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.

Keywords: professional attraction; protectionist strategies; occupational migration; wage; advantage performance;
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".
In support of claims for a better presentation of the issues, noting that the group of subjects presenting
behavioural typology of young people in the final year of faculty with different profiles and specializations close. In
this respect, the most extensive professional search of the national economy and the EU economy is applicable in
the spectrum profile electric / electronic, computer, information technology and IT.

Investing in human capital is one of the major phenomena of progress and economic development of society, as
with the increasing quality of that training level (emancipation) labour, namely staff, will develop productive
activities superior quality and increased profitability. Currently, the supply and demand work increasingly involves
the concept of human capital, cultural capital and intellectual capital, which would be their favorite subject.

Suppression of jobs in traditional sectors is the result of structural adjustments, but entrepreneurs, communities
and governments have at their disposal an arsenal of tools to fight in such circumstances against unemployment.
Such means shall relate, among other things, to "passive measures" regarding social security and network coverage
shocks of job loss (unemployment benefits, retirement schemes, early retirement programs) or "active measures" on
the re-formation involving preparation for new jobs, unlike training which requires the acquisition of higher
qualifications in the craft knowledge exercised or updating according to new achievements of technical progress -
scientific. Based on the relations established endowment account to work with fixed assets, efficiency funds
(provided that this is the maximum) and personal retribution, we conclude that "determining the optimal level of
employment of labour is a real problem in the economy, the existence of which must be taken into account in the
analyzes and forecasts economic growth".

A specific problem is the current state economic situation where graduates decide to take an interest opting for
migration on the labour market. Favorable terms offered by the international labour market, it creates confidence in
their professional success aided by the possibility of obtaining a satisfactory income. There are few cases where
those at the final moment of a training stage, decide to emigrate in order to be able to provide

In the European Union, free movement of people enhances acquisition of a European mindset. Thus, migration
has a direct impact on the economy, but it affects labour and social welfare system, culture and national policies,
international relations, leading inevitably to greater ethno cultural diversity in all countries involved. One of these
changes is the introduction of a title specifically dedicated employment "jobs" separate social policy "social policy,
education, vocational training of youth". This approach shows how important it has become the field of employment
in Europe that competes with other major economic powers. To exit the "vicious circle of labour resources" whose
perpetuation is likely to produce an endless transition requires a comprehensive policy to reconsider the role of
labour resources across reforms.

Based on the ideas formulated at the time of taking the decision to opt for a specific professional field (studying
factors determining the direct and indirect), watching the behavior of their professional development and acquiring
new expertise and the main scientific fields to which young people are interested, it focuses essentially on the issue
of time of graduation and the decision to hold a specific job under (or not) their professional preparation, the
desideraturn expected, professional satisfaction, targets proposed objectives and opportunities to achieve their own
objectives proposed at the time of onset. Labour market participation leads many young professionals (graduates of
higher professional education) to accept non-compliant situations their training, salary levels satisfactorily accepted
improper working conditions and below expectations for improper work.

The transition to the new education system, Bologna system, accepted and supported by most member countries
of the European Union creates structural imperfections and causal.

Perception"Bologna system" in Romanian technical academia is mostly negative due to crowding materials,
shortening training, teaching volume growth. The proposed system is clearly structured so that young university
graduates to find the optimal place in the present and future dynamics of European society.

It involves more than reducing four years undergraduate and two master's increasing duration. Requires that
students who began their studies at a university in the country to be able to continue to any other university in the
country or in Europe. Higher education should provide both equal opportunities for all members of society,
regardless of social status, ethnicity, race, and a good positioning on the labour market.

Completion stages of professional training create new meanings of appreciative employers manifested towards
young professionals, as current standards impose conditions and restrictions on employment (potential job). It is
understood that the interest of the employer is to choose "the best", "most ready", "most skilful" and "best performer" most able "to solve" problems in specific activities, "resolve" disputes fast and easy decision, "to realize" benefits to the employer and to "obtain" the maximum efficiency and the work for which he was hired.

Status comfort, standard of living, professional success, advancement opportunities, providing career, professional goals, are just some of the attributes that characterize the present generation of young future professionals. Future expectations, motivates them to pursue worthy goals to achieve, to reveal individual values in these conditions to accept or fulfill the aspirations to which they always craved to succeed both professionally and develop socio-economic. These goals can be achieved only through work, through education, effort, perseverance and risk. Are still in the universities to which they belong, but the last stage of study and training, young graduates - future specialists - have formed an objective view, own opinion and consolidated information on reservoirs and their professional specialty, the results from the expected and the objectives which they wanted or they were watching the beginning of college.

Beneficial is appreciative aspect of "gratitude to the university, the faculty attended". Most, 82.7% are satisfied and realize educational progress achieved, accept the benefits of business and trying to adapt as well as possible their integration professional production in society, in the current economy.

Prompting high school orientation to engineering sciences is due priority "passion" to their professional field (44.5%) of "safety successful" immediate professional (38.1%) and "finding" a job (their background) easy, easy and right (34.8%). Only a few would be willing to a ' retraining or re' training (32.1%) of the respondents interviewed were included in this group so unmotivated (13.4%), "professional non adapted" (8.5%) and those who engineering came by chance, with no expected (5.3%), or those who adopted the strategy of chance (4.9%).

In these circumstances, support skills and affinities to selected professional field, the majority (48.7%) would remain true even of this profile and would not change the profession, even if they have to start all over again. Moreover, 17.7% were following the same domain, profile, specialization and college, and 9.7% would be willing to focus on the same field profile and specialization but in a foreign university (especially one of the blocs European).

Adaptability and skills in engineering skills to the profile chosen by the high school guidance explains such professional fields. Targeted by legal guardians, educational and spiritual ones, high school graduates were either directed to the engineering judgment of self-knowledge (25.9% - particularly like), be guided by their parents (25.8%), friends (24.5%) and teachers (21.3%). Thus, after passing four years of university study, few (32.5%) had the courage to declare themselves fit or training, 69.6% wish continue training through attendance still master two academic years in order to benefit from specialization and development (acquisition) of practical experience.

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Most people say "happy" to look "level of training" (51.1%), "the understanding and accumulation of disciplines" (43.3%) and the "academics" (45.8%), followed by the category "dissatisfied" on "level of training" (23.5%), "the understanding and accumulation of disciplines" (26.6%), "academics" (21.9%) and the category of "indifferent" regarding "level of training" (19.5%) "and build their understanding of the disciplines" (21.4%), "academics" (21.2%).

Realizing perception issues, "thanks, grievances" noticed, some changes are necessary, strategic changes, the smooth running and operation of university management, and implementation of new changes introduced corrections and organizational activity in each university institute. Suggestions developed by the stakeholders, students present the need to introduce hours of educational practice (51.1%) in the "practice system" with "practical manifestation/practice" where students take contact directly with the size of the actual production, not theorized. Also in the sphere of strategic suggestions to improve the performance of the education system and eliminate "grievances" recommended by those involved, students identify the aspect of "renewal team staff" (41.2%), the
development and introduction of "solid training material removal purely theoretical, unnecessary and / or boring" (40.8%), "to encourage and correct professional relationship teacher-student" (40.5%).

Introducing a suitable teaching typology "interactive classroom" (34.5%), whereas taught a "new style and western - on-line" (30.6%), "modernizing and updating syllabuses studies" (29.3%) are some other suggestions/recommendations raised by students in their strategic plan aimed at improving the Romanian education.

As a decision maker, they (current students) would improve on current Romanian university education primarily through change "misfits teachers - teachers elders" (52.2%), "to eliminate nepotism and favourite" (45.3%), change organizational mode of teaching by introducing classes and activities "practical" (43%), "online teaching" (37.9%), reducing the volume of information "theoretical" (37.9%). Form of "admission" competition - type examination (21.5%), increasing the period for Undergraduate and "return" in the form of five-year study (26.1%) are some other suggestions that the presents they interviewees in policy develop their professional development.

Once completed university courses being declared graduates, young professionals are turning attention to "integrate" them into the labour market and finding a job "under preparation" and "of graduated". In their view, young professionals trying to adjust to actual conditions and current daily economies, especially the Romanian economy.

Being motivated to vote and to dispose of permissiveness with potential future employment, most of the subjects interviewed for this choice by motivating values of the attributes conferred "thanksgiving", "comfort" and "preference". In this sense, most would like to commit to work "only in graduated" (40.4%), "a well-paid" (35.4%), "an economic unit prestige" (29.7%).

Thanks to the wide spectrum of economic units, the main focus is the unit type "companies" (45.9%) or "large companies" (29.4%), unit character "multinational" (44.8%) or units "private" (39.9%).

Aware of the need to complete the training format typology university of Bologna, 69.6% continuous training program by "MASTER attendance of" obtaining the title of specialist or profile undergraduate graduation or in a field and very close to or adjacent to different areas.

Due to the fact that currently "there are opportunities for immediate employment opportunity" (51%), labour markets on employment appear sufficiently attractive temptations. Thus, only 36.7% think it will fit strict "in the field/specialty graduated", 29.5% rely on engaging in "the software/IT", 19.9% are willing to accept employment under preparation "regardless of the activity and profile" and 15.8% specific activity is focused on "systems' security/protection". Sadder still is the situation of the "economically disadvantaged or are in financial trouble". They are willing to accept 6.4% "job" as their professional level and only able to survive economically.

To "handle" easier to get the status of "experience" or to adapt life "during college" life "daily", many of those interviewed, 48.56% said that during faculty been "employed" by "total time" or "partial stroke" in various lucrative areas - 17.5% professed in activities specific to their area of training.

Once university courses are completed, when deciding on career guidance, finds the majority of graduates whereas a total time of "turmoil" and "disorientation" work as "motivational quantifiers" does not represent the "professional reference" for many future specialists. More subjective and less objective, immediate reactions aimed particularly economic values as "financial benefits", "wage paid", "socio-economic conditions", "work program" unit rather than professional values such as "professional passion", "development opportunities", "professional field", "career". These values on orientation and choice of future potential place of employment, they are well defined young professionals. Most responsible instinct "simple accumulations immediate" and turning to units facilitates this.

The problem of "occupational migration" is a decisive moment for university graduates to assume the responsibilities. 39.8% are committed "to practice only in the country", however that 31.6% are determined to find "job no matter" where but "only abroad" (European Union 6.5% and Rest of World 25.2%). And here we find undecided and 28.7% will carry them into the country as adaptation to the external environment is not very permissive or assume risks immigration phenomenon - according to statistics.

What motivates the migration of ownership and ensure a job abroad is of course motivated by the financial aspect "wage paid", "financial and economic benefits" and performance advantage "professional development opportunities". Instead, faced with criticism of "equality of conditions" on (occupation, wages, working conditions,
career advancement) between Romania and the rest of the world, 69.8% prefer the economy of Romania, "the country" (70.8%), maintaining the inclination to "private sector" (78%) in the "multinational" (48%) and field of "production activities" (66.6%). We thus develop the behavioral diagnosis that guides future professionals on their inclination on the assumption of a potential job.

If "the wages paid" (72.7%), "advancement opportunities" (37.3%), "conditions of employment" (34.3%) and "career" (23.5%) are conditions when they pursue employment (participation in a professional interview) graduates, "seriousness" (60.4%), "accumulated knowledge" (50.3%), "occupational safety" (37.2%) and "intelligence" (37%) are laudatory attributes that can justify the required conditions. Under these conditions, in terms of self-knowledge, we can fit the typology of future specialist in one of the following categories: "skill in the art" (25.1%), "serious" (19.6%), "responsible" (14.4%), "ambitious" (13%) and "low – shy / no comment" (27.9%).

Specific human behaviour, determining the employment is for recent graduates expressed interest grounds. Thus, 57.9% pursuing development opportunities and professional specialization, size of salary paid 54.1%, 51.8% work schedule and working conditions, 41.8% of the firm employing institution's reputation. The values given current economic space because of their strong influence manifested by the subjects.

Equal opportunity in employment remains a delicate chapter. Due to the events caused by the recession, the interest of the employer remains decider factor in choosing and social granting employee interview participants. In this situation, the decision did not meet the criteria and elements known traditional standards.

"Experience" and "prospects" groups "make friends" (16.9%), "skill area" studied the young future professionals (15.3%), specific occupation "set / arranged" prior to or belonging to the family of the respondent (11.9%) is another dimension to quantify the degree, the possibilities and opportunities for further professional success.

However, it requires some changes "needed impetuous" both in university teaching and the organization of each university. Typically, their suggestions and recommendations aimed at "dissatisfaction" or "shortcomings" of some issues that were encountered during the period related to the internship student and want to be removed.

Social strategies - increasing the number of jobs (38.4%), real professional competition (35.7%), benefits for loyal employees (32.9%), opening the labour market (32.4%), and protectionist strategies – removed heir ship (30.1%), removing policy (24.4%), introducing lucrative contracts (28.1%) are some of the theses proposed by graduates at the time of graduation degree, in order to gain experience in production, increasing the quality of service rendered, the manual ties means of production, increase operational efficiency and increased permissiveness in research, design and product development later.

Providing comfort by "nurturing and developing education" today we know the forms. Moving from a professional field to another, is a "reason of settlement" of some "failures" of economic security and ensuring living conditions, and dose of immediate existential risk to ensure continuity. Between "accepting" employment and "track" a job, it is necessary behavioral analysis through the prism of "hue understanding", "human opportunity", "future hope" and "immediate needs".

Often, the nature of the "human condition" requires a certain degree of acceptance of the situation, which is why the future specialist is willing to accept the offer. In a general framework, "main arguments" they decided to enrol in higher education institutions to "specialize in a field" (technically for this study) are directed to "ensure the welfare theory", the "opportunity professional success", conferring "standard of living as aspirations", "individual development" and "complacency, increase the prestige of the individual".

During attending university courses, current graduates/future professionals, "show attraction" and "available" for certain subjects in the curriculum of study profile. The study subjects will later become "areas of competence", "address areas of production activities" and "possible future jobs".

However, "partially identified" a certain dose of "no confidence". This phenomenon occurs as motivation to "the understanding" of study subjects, the "disclosure" in a "slow approach" and "purely theoretical" and "absence" productive activities and hours of practice, assisted by teachers "strengthen" and "highlights" phenomenon.

Noteworthy is the appearance of "training level", the "qualification" and "expertise" in the field of study. In strengthening this aspect is highlighted labour market penetration (EU or international market) with young professionals. There is a growing influx of professional migration and interest from young to this issue. Occupational hazard, risk assumed and the hope of gaining advantage, are "provisions" that young specialists, are at
an early age, address them in a manner not reasonable. It is noted among young graduates and disposition, attachment, to resident economic units. There are "functional non adaptability" noticeable among interviewees. Most advertising aspects of the organization of educational and ex-educational activities, or lack confidence and malaise to how teaching professional information, schedule (the) study and syllabi of educational disciplines.

In this sense, "lack of communication" or "communication weight" between student and some teachers or collaboration between students and non-teaching becomes an increasingly more informed. Generational conflict and disagreements arising between "older teachers" (old teachers) and "current graduates" (young professionals) is generated, most often dispute the perception and acceptance of change new framework. In these circumstances, most students (and recent graduates) require new ways of presenting information taught through lecture notes, documentation and display interactive approach to topical issues in support of information, data and latest updates.

It is understood that the dispute is between times grant decision "affected program effective teaching" and the time "program of rest and recreation", "educational programs, culture and entertainment", "productive activity times book programs - for employees / workers", times "necessory family problems, personal and organizational" motivations may continue. In this respect, the causal component of "objectivity and motivation" claims in turn created new situations detrimental to rational behaviour and values.

There are some functional problems needed to be solved. The involvement belonging to the education system and is aimed at organizing education (especially university courses) typology "interactive teaching", "on-line" with practical activities (seminar and lab hours) "direct" and "task-oriented" teachers "trained modern", "competitive" and "relatively young" with specially allocated to "study periods" and "periods related activities" the system "competitive - entrance exam" and the study period "five years".

Making an institutional framework (the determinants factors, participating agencies, entities involved and integrated regulatory mechanisms operate) is a prerequisite to technical and economic progress, the young professionals involved will have behavioural activity and attraction, focused on scope development and continuous improvement of the company.

Making a functional balance between university institution - generating specialists and production sectors - consumer specialists, establishing coordinates determination and estimation of the size required for coordination becomes a topic generation interviewees, recent graduates and young professionals to permanent controls determining their future behaviour and orientation.

Conclusions

The purpose of this study is to identify the main trends which today manifests category studied population (young graduates of higher education) regarding their behaviour on options to choose their future professional field, while at the same time are actually reasons actual choosing this profession. Read on completion of education and professional preparedness, graduates may opt for immediate employment according to qualification in the country or abroad, or may be of interest for further study training to increase skill levels, namely obtaining professional performance. The study will identify all occupational categories of interest with increased educational disciplines who are interested, the best form of training / qualification and dominant economic spectrum to achieve the goals envisaged.

Between "finding" professional occupation "no" in the "country" or "foreign" to choose "a work" or "other" deciding to "benefits" or "convenience", to be drawn "wage" in "detrimental performance" professional or fit as "professional field" studied "place some" steady work, here are some elements that define the social behaviour of the new generation.

The role of this theoretical support, computer and information is to identify and present the main segment specific inconsistencies current economic decision analysis module and occupational prospects expressed by youth category.

What exists and what is known about this vast and important phenomenon is still a desideratum. A study "of" and "about" "graduates behaviour" becomes necessary contemporary society both in terms of training future
generations of professional specialists and identifying areas with high demand. To make employment an instrument of creating functioning labour markets are necessary reactions pragmatic, operational, covering:

1. realization of "transition" from school to work through labour market insertion of graduates of various educational institutions;
2. "assurance" of employment consistent with training;
3. support "learning" lifelong as a means of integration and reintegration, and sometimes even as an alternative to employment;
4. "equal" opportunities / labour market opportunities and treatment;
5. "avoid" de-capitalization human potential through under spending, underemployment, leaving the labour market, the effect of discouraging, losing hope of finding a job;
6. "growth" continues the efficiency and competitiveness of specialized institutions and personnel responsible for human resource management;
7. "orientation" employment policies for the promotion of active employment measures and focus their support to disadvantaged groups.

Labour market training has a "procedural character", where restructuring is done, professional, technical equipment essential changes in the work, in line with the strategic objectives of economic reform. The depth, pace, scope, their costs characterize the various stages of the process and allow the modern labour market targets effective. Success or limits that are recorded in the labour market are similar to those that define the Romanian economic reform as a whole.

The need to modernize information systems, management of labour is required because you cannot predict and effectively manage the country's social and economic development without knowing the state of resources and labour, their development trends and developments in the labour market as a whole. Given data on the workforce needs in the labour market behaviour of young professionals will bear mutations adapted to the newly created professional activities will be directed towards obtaining benefits and noting when required training.

Between goals and opportunities between vision and reality, between supposition and concrete measure emerges permanent bridge and forms of manifestation and behaviour of young specialists modern adaptations continue suffering, which often lead to technical progress economic, social and also personal well-being and

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