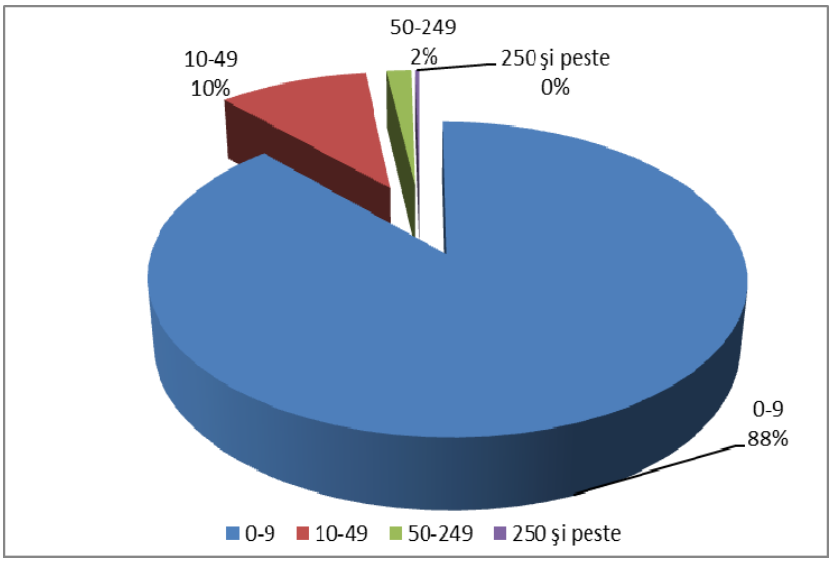



Figure 1. Distribution of firms after size class of Suceava County
Source: Processing after Statistics Department of Suceava County

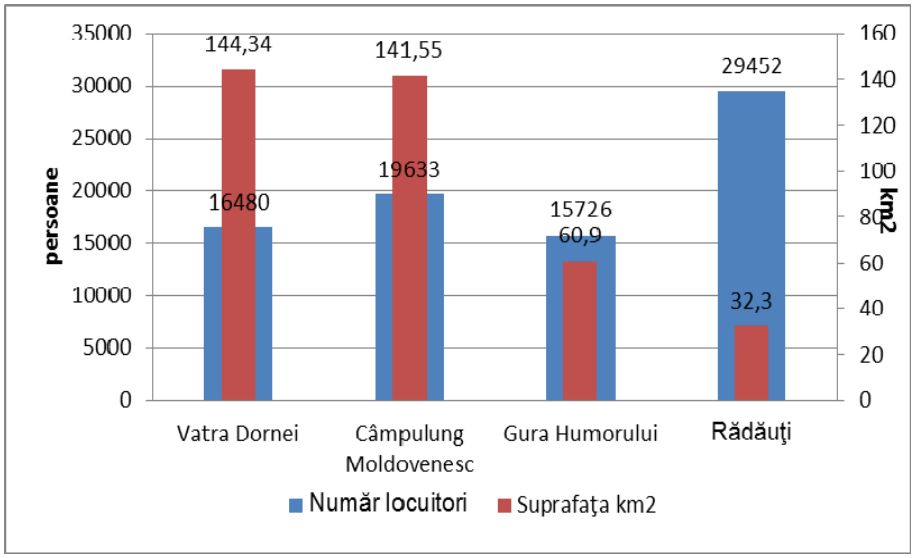



Figure 2. Number of persons and localities area in Suceava County were has been applied study

Source: Processing by Direcția Județeană de Statistică Suceava,

## RESULTS AND DISCUSSION

Following application of 262 questionnaires in the four localities studied in Suceava, we studied the influence they have on participation in training courses in entrepreneurship, age, income before taking part in courses in this area.

Table 1

Age of respondents

| Region | Category | Age (years) | | | Standard error |
|---|---|---|---|---|---|
| | | Minimum | Maximum | Average | |
| Suceava County | Female | 18 | 57 | 33,17 | 9,515 |
| | Male | 18 | 58 | 34,10 | 10,132 |
| | **Total** | **18** | **58** | **33,62** | **9,804** |

Considering that optimal age for a management position is between 35 and 55 years (after Merce., 2010), it is estimated that the average age of the sample of 33 years and 7 months is appropriate maximum impact study courses may be addressed to those who, upon completion, can occupy management positions in existing firms or others newly created.

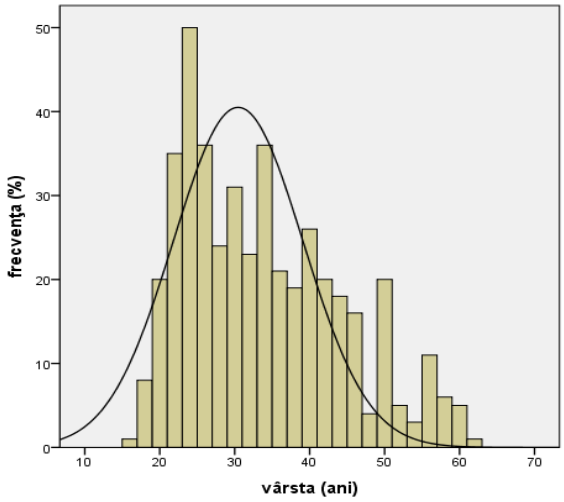



Figure 3. Distribution of respondents depending on their age

In terms of income, as another factor of influence on participation in training courses in entrepreneurship, the survey indicates, however, that nearly 40% of respondents have an income between 651 lei and 1,000 lei per month, quarter between 1000 lei and 2000 lei per month, and 12.6% is set at around the minimum wage. If we remember that only a 9.2% monthly income exceeds 2,000 lei (less than 500 euro), but about 53% are university graduates, the problem becomes more acute, not able to validate the effort and investment made during studies.

Table 2

Income of respondents

| **Region** | **Income level** | **Number of answers (nr.)** | **Share in total (%)** |
|---|---|---|---|
| Suceava | Nu câştig | 33 | 12,6 |
| | < 650 RON | 33 | 12,6 |

| | | | |
|---|---|---|---|
| | 651 – 1000 RON | 99 | 37,8 |
| | 1001 – 2000 RON | 65 | 24,8 |
| | 2001 – 4000 RON | 19 | 7,3 |
| | > 4000 RON | 5 | 1,9 |
| | Non răspuns/ n.a. | 8 | 3,1 |
| | **Total** | **262** | **100,00** |

Related to the involvement in the economic environment of the surveyed, nearly two thirds of respondents are currently employed and entrepreneurs 7.60% (normal percentage, considering the number of registered companies) and other management positions of 8.4%.

Also, almost 1 in 5 respondents fall into categories other than those mentioned above, in particular, unemployed, student, pupil, volunteer, self-employed, domestic, maternity leave, day laborer, retired, unemployed, seeking the labor.

Considering the fact that over half of respondents fall into the category of employees, and the purpose of this study was to determine the availability of people from urban area regarding entrepreneurial spirit and the desire of their to participate at professional training courses, was sought prior participation to such courses, if that respondents know how certain training programs, content, duration and costs etc. Thus it was observed that 50% of respondents participated in the last five years at professional training courses.

Table 3

Respondents' position within the company

| **Region** | **Position** | **Number of answers (nr.)** | **Share in total (%)** |
|---|---|---|---|
| General | Entrepreneur | 20 | 7,60 |
| | Employee | 164 | 62,60 |
| | Manager | 22 | 8,40 |
| | Other category | 55 | 21,00 |
| | Non answer | 1 | 0,40 |
| | **Total** | **262** | **100,00** |

Of those who participated in training courses and qualifications 71% are employees; while only 6.9% are entrepreneurs and only 7.7% is in management positions, thus seems more important to train for those who are in a position to work for others than for those who decide.

Table 4

The trainees' categories of respondents

| **Region** | **Category** | **Training courses** | | | | **TOTAL** |
|---|---|---|---|---|---|---|
| | | NO | % | YES | % | |
| Mureş County | Entrepreneur | 11 | 8,46 | 9 | 6,92 | 20 |
| | Employee | 71 | 54,62 | 93 | 71,54 | 164 |
| | Manager | 11 | 8,46 | 10 | 7,69 | 21 |
| | Other category | 37 | 28,46 | 18 | 13,85 | 55 |
| | **Total** | 130 | 100 | 130 | 100 | 260 |

Questions used to determine how respondents perceive training and skill courses, content, duration and costs were knowledge questions also were used to conduct factual questions which allowed to obtain information on participation in certain training programs, information relating to involvement in entrepreneurship, questions about intentions to determine willingness to attend and questions of opinion and attitudes, which allowed the measurement direction and intensity of attitudes towards certain courses, their purpose and the conditions in which they participate.

## CONCLUSIONS

Have been identified as a series of factors influencing participation in training courses in entrepreneurship, of which can be mentioned age, income, membership category that previous participation in courses. The high percentage of those who have not yet validated in the economic environment indicates the need to restructure the educational environment, the adaptation of education offered to the market and involving persons seeking employment for who are dissatisfied with what currently working in professional training courses.

It is therefore necessary to identify, design and development of training programs and human resource development in entrepreneurship so

that the impact of information on the target group to be maximized, and after completion of such courses, those involved to be able to open own business, with positive effects on their personal status and the community in which they will operate.

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