

STUDY ON ROMANIAN'S PERCEPTION ON WORK AND THE ROLE IT HAS IN THEIR LIFE IN THE XXI CENTURY CONTEXT

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Abstract:

The labor market has been and remains an inspiration source for many specialists' analysis in the field. The added value of the present article consists in identifying the perception of Romanian citizens on the importance of work in their lives. Structured in two parts (part of the state of knowledge and research), the article is mainly aimed to present relevant aspects in terms of theoretical and practical on the labour market. The issues presented during the first part are founded on national and international literature, but also websites focused on work study. During the second part of the article is carried out an analysis in terms of the dynamic level of employment in recent years, but is also performed a marketing research on the perception of the Romanians on the importance of labor. The practical part of the article is a research focused on the analysis of secondary sources. The objectives of this scientific approach consists on the one hand in observing relevant indicators of the labor market in the 2007-2012 period, but also in identifying the extent to which gender equity exists in terms of labor, and on the other hand finding out Romanians perception regarding the lowering of labor role in their lives. The working hypothesis assumes that work plays an important role in people's lives by the fact that the result of its provision creates individual needs satisfaction (physiological needs and self-improvement needs).The most important results drawn as a result of research carried out shows that diminishing the work's importance in Romanians' life is not a benefic thing for entrepreneurs because it lowers the employee's efficiency, and this is felt by the company's financial statements.

Keywords: labor market, active population, employed population, unemployment rate

1. Introduction

The human factor is vital for society despite of the technologization lately accentuated because nothing happens without its intervention. Is a loss for the society, under the terms of

the human resources availability, because it is not used.

The labor market is a large area that has attracted the interest of many researchers, and on this topic can be found a variety of articles and books.

Statistical indicators of labor: employment, unemployment and underemployment have a wide range of purposes. First, these indicators reflect the diagnosis of the labor market and contribute to the development of a set of measures to remedy the deficiencies encountered, secondly they are an essential basis for designing and evaluating government programs directed at creating jobs, training, income maintenance and poverty reduction.

Having as themes the work and its role in the Romanians' life, the present article is a research focused on the analysis of secondary sources. The data were collected from a specializing website in the analysis of living standards Word Values Survey and Eurofound, but also statistical data retrieved and processed from the Romanian National Institute of Statistics. The data were obtained as a result of the application of a survey by the representatives of both websites and the main tool used is the questionnaire. Word Values Survey and Eurofound deals with the quality of life of individuals in terms of several areas: education, family, religious structure, labour and political system. If the first source has a global coverage area, the second source has a wide applicability at European level. Data collection occurred as a result of the application of specific commands of those, and finally there was a data processing.

2. Labor market- theoretical approach

Work has occupied and continues to occupy an important place in people's lives. It is the one that which determines the volume, structure and quality of material and spiritual services that are available to society. The indicators in this domain are related to

employment and dependency, the availability of jobs, occupational structure, the proportion and average duration of unemployment (Mărginean, 2002, pp 55-56). The labor market's status is characterized by an essential feature called work resource. The employed population decreased considerably, the unemployment rose against the labor resources relatively constant (Alec K, 2000, p 85). On the labor market there is a significant numerical and structural deficit between education for training and labor market needs, amplified in certain areas of free movement of persons (attractiveness of well-paid jobs, not necessarily in the same training field) so that a significant deficit of qualified personnel occurs in areas such as construction, industry, services (Vasile V & Vasile L, 2006, pp 122).

Regarding the study of the work's concept, we must distinguish between dedication and exhaustion. Dedication to work is a concept diametrically opposed to the concept of exhaustion. If those experiencing feelings of exhaustion manifest chronic fatigue, dedicated people at work have a sense of energetic and effective connection with activities performed (Backker A & Schaufeli W, 2003, pp 78-79). Often, the individual, desiring to obtain immediate results fails to properly manage the ratio personal life / professional life. Three key factors contribute to the increase the ratio's importance in providing balance between work / life : 1) global competition; 2) interest directed to personal life, including family values; and 3) the trend of aging population including also employed population (Nancy R, 2003, p 98).

A job, regardless of the sphere of action, is not necessarily a place that

will last a long time, rather it is related to a short-term decline. The unemployment is a mismatch for a certain period of time between the main elements of the labor market: supply and demand (Kalberg A, 2003, p 56). The number of registered unemployed consists of all persons who stated that during the reference period were registered in labor offices and unemployment (Law no. 1/1991 republished in 1994), whether or not receiving unemployment benefit or allowance support (<http://www.legex.ro/Legea-1-1991-1873.aspx>).

The states are collaborating to recruit and transport foreign labor. The ability of governments to mitigate the migration flow shows deficiencies. This also shows the need to look beyond the role itself of migration policies and to explore ways in which states affect the migration process, more generally, look for what will happen over some time (Has H, 2011, p 98). Labor resource covers all aspects of physical, psychological, social and organizational nature that could generate: (1) psychological costs, (2) achieving goals, (3) personal stimulation. The welfare of work resource depends both of the functioning of labor market but also of employment and social protection policies implemented by the state, the change of the social stratification and social inequality (Hakanen J, Backker B, Schaufeli B, 2006, p 98).

The material and financial lacks, the inequities that are closely related to individuals' working conditions exercise a significant effect on the individual's physical and mental diseases. Working conditions are also related to the tasks performed by the human resource, the way that work is organized, but also to the psychosocial work environment

(Benach J et al p 45). In today's society there are meet more and more cases of organizational pathology (persecution at the workplace – mobbing and continuous – the Bournout syndrome) that have repercussions on the individual condition. These leaders who have neurotic behaviour see their actions as normal, but for others there are actually anomalies that have repercussions on productiveness. An ideal situation for any state is to have a developed labor market in terms of competitiveness and this could be possible by the existence of a good communication system, characterized by the information decentralization, giving the individual the opportunity to choose, but taking into account the incurred costs and the risk assumed (Tudose G et al, 2013, pp 104-113). This situation is not valid under conditions of inequity. The assessment at the workplace is not always correct and the complexity of drive-motivation process remains a challenge for many entrepreneurs.

Discrimination at the workplace, but also in society, is rooted both in human nature and in the way the institutions are involved in solving this shortcoming. The actions to eliminate discrimination are costly, and they are perceived as being more important than the potential benefits (<http://www.ilo.org/declaration/lang--en/index.htm>).

3. Research on Romanians' perception of the role of work in their lives

3.1. The methodological framework for the research conducted

Contextualizing the study

The lack of relevant information on the perception of Romanians in terms of relevant aspects of the work and

their role in their lives were necessary to conduct a research on the analysis of secondary sources, a survey having as main instrument the questionnaire.

Research objectives:

1. The knowledge of the manifestation trend of labor market indicators in recent years;
2. The identification of the current situation on the labor market employment, but also targets to achieve by 2020;
3. The evaluation of Romanians' perception on hard work,
4. The identification of the extent to which entrepreneurs obtain performance as a result of hiring young staff;
5. The extent that the time spent at work affects the fulfillment of family responsibilities.

Research hypotheses

- The labour market indicators for the analyzed period 2007-2012 recorded a nonlinear trend, almost involutive, due to recession;
- The most respondents show agreement on that, since childhood, the individual needs to know about the concept of hard work;
- The decrease of the work's importance Romanians' life is regarded by most the respondents as a bad thing;
- More than half of the respondents are of the view that there is equity in terms of gain between women who have a job and the homemakers;
- The stress at work and the stress at home accumulated by most individuals is perceived as damaging in managing the relationship between personal and professional life.

The organization of research

The sample consists of a number of 1503 persons, both to the

questionnaire applied by the first source but also in the case of the second source. The sample was chosen by representatives of Eurofound and World Values Survey and it includes people with Romanian citizenship, of different ages, socio-professional and economic structure. The sample for both cases is not accidental was thought to include people with different characteristics for the results to be as close to reality as possible.

The sampling method was non-randomized. It was used the face to face interview.

Sampling method : face to face.

The application of the questionnaire. The questionnaires were filled by representatives of the two sources(World Values Survey and Europa Eurofound), based on the given answers.

Preparing the questionnaire

The questionnaires were developed and applied by the two sources. And by combining and processing of those, I chose a total of 11 relevant questions. The data were taken and processed by me in Excel.

3.2. The results obtained

1. Analysis of employment in Romania

The labor market in recent years has reported a non-linear trend, and since 2008 its characteristic indicators showed regression rather than progress. Creating new jobs exceeded their reduction between 2006 and 2008, but once the crisis triggered, there was a reversal of the situation. <http://www.eurofound.europa.eu/news/s-potlight-on/employment/aretrospective-on-employment-over-a-decade>).

The table below is a presentation of the status of young people in Europe on the labor market (Table 1).

Table 1. The status the labor market of young people from Europe (%)

Status	Men aged 18-29		Women aged 18-29	
	2007	2011	2007	2011
Employed	59	52	57	52
In the process of education	31	29	27	31
Unemployed	7	14	9	14
Inactive	3	4	11	10

Source: <http://www.eurofound.europa.eu/news/spotlight-on/employment/aretrospective-on-employment-over-a-decade>

The analysis of labor market indicators at European level (employed, people in the process of education, unemployed and inactive population) in terms of gender, reveals that unemployment and inactive population are the only indicators that recorded growth.

The increase of individuals' inactivity is determined by the fact that a significant percentage of the total population is in the full process of education, and the increase of the

percentage of the unemployed can be explained by the fact that once they complete their studies, the people having no opportunity to work fall into this category. The percentage number of employees for the two periods analyzed shows a regression, a nonlinear trend.

Another indicator that reflects the situation on the labor market is the employment rate, and its values for the European countries in 2012 are reflected in the table number two.

Table 2. Employment rate in the EU

Country	Employment rate in 2012 %	Target for employment in 2020 %
Netherlands	75,1	80
Germany	72,8	77
United Kingdom	70,1	-
Czech Republic	66,5	75
France	63,9	75
Portugal	61,8	75
Poland	59,7	71
Romania	59,7	70
Bulgaria	58,8	76
Italy	56,8	67-69
Spain	54,4	74
Greece	51,3	70
UE average	64,1	75

Source: <http://epp.eurostat.ec.europa.eu/portal/page/portal/eurostat/home/>

The data from the table serve to highlight the current situation regarding the employment and the intended target for 2020. The highest occupancy rate in 2012 was recorded at EU level by the Netherlands with a percentage of

75.1% and at the opposite was Greece which registered a value of 51.3%.

With the scope of a pertinent analysis of the employment rate, it is aimed to present its values recorded in Romania in 2012, by development regions (Table 3).

Table 3. Employment rate by region %

Region	Year				
	2007	2008	2009	2010	2011
Northwest	62.6	61.6	60.6	62.3	63.4
Center	60.6	62.0	60.0	57.9	56.5
North East	67.3	66.2	65.7	66.9	68.5
South East	59.9	60.2	59.9	59.6	57.9
South Muntenia	66.1	66.4	65.1	64.5	59.6
Bucharest Ilfov	67.8	68.2	68.1	68.0	68.2
South west Oltenia	65.1	65.4	64.9	63.8	64.9
West	65.6	65.2	64	62.7	62.9

Source: <http://www.insse.ro/cms/>

The analysis of this indicator was made for 2007-2011. The data provided in the table points out that for the last year analyzed the highest value was recorded for the North East region, and the lowest by the Central region.

The Romanians' perception on the role of work in their lives. An analysis of each relevant questions about the role of labor was realized. These were analyzed at three levels. Do you agree that among the things learned in childhood also be the concept of hard work?

Table 4. Hard work in the opinion of respondents %

Answer	Total	Up to 29 years old	30-49 years old	50 years old and older
Affirmative	77.3%	73.2%	76.8%	79.8%
Negative	22.7%	26.8%	20.2%	33.3%
Total percent	100%	100%	100%	100%
Total number of persons	1503	318	556	626

Adapted from <http://www.worldvaluessurvey.org/wvs.jsp>

Most respondents regardless of the age range they fall into, have a positive attitude to tell to the child about hard work. Please express your opinion on the following statement: "On

long term, hard work brings usually a better life " How would you place on this scale? (circle the correct figure).

Table 5. Hard regarded on long- as a factor of individual welfare

Answer	Number of persons	%
	1503	100%
1	696	46.3%
2	164	10.9%
3	92	6.1%
4	78	5.2%
5	129	8.6%
6	44	2.9%
7	60	4.0%
8	51	3.4%
9	44	2.9%
10	145	9.6

work term

Adapted from <http://www.worldvaluessurvey.org/wvs.jsp>

Hard work as a factor in ensuring the welfare of the individual generates a favorable attitude of the respondents of the research. What is your

opinion on the following statement? "Work hard, do not generally bring success, it's more a matter of luck and connections".

Table 6. Hard regarded as luck

Answer	Number of persons	%
Fully agree	0	0
Agree	115	7.7%
Indifference	0	0
Disagreement	281	49.02
Fully disagreement	300	43.1
(N)	696	46.3%

work a matter of

Adapted from <http://www.worldvaluessurvey.org/wvs.jsp>

In order to identify a relevant perceptions of the respondents, the overall score is calculated. Its calculation 1.56 shows an attitude close to a total disagreement. Do you experience difficulty in family tasks because you spend most of the time at work?

Table 7. The extent to which most of the time spent at work affects the fulfillment of family responsibilities

Answer	%
Several times over the weekend	15.7
Several times a month	22.4
Several times a year	11
Rarely	25.6
Never	25.4

Source : <http://eurofound.europa.eu/ro/node/1127>

25.6% of the Romanians who participated in the research indicated that in rare circumstances they can not fulfill their family responsibilities because of their time consuming job. Considering the hours worked weekly, how would you like to be the future situation?

Table 8. Perception of time required to be spent to work in future

Answers	%
Work less	33.3
The same working time	48.7
Work more	19

Source:

<http://eurofound.europa.eu/ro/node/1127>

The majority of respondents are satisfied with hours worked during the week and for the future they want no change (48.7%). Does the stress deteriorates the ratio personal life / professional life?

Table 9. Identification of Stress

Answer	%
Home and at work	15.3
Whether at home or at work	47.3
Less stress or no	37.4

Source : <http://eurofound.europa.eu/ro/node/112>

Almost 50% of Romanian believes that stress occurred either at home or at work deteriorates the management of the ratio personal life / professional

life.To what extent do you agree with the statement: A wife that is not working is as gained as one that is paid for the work.

Table 9. Equity in terms of earnings of a working woman and another who is a housewife

Answer	Number of persons	%
Fully agree	202	13.4 %
Agree	286	19.0 %
Indifference	501	33.3 %
Disagreement	425	28.3 %
Fully disagreement	13	0.9%
Do not know	78	5.2%
(N)	(1,503)	100%

Adapted from

<http://www.worldvaluessurvey.org/wvs.jsp>

As above, in order to obtain a clearer picture on overall, the global score is calculated. Its result of 3.63 suggests that the respondents shows

agreement on this statement.If the importance of work in your life would fall, would that be a bad thing?

Table 10. Opinion of respondents on decrease of labor's importance

Answer	Number of persons	%
Fully agree	173	11.5%
Agree	184	12.3%
Indifference	1,082	72.0%
Disagreement	13	0.9%
Fully disagreement	51	3.4%
Do not know	(1,503)	100%

Adapted from <http://www.worldvaluessurvey.org/wvs.jsp>

The score 3.27 obtained by this criterion emphasizes that the Romanians are indifferent about the decrease of labor's importance in their

lives. Companies that recruit and select young employees are more efficient than others?

Table 11. Perception on overall performance of young employees

Answer	Number of persons	%
Fully agree	222	14.8%
Agree	521	34.6%
Indifference	441	29.3%
Disagreement	166	11.0%
Fully disagreement	7	0.5%
Do not know	147	9.7%
(N)	(1,503)	100%

Adapted from <http://www.worldvaluessurvey.org/wvs.jsp>

Score of this criterion was 2.94. The result shows that the interviewees have an indifferent attitude. If you would

remain without your job, you would like another one same as first, in terms of salary?

Table 12. The attraction to a similar position in terms of financial

Answer	%
Fully agree	14.3
Agree	27.6
Indifference	11.4
Disagreement	16.8
Fully disagreement	29.9

Source : <http://eurofound.europa.eu/ro/node/1127>

A percentage of 29.9% of the respondents believe that if they lose their jobs, they would not be attracted by another that is similar in terms of

remuneration. When there are fewer jobs, men should have more rights than a woman?

Table 13. Males priority in filling a job

Answer	%
Assent	34.7
Idifference	21.2
Disaaccord	40.2
Do not know	3.9
N	1500

Adapted from <http://www.worldvaluessurvey.org/wvs.jsp>

I can find a much stronger attitude of the Romanians, because they have an attitude of disagreement on discrimination at work (40% of respondents).

Research findings

The study of the role labor has in the life of Romanians has aroused the interest of many researchers, and continues to attract people's attention. Two of the most relevant researches that were done lately in this regard

were made by Manpower and the Center for Urban and Regional Sociology this year, researches on which this article is based. The conclusions of the research conducted by Manpower are totally different from this present study, and they highlight the fact that the Romanians put more emphasis on happiness and contentment at work (analysis in terms of profession) to the detriment of labor seen as an important source of

remuneration (10% of those who participated in this study see success in terms of performance). The second baseline study is similar to this study, but the results differ. If in the research conducted by the Centre for Urban and Regional Sociology Romans the income varies by age and gender, in our research Romanians disagree with the lack of equitability in the labor market between men and women.

The analysis in dynamic of employment in Romania shows a decrease of its relevant indicators from 2008, and at the EU level is found that unemployment and inactivity population has a worrying growing for the economic development of the states. In 2012 Romania recorded an occupancy rate of 59.7%, and the intended target by the EU through its strategies is that by 2020 to reach 70%. The first two assumptions are verified, the following two hypothesis are not verified and the last one is verified. The first hypothesis is verified, because according to the analysis in dynamic of employment in Romania, its characteristic indicators show a nonlinear trend due to the influence of the recession.

Hypothesis number two is verified and it also show that the majority of respondents agree that, since childhood, the individual must know the concept of hard work (70% of respondents). Hypothesis number three is not verified because the Romanians have an attitude of indifference (72%) in terms of the decrees of job's importance in their lives, not perceiving this as a bad thing. The penultimate hypothesis is not verified because the people who participated in the research did not show an attitude of agreement, but rather 33% of them have an attitude of indifference regarding the equity between a woman who works and another one that is housewife, equity seen through the gain. The last hypothesis is verified, as 47% of respondents believe that the stress deteriorates the management of the ratio personal life/professional life.

In conclusion, even if the work occupies a considerable period of individual's life, it does not generate wealth, but also does not affect the performance of family responsibilities.

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