

## TYPE OF ANALYSIS OF SKILLS AND LABOR MOBILITY

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**Summary:** *To maximize the economic value of the enterprise managers will be concerned with the recovery and protection of staff skills, reputation as a manufacturer company, product quality, the company's capital structure and cost-effectiveness of its work. The modern concept of undertaking significant growth lies at the heart of the role of human resources in enhancing business performance. Human resources management at enterprise focused on issues related to human resources perspective providing qualitative and quantitative analysis of working time (with direct impact on company performance) and analysis of human resource efficiency.*

**Keywords:** *labor utilization, degree qualification, labour mobility.*

### 1. INTRODUCTION

Qualitative dimension of human potential, as evidenced by the qualifications of employees required by the increasing complexity of business, the range of products offered on the market and increasing consumer demands with the quality of these products. In this context, the staff structure analysis by type of training (on the job training, vocational school, special school, higher education) showing the evolution of the skill and determination coefficient average qualification groups of professions, in order to determine qualitative change occurring in time and space on personnel qualification.

$$\bar{k} = \frac{\sum_{i=1}^n k_i n_i}{\sum_{i=1}^n n_i} = \frac{\sum_{i=1}^n s_i k_i}{100}$$

$k_i$  employment category (qualification),  $k_i = \overline{1,7}$

$n_i$  number of employees in category  $k_i$

$S_i$  the share of employees in category  $k_i$

Qualification of staff is even higher, since  $\bar{k}$  values are close to the upper category. In order to increase the efficiency of labor is necessary correlation utilization of labor, with the complexity of the work. In this regard, the average tariff classification is determined

coefficient of works  $\bar{c}_l$  which compares to the average tariff classification of workers  $\bar{c}_m$  [1, 294] .

$$\bar{c}_l = \frac{\sum k_i V_i}{\sum V_i} = \frac{\sum S_i V_i}{100} \quad \bar{c}_m = \frac{\sum k_i N_i}{\sum N_i}$$

$V_i$  = volume to full time work by categories

$N_i$  = the number of workers by category

$S_i$  = share work and category  $i$ .

In comparing the two ratios may result from the following situations:

$\bar{c}_l = \bar{c}_m$  , case where there is optimal correlation between the workers and the qualification of the work;

$\bar{c}_l > \bar{c}_m$  , situation which reflects the fact that lower class workers are used to perform work in a higher category, the negative effect reflected in the poor quality of production;

$\bar{c}_l < \bar{c}_m$  , in this case lower class works are executed by highly qualified workers.

Based on Table 1, we highlight the correlation between the use of skilled labor and complexity of work.

**Table 1:** Distribution of work and workers by category

Category skilled workers	Tariff coefficient ( $k_i$ )	Distribution of workers by category		Volume works		Structural changes compared structure work workers
		$N_i$	$S_i$ (%)	$V_i$	$S_i$ (%)	
I	4,1	872	52	31500	456	7
II	3,7	530	31	20300	29	2
III	5,9	241	14	8500	12	2
IV	6,2	35	3	9700	14	-11
TOTAL	-	1678	100	70000	100	-

Determine the average coefficient tariff classification of works  $\bar{c}_l$  which compares to the average tariff classification of workers  $\bar{c}_m$  .

$$\bar{c}_l = \frac{\sum k_i V_i}{\sum V_i} = \frac{4,1 \cdot 31500 + 3,7 \cdot 20300 + 5,9 \cdot 8500 + 6,2 \cdot 9700}{70000} = 4,9$$

$$c_{\#} = \frac{\sum k_i N_i}{\sum N_i} = \frac{4,1 \cdot 872 + 3,7 \cdot 530 + 5,9 \cdot 241 + 6,2 \cdot 3}{1678} = 4,2$$

$c_l > c_m$ , situation that reflects the use of human resources failures materialized in lower skilled aspect negative impact on labor productivity and product quality.

Personnel qualifications can be assessed in accordance with seniority in the same unit, meaning that older workers will benefit from the technical knowledge and merchandising of products and services provided by the company. In this sense, the economic units manifest constant concern to training, which is reflected in the dynamics of concern following indicators [2, 108]:

- amount of costs for training employees and their share in total wage costs;
- the number of staff in receipt of specialization courses (total and structural);
- time weight training while total employment.

Incidence of skill level of workers on the level of economic and financial performance is shown in Figure 1.

Direct effects	Indirect effects
Labour productivity	production year Value Added turnover operating profit year production efficiency based assets, turnover or value added efficiency of capital
Production quality	value added (through the sale price) turnover (by production volume and selling price) operating profit (through production volume and selling price) efficiency in operating assets efficiency of capital

**Figure 1:** Incidence of skill level of workers on the level of economic and financial performance [1, 296]

Labour mobility refers to the modification of its workforce in terms of inputs and outputs, regardless of the root causes.

The main indicators reflecting labor mobility are:

- coefficient of movement in input ( $c_i$ );
- coefficient of movement in output ( $c_e$ );
- ratio of total traffic ( $c_e$ ).

$$c_i = \frac{I}{N} \cdot 100 \quad c_e = \frac{E}{N} \cdot 100 \quad c_e = \frac{I+E}{N} \cdot 100, \text{ în care:}$$

I, E staffing is entered, respectively, out of business;  
N is the effective number of personnel.

The movement of labor is determined mainly by structural changes in the economy as a result of technical progress and other causes. Thus, the coefficient input of personal high-lights input frequency (result of increased workload or outflows) are considered justified personal exits when reflecting reduced workload and increase automation of production. Labor fluctuation in staffing amend generated by leaving without approval, termination and leads to additional costs for hiring and training new staff. Are affected thereby leading synthetic indicators of business activity, staff turnover is characterized by the *coefficient of fluctuation* . ( $c_f$ )

$$c_f = \frac{F}{N} \cdot 100$$

F and N is the number of staff left, respectively, existing at the beginning.

To identify its causes fluctuation of staff and corrective measures, it is necessary to identify periods during the year, characterized by a pronounced level of process and categories of personnel included in the process [2].

Based on the data in Table 2 we analyze the movement of labor.

**Table 2:** Data for calculating traffic analysis' labor force

Indicators	Values provided	Actual values	Quarterly Distribution:			
			I	II	III	IV
Personal account at beginning of period	1380	1350	1350	1315	1325	1330
Inputs during	125	120	23	21	42	34
Output during the period, of which:	155	135	70	20	25	20
- Transfers	10	7	51	3	11	7
- Education, military service	70	67	2	10	5	2
- Natural causes	20	15	6	1	2	3
- Departures own initiative	40	42	5	2	5	4
- Terminate employment	5	4	6	4	2	4
Existing staff at the end of period	1350	1335	1303	1346	1342	1344

Labor movement analysis and interpretation involves calculating the following indicators:

▶ coefficient of movement in input  $c_i = \frac{I}{N_1} \cdot 100$

$$c_i = \frac{120}{1335} \cdot 100 = 8,9 \%$$

▶ coefficient of movement in output  $c_e = \frac{E}{N_1} \cdot 100$

$$c_e = \frac{135}{1335} \cdot 100 = 10,1 \%$$

▶ ratio of total traffic  $c_t = \frac{I + E}{N_1} \cdot 100$

$$c_t = \frac{120 + 135}{1335} \cdot 100 = 19,0 \%$$

Based on the data in the table above, is drawn situation and fluctuating labor movement, presented summarized in Table 3.

**Table 3:** The situation of the labor movement and fluctuation

Indicators	Values provided	Actual values	Quarterly Distribution:			
			I	II	III	IV
Coefficient of movement in input $C_i$	8,72	8,98	1,76	1,59	3,13	2,53
Coefficient of movement in output $C_p$	9,39	10,11	5,37	1,52	1,86	1,49
Ratio of total traffic $C_t$	18,11	19,09	7,13	3,11	4,99	4,02
Fluctuation coefficient $C_f$	0,33	0,30	0,46	0,30	0,15	0,29

Compared with planned values, staff movement intensity decreased by 0.33% (10 workers). The coefficient of movement in output increased more (0.72%) compared with the rate of movement of inputs (0.26%), negative aspect on the stability of the workers.

A favorable situation recorded in connection with staff turnover because of the fluctuation coefficient was reduced compared to the planned 0.03%.

Analysis of quarterly labor movement shows that in the first quarter, the output movement was more intense than inputs (3.61%), partially balanced situation in the coming quarters (when entries have exceeded outflows by 0.07% 1.27% and 1.04%).

## 2. CONCLUSION

consequence of globalization of markets, qualification and labor mobility have immediate effect: promoting technology transfer, regulating labor market imbalances, increase employment and wages, transfer investment.

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