

# MANAGEMENT OF PROFESSIONAL CAREERS AT OMV PETROM

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**Abstract:** This study focuses on the management of professional careers at OMV Petrom, one of the leading energy companies in Romania. The research aims to explore the strategies and practices implemented by the company to support the career development and growth of its employees. Through a survey, data was collected from current employees to gain insights into the career management practices at OMV Petrom. The study reveals the importance of career planning, training and development programs, and performance evaluation in shaping the professional paths of employees. Additionally, it discusses the challenges faced by the company in managing careers in a dynamic and competitive industry.

**JEL classification:** M21

**Keywords:** career management, professional development, training, development, performance.

## 1. INTRODUCTION

Although in the current language the notion of career is used in a broad sense, the concept of career has many meanings, until now there is no official definition that is unanimously accepted and that meets the consensus of specialists, different formulations being circulated in the specialized literature or many opinions.

A career refers to different situations for different people. It is very likely that one individual will view a career as representing a series of different positions within different companies, while another individual will see their career as similar to an occupation.

Traditionally, the term career is only associated with people in managerial positions or high-paying positions. However, gradually the career concept acquired a wider meaning and an increasingly global applicability.

In other words, career is an essential aspect and an important part of life, which, in turn, is a permanent struggle to achieve personal goals. Therefore, individuals are often keen to develop a career that takes into account personal and family needs, including children's education, partner's career or quality of life. So, we emphasize the importance of the individual choice of family and life values, because, in the opinion of the vast majority of them, the family represents the "natural" unit or the institutional model, determined in the history of social organization.

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In addition, career management has many connections with other human resource management activities. For example, career planning is a component of human resources planning, and performance evaluation is one of the important conditions for professional career development. As a result, human resource planning must consider not only the forecast of job vacancies, but also the potential, conditions and qualifications required to fill these positions. Performance appraisal is not only to inform remuneration decisions, but also to determine the development needs of employees. The international dimension of career management cannot be ignored and involves planning and developing the careers of employees who are going to work abroad.

## 2. SPECIALTY LITERATURE - CAREER SWOT ANALYSIS

Career SWOT analysis is one of the most frequently used tools in the process of strategic career planning, focusing on internal and external realities to examine the advantages and disadvantages of the career in the internal environment of the organization and to identify threats and opportunities for the development of the career. The professional career changes with the changes in the external environment.

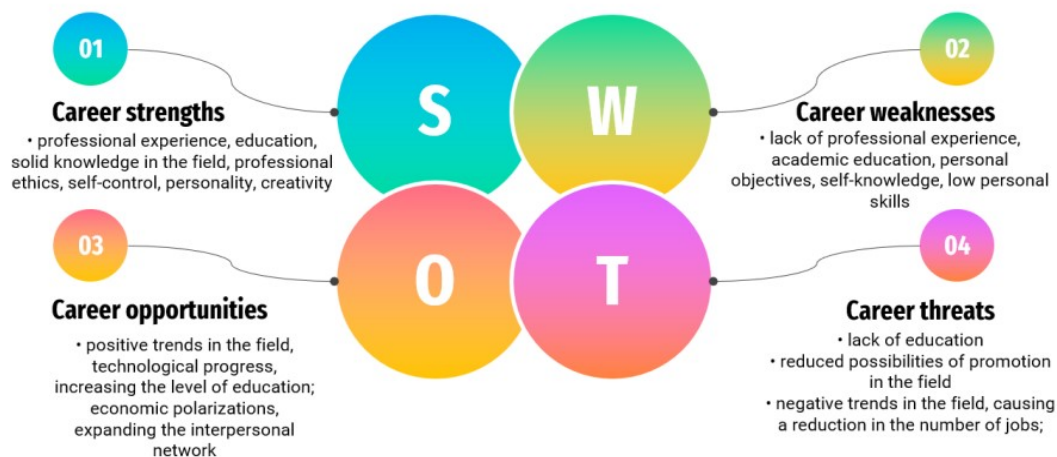


Figure 1. SWOT Analysis

Any person employed in the workplace implements a SWOT analysis of his career based on the current situation.

Career SWOT analysis provides individuals with a range of information about:

Career advantages and methods of maximizing results;

Career weaknesses or disadvantages and methods of minimizing the risks of their occurrence; • Opportunities that individuals must take advantage of to achieve their professional goals;

The threats or fears that may appear in the professional evolution of an individual and that he needs to be aware of at all times and that he must avoid, so that their effects are minimal.

### 3. SURVEY OF EMPLOYEES OF OMV PETROM S.A. REGARDING PROFESSIONAL CAREER MANAGEMENT

The company was established on October 27, 1997, starting its activity on November 1, 1997, initially named N.P.S. Petrom (National Petroleum Society). During the Extraordinary General Meeting of Shareholders, which took place on September 14, 2004, the change of the company's name from NPS Petrom to Petrom Corporation was accepted.

The Petrom Group is the leading oil and gas producer in Southeast Europe, and its business involves exploration and production, natural gas and power, refining, trading and marketing. In the last nine years, supported by investments worth over 10 billion euros, the group has strengthened its position on the oil and gas market, through extensive modernization and efficiency processes.

The Petrom company is present on the retail market of petroleum products, through a network of 793 distribution stations located in Romania, Moldova, Bulgaria and Serbia. The stations are operated under two trademarks: Petrom and OMV.

The Petrom company is divided into three operationally integrated business units - upstream, downstream oil and downstream natural gas. OMV Petrom's integrated business model gives it financial flexibility thanks to its synergy and natural protection against oil price fluctuations.

In order to determine how the employees of the OMV Petrom concern themselves with the management of their professional careers, I proposed to submit a questionnaire to them, which I will present below.

The questionnaire contains fifteen questions relevant to the research study.

The printed questionnaire was distributed to the employees of OMV Petrom. One hundred employees, aged between 18 and 64, participated in the survey, six males and ninety-four females, thirty-seven of them with higher education and sixty-three with secondary education. This questionnaire aimed to establish how employees manage their professional careers. Based on the completed questionnaires, I interpreted the obtained data as follows:

#### 4. METHODOLOGY

1. What age group do you fall into?

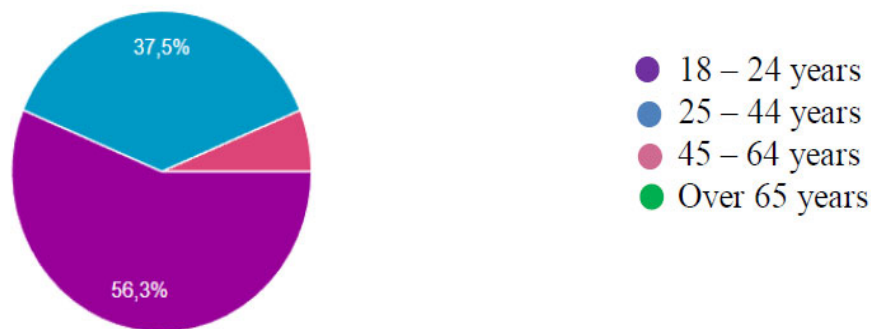
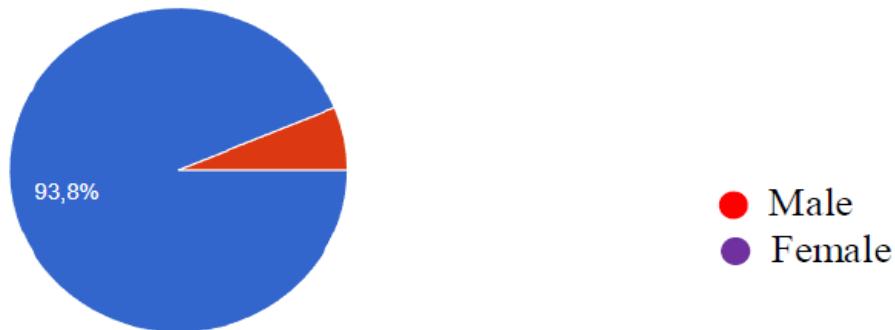


Figure 2. The results of the first question, regarding the age category

The results obtained for the first question regarding the age category of the company's employees are presented in Figure 6, and as can be seen, 56.3%, are between 18-24 years old, 37.5% aged between 25-44 years; 6.3% aged between 45-64. None of the employees surveyed were over 65 years of age.

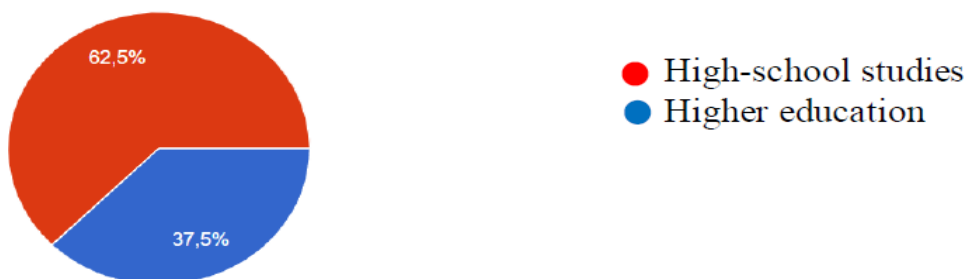
2. Please confirm your gender:



**Figure 3. Results of the second question, regarding gender**

The second question refers to the gender of the employees. As we can see, from the data presented, 93.8% are females and 6.3% are males.

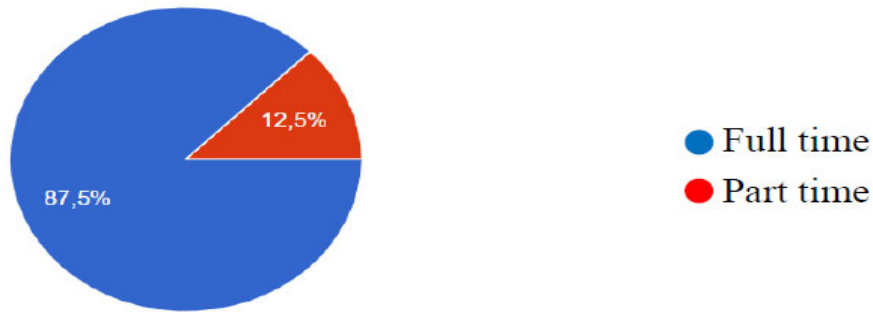
3. What is the last level of education completed?



**Figure 4. The results of the third question, regarding the level of completed studies**

To the third question, regarding the level of education completed, as we can see in the graph, 62.5% graduated from secondary (high school), while the remaining respondents 37.5% attended higher education.

What is your current status in the labor market?



**Figure 5. Results for the fourth question regarding the current status of employees on the labor market**

The results for the fourth question, regarding the current status of the company's employees on the labor market, can be seen in the graph and are as follows: 87,5% are fulltime employees while 12,5% are part-time employees.

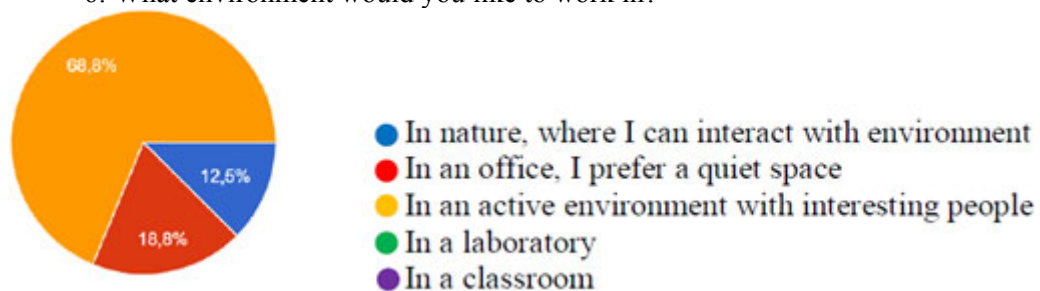
Where would you like to work?



**Figure 6. Results for the fifth question on employee preferences regarding the sector in which they would like to work**

The fifth question exposes employees preferences regarding the sector in which they would like to work. So, the results are as follows: six of the respondents would like to work in the public sector (37.5%), another six employees prefer the private sector (37.5%), and the remaining four employees would like to work in independent activities (representing 25%).

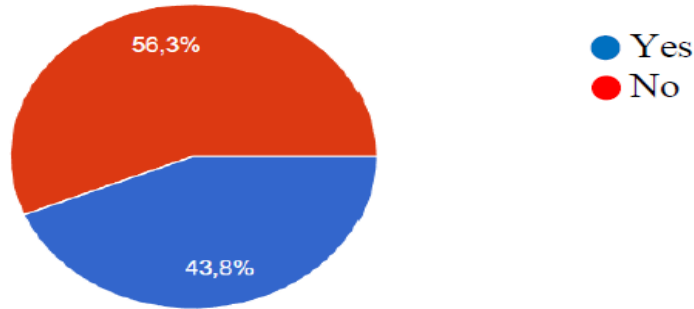
6. What environment would you like to work in?



**Figure 7. The results for the sixth question regarding the work environment in which employees would prefer to carry out their activity**

The sixth question gives us an image of the results obtained regarding the work environment in which the employees would prefer to carry out their activity, obtaining the following results: eleven of the employees (68.8%) prefer to work in an active environment with interesting people; three of the respondents (18.8%) prefer working in an office, in a quiet space, and the remaining two employees (12.5%) prefer to work in nature, where they can interact with the environment.

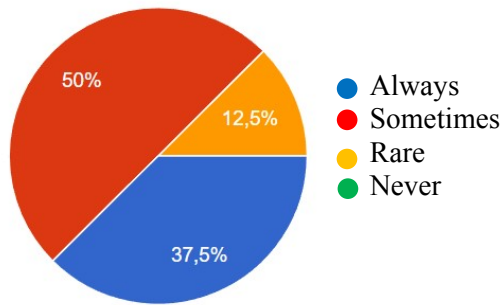
Does your motivation level affect your performance at work?



**Figure 8. Results for the seventh question on the importance of motivation in terms of job performance**

To the seventh question, regarding the importance of motivation in achieving performance at work, as we can see in the graph 56.3% believe that motivation is important in achieving performance at work while 43.8% believe that motivation is not a decisive factor in achieving performance.

Do you think your opinions are taken into account when decisions are made at work?

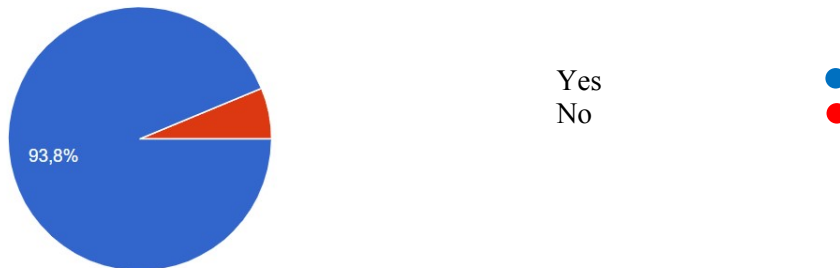


**Figure 9. Results for the eighth question on the extent to which employees' opinions are taken into account when decisions are made at work**

In this graph are presented the results for the eighth question, regarding the degree to which employees opinions are taken into account, when decisions are made at the

workplace and, as can be seen: 50% consider that only sometimes their opinions are taken into account, 37.5% enjoy consideration from their superiors, their answer being "Always", and the other employees (12.5%) believe that their opinions rarely matter in the final decisions made at the workplace.

9. Do you think your work is being evaluated fairly?



**Figure 10. The results of the ninth question regarding the correctness of the evaluation of the work submitted by the employees**

From the graph, we can observe the results for question number nine regarding the correctness of the assessment of the work performed by employees. For this question, the results are as follows: 93,8% of the employees believe that their work is correctly evaluated by their superiors, while only 6.3% of those surveyed believes that the work performed does not receive the deserved consideration.

10. For you, a successful career means being able to use your own ideas to create a product or service.

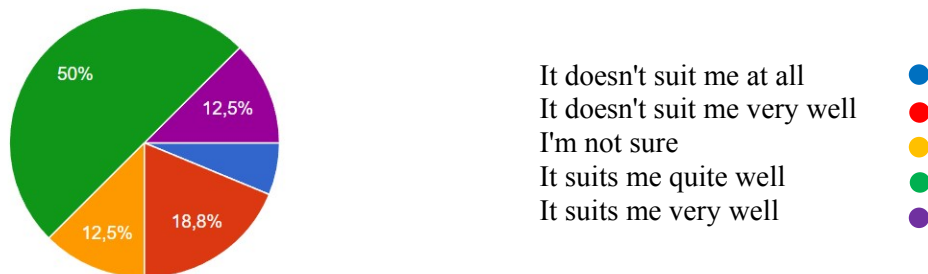


**Figure 11. Results for the tenth question reflecting what constitutes a successful professional career, in terms of using one's own ideas to create a product or service**

The results for question number ten are presented to us in the graph. This question gives us a picture of what constitutes a successful professional career in terms of using

one's own ideas to create a product or service. The results obtained are as follows: 50% of the employees totally agree with the importance of using their own ideas to create a product or service, 25% of them are not sure that their own ideas would ensure a successful professional career, 12.5% believe that their own ideas are decisive to have a successful career, and the rest, 12.5%, believe that their own ideas are not the key to success in having a successful career.

11. For you, a successful professional career means organizing, coordinating and supervising the activities of other people.



**Figure 12. The results for the eleventh question reflect what a successful professional career represents for employees**

To the eleventh question, regarding the fact that organizing, coordinating and supervising the activities of other people are the main objectives of obtaining and creating a successful professional career, the results obtained are presented in the graph, as follows: 50% of the respondents believes that the statement fits them quite well; 18,8% of the respondents believe that the statement does not suit them very well; 12,5% of the respondents are not sure that a successful professional career means organizing, coordinating and supervising the activities of others; 12,5% believe that the statement suits them very well; 6,3% of the respondents believes that the statement does not suit them at all.

12. For you, a successful professional career means a job that gives you financial security.

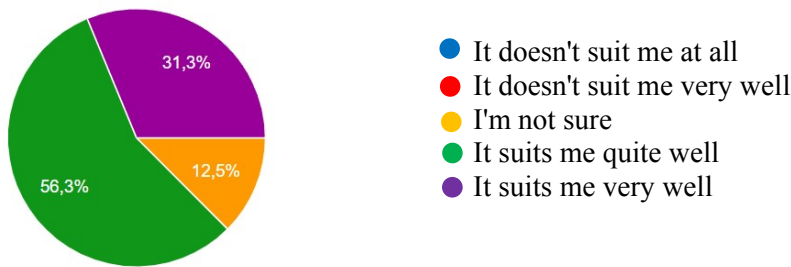


**Figure 13. The results for the twelfth question reflect what a successful professional career represents for employees, considering financial security as their main motivation**



Question number twelve is shown in the graph below. It refers to how important financial security is in achieving a successful professional career. The results are: 62.5% of the respondents believe that financial security is particularly important in having a successful professional career; 31.3% of the respondents believe that the statement suits them quite well, and the rest of the respondents (6.3%) are not sure.

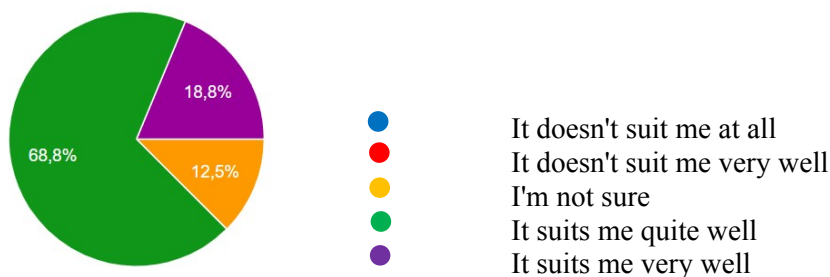
13. For you, a successful career means developing your technical or functional skills to a high level.



**Figure 14. The results for the thirteenth question reflect what a successful professional career represents for employees, considering that the development of skills high level technical or functional is an important factor**

The next question, number thirteen, the results of which are shown in the graph below, refers to the importance of developing high-level technical or functional skills. The results obtained are as follows: 56.3% of the respondents consider that the development of professional skills is important; 31.3% of them suggest the particular importance of skills development; the remaining percentage of the respondents is not sure about the above statement.

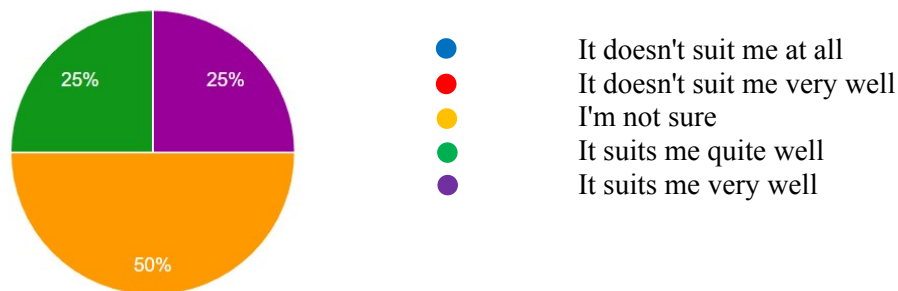
14. For you, a successful professional career means being able to make a significant contribution to the good of the community you belong to.



**Figure 15. The results for the fourteenth question reflect what exactly represents, for employees, a successful professional career, considering the fact that they can bring a considerable contribution to the good of the community of which they belong**

Question fourteen refers to what constitutes, for employees, a successful professional career, considering the fact that they can make a considerable contribution to the good of the community of which they are a part. The results obtained are as follows: 68.8% of the respondents believe that they can have a successful career if they have a contribution to the good of the community they belong to; 18.8% of the employees reveal the importance of involvement in the community, emphasizing the fact that the statement suits them very well; 12,5% of the respondents are not sure that they can have a successful career, being involved in actions that serve the good of the community they belong to.

15. Intend to participate in courses and trainings with the theme of establishing a company's objectives.



**Figure 16. The results of the fifteenth question, related to the participation in courses and trainings that have as their theme the establishment of a company's objectives**

For the fifteenth question, the results can be seen in the graph below regarding the participation in courses and trainings aimed at establishing the objectives of a company. We obtained the following results: 50% of the respondents answered that they are not sure if they want to participate in such courses; 25% of them considered that the statement suits them quite well and, as such, they would like to follow courses and trainings in this field; 25% expressed their desire to follow courses or trainings whose main task is establishing the objectives of a company.

The results obtained from the employee survey, regarding how they manage their professional career, are gratifying. They reflect employees' desire to continuously develop their skills, but also their desire to have their opinions heard when decisions are made at work.

## 5. CONCLUSIONS

Career is an essential aspect and an important part of life, which in turn is a constant struggle to achieve personal goals. Therefore, individuals are often keen to develop a career that takes into account personal and family needs, including children's education, partner's career or quality of life.

In order to determine how the employees of OMV Petrom S.A. concern themselves with the management of their professional careers, we submitted a questionnaire to Petrom employees.

The printed questionnaire was distributed to the employees of S.C OMV Petrom S.A. Sixteen employees, aged between 18 and 64, participated in the survey, one male and fifteen female, ten of them with higher education and five with secondary education. The respondents were informed about how to complete the questionnaire, that is, to choose only one option that corresponds to them, and they were also assisted during its completion to comply with the requirements of the questions and to clarify them in case of confusion. This questionnaire aimed to establish how employees manage their professional careers.

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