ORGANIZING AND MOTIVATING THE HUMAN RESOURCES IN THE FARMING COMPANIES FRAMEWORK FROM ROMANIA

ORGANIZAREA ŞI MOTIVAREA RESURSELE UMANE ÎN CADRUL FIRMELOR CU PROFIL AGRICOL DIN ROMANIA

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Abstract: *Human resources are "an ordinary resource" indispensable for production and economic increase. The motivation and satisfaction of the employer regarding the work of the employ offers important clues on the company profitability. The practical study is realised in the framework of a company from Romania that is offering agricultural extension services and commercialize seeds and planting material. The research tool used was a questionnaire that comprised questions with answers to be chosen. The motivation of the employs is essential for the success off any company. From this study there it was noticed that 75% from the employs are stimulated by the earning of some supplementary payments, 5 % by the security of the job, 2% by the recognition of the company manager regarding their work results, 10% by the receiving of other benefits (car, phone, etc.) and 8% are satisfied by the working conditions offered by the company.*

Key words: *organizing, motivating, human resource*

INTRODUCTION

In a strictly microeconomic vision, the management of the human resources is a company function and a commercial function, of research - development, production and financial and a function of the management of the entire company, together with the functions of prevision, organisation, command, coordination and control. The management of the human resources consists in the association of two types of resources: the manager and the management on one side and the work resource on the other side; both resources having common origin, human, the highest form of organisation of the matter, life, and any other resource or association of

resources cannot be compared with the association represented by the management of the human resources.

Considering that any aspect from the activity of the company is determined by the providing of the competence, motivation and efficiency in the activity of the personell, Rensis Likert, highlights that "From all the tasks of the management the leading of the human component is the most important because by it depends how well is realised everything in an organisation" (Nicolescu O., 2004).

MATERIAL AND METHOD

This research has an investigative purpose and is following the configuration manner of the motivation and satisfaction in labour.

The practical study is realised in the framework of a company from Romania that is offering agricultural extension and it is commercializing seeds and planting material. The number of the employs of the company included in the present study was N = 31, representing 85% from the total number of the employs of the company. The research tool used in this work was a questionnaire that comprised questions with answers to be chosen. There was provided the anonymity, but it was solicited to the subjects some data related with their age, sex, the time of employment in the company, the level of education.

RESULTS AND DISCUSSIONS

The motivation and satisfaction of the employs regarding their work, respectively related in general with the working place, offers important clues on the profitability of the company.

The objective of the study consists in the multidimensionality surprising regarding the professional satisfaction of the investigated employs. The first question from the questionnaire was: "What is your general satisfaction degree that in the company where you are working?".

From the analysis of the results that was noticed that 82% from the subjects are satisfied by the mode of their consideration in the company, 16% are very satisfied and only 2% from the employs are considering that they aren't satisfied (figure 1).

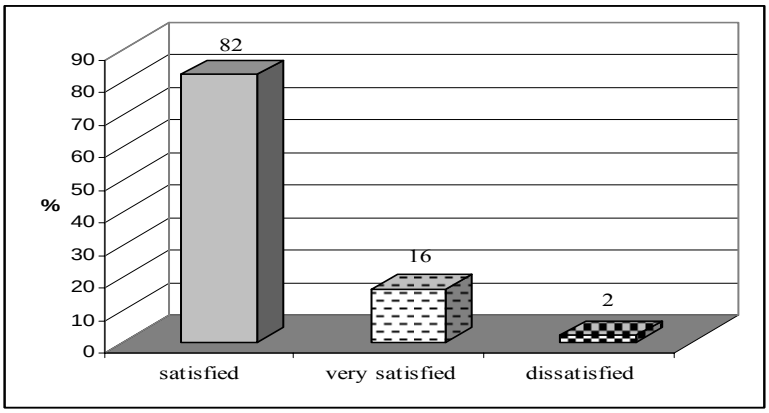


Figure 1. The percentage of the distribution of the satisfaction degree in the company

The questionnaire has comprising also questions regarding the interior motivation of the employs as the following:

- the way in that they are appreciating their developed activity;
- if they have the sentiment of the achievement of their goals;
- the career stage of the employs.

Thus, at the question "How are you appreciating the activity developed by you?" the employs have appreciated in proportion of 45% that their work is an interesting one, but in the same time 55% from the employs have considered that their work is exhausting (figure 2).

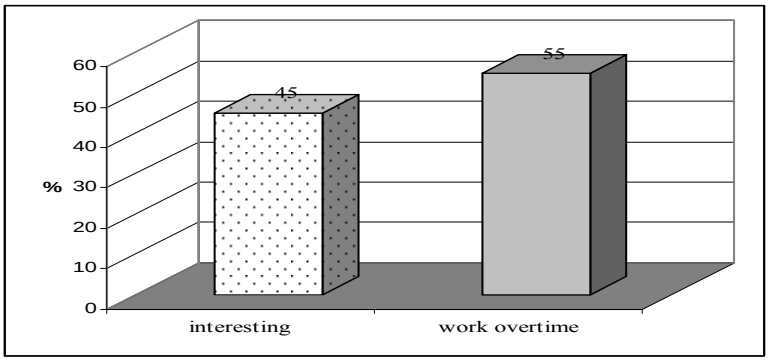


Figure 2. Satisfaction degree regarding the work

At the question "In what phase of the career do you think that you are?" most of the questioned employs are unsatisfied by their professional development at their job. The way of employs perception regarding the evolution in the company framework is a pessimistic one because there is a very low number of hierarchy levels, thus the promotion process is very difficult to be achieved. Only 15% from the employs are satisfied by their professional development and most of the subjects (85%) aren't satisfied; mainly the employs employed by less then 5 years.

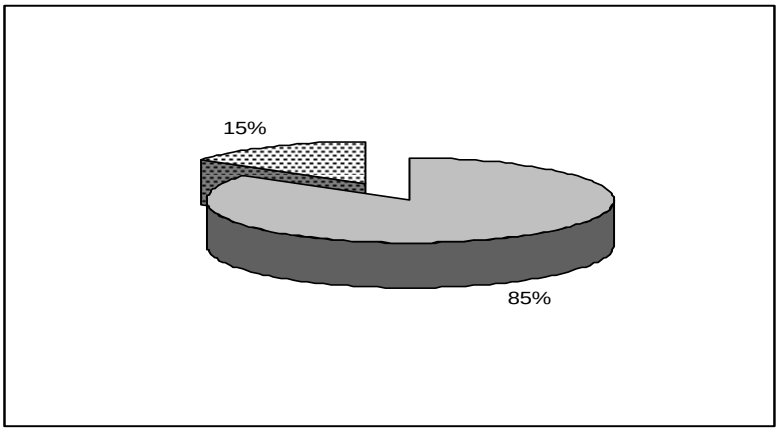


Figure 3. Satisfaction degree regarding the professional development

The employs with high education studies are most satisfied by the evolution of their career (figure 3).

From the analysis of their answers at the question "Are you satisfied by the offered salaries and bonuses?" there it was noticed that 55% from the subjects are satisfied by the company offered salaries and bonuses, 23% are unsatisfied and 22% haven't answered at this question.

Interesting is that the men employs were more satisfied by the level of theyr payment in comparison with the women.

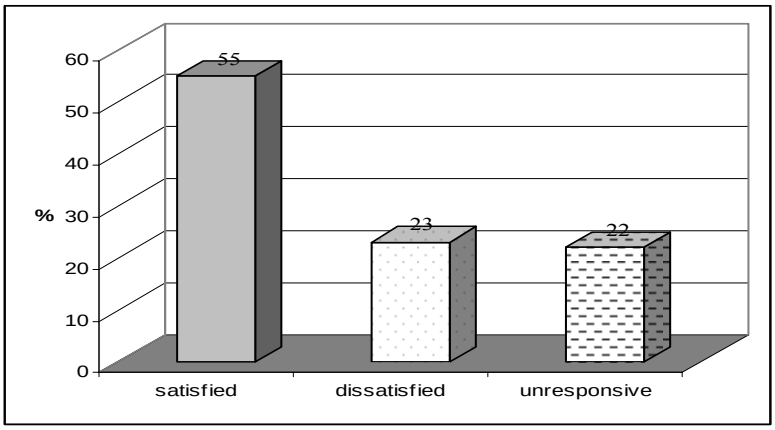


Figure 4. The satisfaction degree regarding the salary

Other question from the questionnaire designed for the employs was: "Have you the security of the job for future?".

From the results analysis it was noticed that 57% have answered "yes", 25% have answered that they don't know and only 8% have answered that they aren't secure with their job.

Mainly the employs with less then 5 years in the company have answered that they aren't sure on their jobs, the most secured were those with more than 10 years in the company (figure 5).

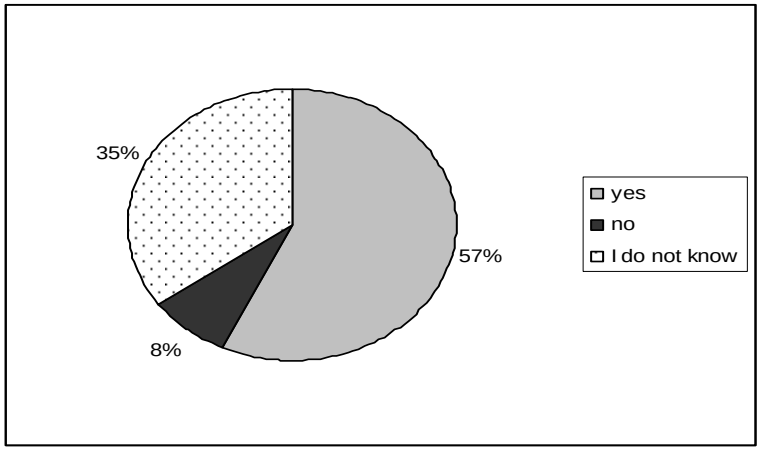


Figure 5. The satisfaction degree regarding the safety of the job

The questionnaire applied to the subjects has the next question: "What are the elements that you consider as stimulant in your activity?". At this question were answered 75% of the subjects that they are stimulated by the earning of some bonuses, 5% by the security of their job, 2% by the recognition of the manager of the results of their job, 10% by the receiving of other benefits (car, phone, *etc*.) and 8% are satisfied by the working conditions offered by the company (figure 6%).

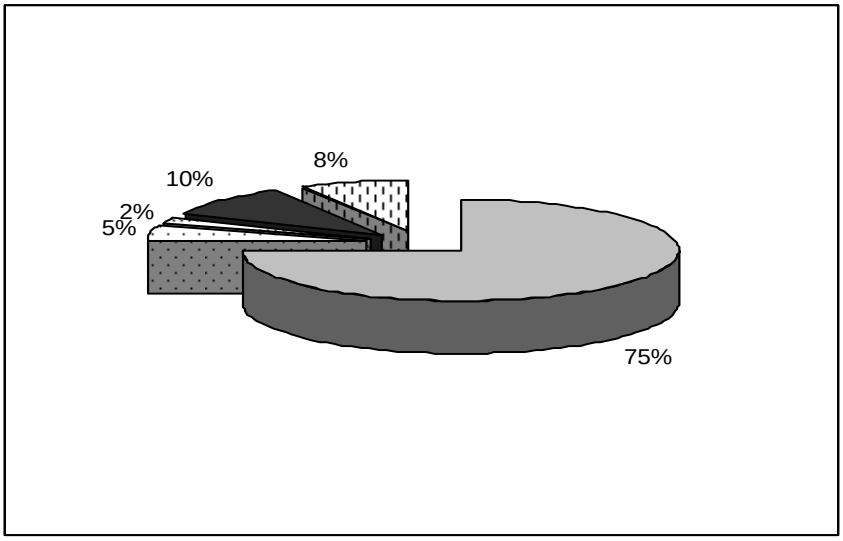


Figure 6. Percentage of the stimulant elements for the employs

The last question from the questionnaire was: "What will you do if you will be the manager of the company where you are working?".

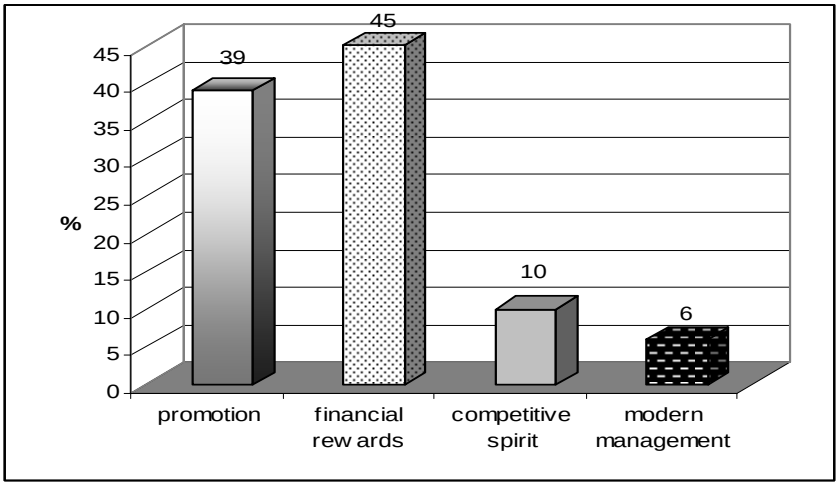


Figure 7. The percentage of the decisions taken by the employs

At this question, the questioned employs have answered in proportion of 39% that they will promote the employs depending by the professional competence, 45% will compensate financially the employs efforts, 10% have answered that they will develop the competitivity among the employs and 6% will implement a modern management programme with increased efficiency.

CONCLUSIONS

The management of human resources represents an increase factor for the competitivity of the company and of the national economy, an important factor for economic and social progress.

From the analysis of the results obtained by the questioning of the employs we can conclude the following: 75% from the employs are stimulated by the earning of some supplementary payments, 5 % by the security of the job, 2% by the recognition of the company manager regarding their work results, 10% by the receiving of other benefits (car, phone, etc.) and 8% are satisfied by the working conditions offered by the company.

The efforts of the managers must to be oriented to the motivation and efficient satisfying of the employs because this is influencing the profitability of the company.

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