

THE QUALITY OF EMPLOYMENT, FACTOR OF ECONOMIC GROWTH

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Abstract: The role of employment in ensuring economic growth, of social-economic development was demonstrated long time before economic science. Workforce is a dynamic element under all the three aspects mentioned. The training is achieved, preponderant, through the education system, through teaching. Human resource takes new content and valences, through education. At the current level of science, technique and technology, and in the perspective of the new economy, of informational economy, the quality of labor resources, the level of education and professional training gains an extraordinary importance. Training the workforce, is both an economic growth factor as well as it is a criterion of social development. The finality of human activity is incomplete without satisfying such needs. According to these requirements, the education and teaching sees a real explosion, and the improvement of this sector of activity joins among the basic problems of social-economic development in all the states of the world. Expenditure on learning represents an increasing share in public costs. The present study is focused, mainly, on the professional training of the workforce seen as determinant factor of economic growth and on a series of aspects on determining the professional training contribution of the workforce for the economic increase and of the economic efficiency of the qualification.

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1. INTRODUCTION

Contemporary social existence is centered on the concept of capital, one of the most complex economic concepts and generating some controversy. Difficulties and disagreements arising from its polymorphic in modern market economies, the central role in understanding the dynamics of economies and its diversity of approach.

Neoclassical conception of capital as a factor of production (productive) and the definition dematerialized arising here, is remarkable in so far as it lends itself to numerous generalizations and allows application of the principles of training and management and capital items other than equipment and machinery used in production . In particular, this definition can be easily adapted to the productive capacities of individuals, their work-related skills. An individual is unable to work because the productive capacity has about his person, expressed in talent and knowledge. Over time this can wear out and depreciate capital. Also, wages may be treated as remuneration of capital, calculated individuals, therefore, the rates of return on their investment alternatives from the wages they can get and their causes, therefore optimal investment policy [7].

2. ACTIVE EVOLUTIONS OF THE ACTIVE POPULATION

Population growth and inter-relationships are mutual. On the one hand, economic growth has a direct impact on the nature and development of employees (by sector of activity, the socio-professional groups), the geographical and occupational mobility of the active population, the quality, duration, difficulty, etc. work. On the other hand, the population may exert a favorable influence on growth due to lower gains and higher productivity, the quality of the working band, with opening to the geographical and professional mobility. Finally, the stagnation of economic growth affect the population, favoring or hindering its ongoing developments.

The situation of the working population of workers, social groups are emerging with long-term trends can be noticed easily because of increased activity among young people, women and elderly, increased schooling by introducing compulsory education is continuous, reducing the effective retirement age has manifested constant lately. In a spontaneous or organized, these trends have emerged in recent years: there are many young people under 20 to hold a job and, from the age of 55 years, post-retirement contracts were a important phenomenon. However, increased activity in recent years women has been underestimated. Far from being cyclical or fluctuating, entry and maintenance of adult women in the labor market is considered a phenomenon difficult (with heavy trend), which is both sociological and economic causes. Seems to be a reduction of family obligation.

The proportion of non-employees has decreased, but in some cases and increased, for example, in construction. Business on their own is a consequence of the crisis, as a growing number of small to large expense. Share of agriculture has declined continuously, but at a slower pace. The decline is not due to difficulties in the industry but only.

Rising unemployment across the world began in the mid 60s, with decline of industrial workers. In recent years, most affected were men. All these have shown that taking into account the location of each individual or group social structure: for example, reduce the number of industrial workers affected mainly non-skilled workers, employment structure deforms from workers to senior officials and management. For this reason, various social groups have a different consistency and differences between groups are suggesting net than normal speech, in particular the differences between workers and officials. Morphology of a social group was not built solely on individual characteristics and professional members: family structure differ profoundly from one family to another. Celibacy is high among women and single parent families are more common among all socio-professional categories [1].

3. LABOUR, PRODUCTIVE FACTOR (OF PRODUCTION) ORIGINATING

The size of labor supply has a role in volume size and structure of material goods and services they produce an economy once the work has become a productive factor. Work does not meet, of course, only one role.

Work is an important primary production originates. It is said often that such an assessment is valid only for simple work, since the complex is considered derived factor, that is a real human capital. Work is an activity specifically human, physical and / or intellectual property rights, which people use their skills, knowledge and experience, helping to this end, appropriate tools, they are mobile assets to satisfy their needs to ensure immediate and future.

Work was and remained an active and decisive productive factor, it is producing productive factors derived, it involves other factors, combine them and use them effectively. In this respect, Adam Smith noted that the annual labor of any nation is the

factor that, in all, a supply of all necessary goods and enables them living. American economist Lewis Solmon stresses, in turn, the earth is only the starting point of production, if there is someone to plant, to gather the harvest, to remove coal from the earth, build wells for oil, the capacity of these resources be productive factors is close to zero.

In a strictly theoretical production factor labor is treated independently and in its coordinates relatively general and universal tint required by economic theory. General premise of the population factor is working as an indispensable condition of existence of society itself, and whose economic role is reflected in the fact that support primary production factor, that is the recipient and consumer of the results virtually any economic activity.

Employment potential of a nation is delimited and is reflected on a scheme that starts with the most comprehensive demographic structure, namely, the total population, are in strict order of decreasing scope, the adult population, population, population available , employment, wage employment.

Absolute size of the adult population and its share in total population depend on several demographic, social, educational, political. Among the most significant include: Previous demographic, gender and age structures that existing official duration of compulsory schooling and the extent of the youth in schools and colleges; rules on retirement age, life expectancy, etc.

Active population size is influenced by a range of social, economic, health care that directly or indirectly, the size and dynamics underlying the numbers of those unable to work. If this population of less people, based on family decisions, decided to stay home, as pupils, students and conscripts (where and when and where necessary) to obtain population available that the employment potential of a country. Regardless of the measurement of individual working time was reduced considerably.

The main causes of reduced working hours and increasing leisure time are formulated as follows: extension of school and reducing the retirement age, extending and increasing the number of paid holiday weekends in the year (holidays), reducing the working week and extend the time low work (incomplete working week).

The literature points: a) massive movement in a first step, the population employed in primary sector to secondary sector (in this period, employment in agriculture decreased expression both in absolute and relative expression), b) stabilization absolute size of those employed in primary sector, with relative reduction of employment in the secondary sector, the absolute and relative increase in service sector employment, c) absolute reduction in the secondary sector of the population and employment growth further in the tertiary.

Transformation of productive labor factor is related to the emergence and existence of commodity production. In addition, such a phenomenon has meant some changes in the institutional plan. In fact, the work became productive factor in the sense attributed by economic theory when based on private property, he went to work in the system of slavery and bondage work free craftsman and farmer who had his plot of land. Then she developed as such in the context of private property and private-associative when turned therefore employed in [6].

The human condition is an effective growth factor in a complex managed by reason and human will, incorporating education and life experience that there are succeeding generations in a natural environment and social, faced with limited resources available to permanent for pre-established goals. The human factor involved in the process of economic growth by increasing the volume of work performed and its quality, reflected in increased productivity.

Participation of the human factor in economic growth has a quantitative and qualitative look.

Quantitative aspect is reflected in the amount of work done during the actual employment of labor. The action of the human factor in the dynamics of employment growth related to the active population. Increasing the number of jobs (jobs, in the language of literature devoted to French-inspired) is associated with growth, although experts are not unanimous regarding the nature and meaning of this dependence. Theoretically, increasing the employment rate by creating new jobs stimulate economic growth. There is also the view that the expansion of employment is a consequence rather than a prerequisite for the growth process, due to the increase of gross national product training on resource investment.

Qualitative aspect is expressed through the quality of the human factor, dependent mainly skill and motivation at work, and labor productivity, it also influenced by technical equipment. Such developments are subsumed usually qualitative idea of progress of the human factor, the influence of technical progress, work motivation and organizational framework. The importance of this dimension stems from the existence, at its virtually unlimited reserves of which can be mobilized through appropriate decision, in part without investment efforts.

4. HUMAN CAPITAL- EXPRESSION OF HIGHER QUALITY OF THE EMPLOYMENT

The role of qualifications in production is emphasized long ago. Adam Smith showed itself in the *Wealth of Nations*, that the improvement of knowledge is a factor of economic progress. The idea was taken up by other economists (Marshall, for example). It should be noted, however, that until the second half of last century there has been no systematic analysis of this intuition.

From a macroeconomic perspective, the thesis after work characteristics mattered as much as the amount of work has developed in the postwar period, with the quantitative study of growth and its sources. Increased quantitative factors could not explain aggregate productivity growth rates of aggregate product. The solution was raised qualitative improvement of productive factors, especially labor, increase the general level of knowledge, and better maintenance work (health, working conditions, etc..) Were more productive work [5].

The concept of "human capital" has proved very fruitful but the microeconomic level. The first to systematically apply the tools of economic calculation problem of training and acquisition of knowledge by the individual was Becker GS [2].

Qualifications of an employee, which is its human capital is acquired outside its places of employment or work, by its very professional practice (learning by doing). The first way is the school system (site specific training to work). Time and effort spent in the school system by an individual is its investment in human capital. This results in an intertemporal choice of which terms are present sacrifice of income (earnings) and future prospects of gain related to the acquisition of human capital can be analyzed with intertemporal microeconomic calculation tools. Just calculate the yield rate of human capital. According to the arbitration logic between different forms of capital, the rate of return on human capital should be of the same order of magnitude the rate of physical capital efficiency.

You could say, in summary, that the perspectives opened by theories concerning human capital are important and significant issues. In particular, attention is necessary, in our opinion, the following three:

a) The concept of "human capital" put in a new light production and search the optimal combinations of factors. Investing in human capital and its causes diversity illustrates the complexity of the strategies implemented by the tenderers entrepreneurs and jobs. Signal theory show that although this may seem extreme complexity. In the same vein, is studying possible alternative human capital formation;

b) At the aggregate level and in a long term perspective, just as we have seen, growth and complementary studies qualifications can reveal complex interactions, such as those by which human capital can be more or less productive depending on age, entering thus different growth stages, or that he may have different sources. Human capital has proven to be a prime factor, in particular, endogenous growth;

c) Development of competitive market economies function clearly shows that social segmentation is becoming increasingly dependent on the level of professional qualifications. One significant stakes human capital theories that deal with these qualifications is therefore to determine whether they will allow better understanding of social inequalities. Human capital theory is articulated on the structure of workers and therefore the distribution of income and assets, because it is based on the relative yields of investments in qualified.

Human capital analysis assumes that individuals decide on their education and training, of their medical care and other health improvements and their knowledge, comparing their benefits and costs.

In fact, the analysis of human capital can be defined by extending economic analysis to decisions that fell outside its traditional sphere. It is assumed that the individual is rational, wealth maximizing lifetime and has a consistent behavior over time. The starting point is the microeconomic theory of human capital, human investment that individual choice. Benefits can be monetary and nonmonetary investment. They reside in individual productivity growth in the market and outside market. Costs are the direct and indirect monetary, always very important, the time spent on human investment. Human investment but not limited to a matter of choice. It is also a process of production by individual human capital further, which he incorporates in itself.

5. BI-UNIVOCAL CHARACTER OF THE WORK FORCE - ECONOMIC-SOCIAL PROGRESS RELATION

The continuous growth of life, largely due to improving living and working conditions, due to socio-economic progress generated by the trained human resource and education, is a general phenomenon observed mainly in developed countries. A major effect of this increase is correlative increase its useful life, which in turn leads to important consequences.

Increase active life changed relations between members of the population productive and unproductive members. One can say that it gave a larger labor productivity than capital growth. This capital does not depend, in a society, only the volume produced by an individual, it depends equally on the number of individuals who can provide livelihood to one manufacturer. In fact, the oldest means of expression of the productivity of an economy consist of individual productivity reporting the number of people he had to take care.

Extending working life in the advanced countries in the last hundred years, completely transformed the traditional balance between the producers and the unproductive. Those who survive continue to maintain them to an advanced age, producing a greater period of time, the number of people without any obligations to greatly reduced.

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