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The Dynamic of Human Resources in the Land of Dorna
(Țara Dornelor)

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Abstract

\textbf{Problem Statement}: Human resource represents one of the most important and dynamic component of the Land of Dorna territorial system. It provides specific information’s about the evolution of the system in a certain period of time and also the future directions of development. Therefore, to remedy certain dysfunctions that occurred in the system it is important to determine the factors which influenced the evolutionary trends of this component. \textbf{Purpose of Study}: The aim of the current study follows two directions: 1. to determinate the main causes leading to the geodemographic changes occurred in the last years in the region; 2. which is the role of the place attachment of the community in terms of current geodemographic phenomena’s?

\textbf{Methods}: For the first part of the study we conducted from a comparative perspective a secondary analysis using data available from the National Institute of Statistics. In the second part we appealed to the analysis and interpretation of data provided by the 53 respondents that were questioned. The questionnaire covers mainly questions on the migration phenomenon and place attachment.

\textbf{Results}: The values of the calculated indicators for the Land of Dorna revealed that they are below the average values of Suceava County. This aspect reinforces the balance status of the region in terms of geodemographic phenomena’s. Another issue identified is the interrelationship between the place attachment of the population and their disposability to emigrate.

\textbf{Conclusions and Recommendations}: The analysis of the geodemographic indicators revealed a number of atypical elements comparative for the current demographic situation in Romania. Nevertheless the second part of the study has a limitation that deserves appropriate comments. The sample size reduces the ability to generalize the findings. Repeating the current study with larger samples and on other lands too may provide more accuracy.

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1. Introduction

Taking into account the process of globalization, the social, economic and political problems wherewith certain regions in Romania are facing, the migration phenomenon is a current issue of today’s agenda. One of the research questions was if there is an association between the migration phenomenon and the place attachment of the community members from the Land of Dorna? The concept of place attachment has different meanings for all the sciences that use it (Tuan, 1974; Williams et al. 1992; Altman & Low, 1992 etc.). The common element of all the definitions refers to the community members and their perception for the place that they live in. Previous studies concluded that the two concepts are associated. In his study Pollini, 2005, states that individuals that are involved in the migration process (short or long time) still have a strong place attachment. On the other hand Lewicka, 2005 suggests that individuals that are mobile lose their attachment to the place in opposite to those who are not often engaged in the migration process and have a strong attachment to the place.

2. Method

2.1. Study site

The study area covers ten settlements that are part of the Land of Dorna. This region is located in the northern part of Romania and divided between 91.36% mountain area and 8.64% depression area. Therefore, the Land of Dorna is an intramontane region (Cocean, 1997) with specific features that determine a typical behavior of the community.

2.2. Sources of data and sample profile

Data was collected in one week in August 2013. The main criteria used for choosing the investigated settlements (see table 1) were the physical distance and accessibility (mainly given by the road infrastructure condition). A convenience sample of 53 respondents older than 18 was drawn. Hence, the sample was selected on the basis of easy availability.

We know that the sample is not representative but the aim of the study was descriptive and not exploratory.

The final sample included more female respondents (60.37%) than male (39.63%) all between the ages of 18-75 years. More respondents were classified as adults (age 41-60) and old adults (age over 60).

79.52% lived in rural areas while the rest of 20.75% lived in urban areas. Nearly half of them (45.92%) graduated high school and 11.32% of them graduated a higher education.

A complete description of the general sample is provided in table 2.

Table 1. The investigated settlements of the Land of Dorna

<table>
<thead>
<tr>
<th>Denomination of the investigated settlements</th>
<th>Number of subjects questioned</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cârlibaba</td>
<td>4</td>
</tr>
<tr>
<td>Ciocănei B</td>
<td>4</td>
</tr>
<tr>
<td>Coła</td>
<td>4</td>
</tr>
<tr>
<td>Dorna Arini</td>
<td>5</td>
</tr>
<tr>
<td>Dorna Candrenilor</td>
<td>5</td>
</tr>
<tr>
<td>Iacobeni</td>
<td>4</td>
</tr>
<tr>
<td>Panaci</td>
<td>5</td>
</tr>
<tr>
<td>Poiana Stampei</td>
<td>5</td>
</tr>
<tr>
<td>Neagra arului</td>
<td>6</td>
</tr>
<tr>
<td>Vatra Dornei</td>
<td>11</td>
</tr>
</tbody>
</table>
Table 2. Demographic characteristics of the study sample (n=53)

<table>
<thead>
<tr>
<th>Demographic characteristics</th>
<th>N (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Gender</strong></td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>21 (39.63)</td>
</tr>
<tr>
<td>Female</td>
<td>32 (60.37)</td>
</tr>
<tr>
<td><strong>Age</strong></td>
<td></td>
</tr>
<tr>
<td>18-40 (young adults)</td>
<td>15 (29.04)</td>
</tr>
<tr>
<td>41-60 (adults)</td>
<td>19 (35.48)</td>
</tr>
<tr>
<td>Over 60 (old adults)</td>
<td>19 (35.48)</td>
</tr>
<tr>
<td><strong>Residence</strong></td>
<td></td>
</tr>
<tr>
<td>Rural</td>
<td>42 (79.25)</td>
</tr>
<tr>
<td>Urban</td>
<td>11 (20.75)</td>
</tr>
<tr>
<td><strong>Level of educational training</strong></td>
<td></td>
</tr>
<tr>
<td>Primary/secondary education</td>
<td>12 (22.65)</td>
</tr>
<tr>
<td>High school education</td>
<td>24 (45.29)</td>
</tr>
<tr>
<td>Higher education (university)</td>
<td>6 (11.32)</td>
</tr>
<tr>
<td>Other</td>
<td>11 (20.74)</td>
</tr>
</tbody>
</table>

2.3. Procedure

Data for the research was collected on-site in the ten chosen settlements. The questionnaires were filled by a total of 53 respondents. They were told that their responses would be treated anonymously. At the same time the respondents had the option of refusing filling in the questionnaire. The average time needed for filling the questionnaire was 10 minutes.

2.4. Measures

For this research one independent variable motivation ($M = 7.32, SD = 1.29$) was used. This measures the link between the place attachment of the respondents and their disposibility to emigrate. The 3-point Likert scale used the following response categories: 1 = in any extent, 2 = to a small extent and 3 = to a large extent. By summing up the responses of the 3 items, a total score was generated, where higher scores are indicating a lower disposibility to emigrate.

2.4. Data analysis

Responses were analyzed using SPSS 16.0. Via this programme we conducted an inferential analysis of some geodemographic characteristics of the respondents collected through the questionnaires.

3. Results

3.1. Descriptive statistics about the geodemographic state of the region

In the last decades the geodemographic component of the Land of Dorna underwent to a series of changes. Most of them are atypical compared to the general situation of Romania or Suceava County. To evaluate all the changes that occurred and the causes that describe the current situation of the region we conducted a secondary analysis from a comparative perspective using data available from the National Institute of Statistics for 1995-2012 range.

The analysis showed that after 1995 the general trend of the geodemographic component is descendent with slightly negative averages values, which showed a relatively balanced state of the regional system. The average natural rate within 1995-2012 was negative (-2.27‰) and below the county’s value (1.80‰), pointing out the downward trend of the population on natural way. This situation is due to the migration of the population from the region which leads to population aging and decline in the share of fertile individuals in the community. This is added to the change of the mentality of young people, the adoption of the western family model and the economic
component.

The average migration rate within 1995-2009 showed that the value for the Land of Dorna (-0.09‰) is over the Suceava County’s value (-0.18‰) highlighting that the external and internal migration phenomenon it does not cause significant dysfunctions within the regional system. Regarding the average emigration rate three communes (Cărlibaba, Ciocânte and Iacobeni) of the Land of Dorna were recording high values due to layoffs in the mining field.

The average general demographic rate for 1995-2009 revealed a negative value for the Land of Dorna (-1.98‰) compared to Suceava County’s value (1.62‰). This situation was mainly conditioned by the negative values of the average natural rate, the average migration rate playing a secondary role because of the values situated above the average rate of the county.

The analysis of the population structure on age groups of the Land of Dorna revealed a descendent trend for all the three major age groups of the population with the pyramid having a shape of an „amphora” with a narrower base than the middle. The gender structure highlighted that the trend of feminization of the population with an average rate of 103.80% within the range 1995-2012, value under the county’s average rate of 105.95%.

As described above it is evident that the population of the Land of Dorna is affected by the aging processes, a process that currently does not reach alarming levels placing the region among those with a relatively balanced demographic.

3.2. Inferential analysis on the target population

In order to answer to one of the research questions, if there is a significant difference between the level of motivation of the respondents from the rural areas and those from the urban area an independent sample t-test was run. Results showed that there was significant deference between the residential areas \[t(51) = 3.63, \ p < .01\] and the level of motivation. This suggest that the respondents from the rural areas (\( M = 7.62\)) recorded a lower disposibility to emigrate than the respondents from the urban area (\( M = 6.18\)).

No significant difference was noticed between gender and motivation. This means that between the motivation of females (\( M = 7.28\)) and males (\( M = 7.38\)) there is no difference regarding their perception for the place attachment and the disposibility to emigrate.

To test if there is a statistically significant association between the age of the respondents and motivation we ran a correlation. Pearson’s correlation coefficient showed that age \[r(51) = .580, \ p < .01\] was statistically significant and positive correlated with motivation. This shows that the older respondents displayed higher motivation in considering the role of the place attachment in their lives and not to emigrate.

As for the relation between the level of education and the area of residence of the respondents, Chi-square statistics showed non-significant data. Nevertheless we noticed that in both areas, the largest share of population graduated from high school (42.9% in rural area and 54.5% in urban area). The biggest discrepancy is recorded for the higher education (university) level which in the case of the urban area the value is above 36% compared to 4.8% for the rural area.

4. Conclusions and Discussions

The main focus of the research was to evaluate in what way the place attachment is important for humans in their decision to emigrate and to what extent their motivation affects the current geodemographic situation of the region. Employing an inferential analysis of some geodemographic characteristics of the respondents we outlined that:

- There is a strong link between age and residence regarding the motivation of the inhabitants to take into consideration the place attachment when they decide to emigrate.

The discussions are limited because we didn’t find among the other „lands” studies that use the same approach and with the same theme.

The respondents under 41 years that are living in the urban area or are often in connection with it recorded a higher disposibility to emigrate. While the respondents from the rural areas mostly over 41 years recorded a lower disposibility to emigrate. Therefore the decision to emigrate is rather made considering the place attachment among other reasons. This means that older people are more attached to the place where they live than younger ones, fact
reinforced by the findings of McHugh et al. (1990) in his study.

This situation could be generated primarily by two reasons. In the first place the sense of belonging to a place sustains a sense of security (Brown & Perkins, 1992) for the individual and secondary provides to retain their independence (Rubinstein & Parmelee, 1992). The place attachment is also linked with other dimensions like family (O’Bryant, 1983), lineage [„neam”], common law [„cutumă”], myth, Divinity, land (mainly as a material status), and home (Mihalca, 2013).

As for the difference between urban and rural areas and the level of motivation some previous studies (Giddens, 1990; Petković, 2007) concluded that the behaviour of the rural and urban communities are different through a series of internal and external factors. The rural communities feel more attached to their natural surroundings and the spiritual part of their lives. Communities living in urban areas are more affected by changes influencing the traditional values and behaviour.

The results from both descriptive and inferential analysis concluded that there is a strong interrelation between the motivation of the Land of Dorna community regarding the disponibility to emigrate and their place attachment. Also, the migration phenomenons in this region do not reach alarming levels. These findings are similar to other studies (Gustafson, 2001).

Because of the relatively limited sample of respondents we were not able to generalize the findings and we didn’t emphasised on the fact that migration (internal and international) may take different forms (long- or short distance daily, travelling for work or for pleasure etc.). Repeating the current study with larger samples and on other lands too may provide more accuracy to generalisation.

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