

CHANGE MANAGEMENT IN PUBLIC ORGANIZATIONS - SOCIO-ECONOMIC AND ADMINISTRATIVE IMPACT OF THEIR INSOLVENCY

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Abstract: The global economic crisis and exacerbation of wage claims more frequently arises the question: "The State, public organizations or institutions may enter into insolvency?"

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Insolvency is the state of the debtor's assets are characterized by insufficient cash funds available to pay outstanding debt, it is presumed that manifest when the debtor, after 30 days in arrears, has not paid the debt to one or more creditors.

Organizations are generally formed in highly specialized systems and there are many criteria used for grouping and grading. Some are in trade, other in the production, distribution and others in the field. Some are focused on profit, others are nonprofit. Some are public, others private. Some part of the financial services industry including banks, insurance and brokerage activities. Others are industry and hence the classification of original equipment manufacturers or service industry. Some are health industry, as service providers, as insurers and policyholders. Some are strictly limited, others not. Some faces fierce competition on the market, others have formed partnerships and other monopoly. Some state capital and other private equity. Some are on the market long and others not. Some have strengthened their market position over time, while others have emerged stronger as a result of mergers or acquisitions. No two organizations are identical. Each has its peculiarities.

The difference between public policies and social policies in Romania generates controversy. But the most significant difference is that while social policy means government intervention to solve social problems, public policies can be proactive, ex. sustainable development and responsible government agencies may decide to hire a specialized institution for developing alternative intervention, policy implementation and its evaluation.

Change is a continuous process of confrontation, identification, assessment and action. Change issue is an almost obsessive concern in the sociology of organizations, perhaps because of the emphasis placed bureaucratic rigidity, or practical problems facing incessantly, both business leaders and managers of administrative reforms.

A general definition which seems that is the essence of change management is a set of skills; techniques and disciplines by the complexity and specialization are transformed into actions and results through the organization. Adopt methods of change management is a difficult process, but necessary, so continuing despite difficulties.

Change essentially means transformation or change the status quo, a change from a state of affairs to another, from one set of conditions to another.

Worldwide, the public sector begins to take modern management techniques and practices used in private sector. But this process, the transfer techniques of the private sphere into the public is not easy anywhere. Sometimes this means changing the structures and methods established over time and there is always the argument that private companies must pass the test market (profit) while public sector test is a more complicated problem. And public sector must pass a kind of "test market", which takes the form of political dispute for power, expressed in part by the Government of votes won through achievements. There is still the same. The difference is clear when you talk about liability and about its various forms, applicable to private organizations and the public.

Classical Administration, governed by a set of specific legislation is not adequate for this purpose. Operation of a modern public administration, flexible and efficient is a prerequisite for the structural transformation of Romanian society, to achieve a profound reform in all spheres of socio-economic growth of the citizen's role in decision making. Also, these changes must be part of the root coordinates imposed by the EU integration process, which means achieving - the deadlines - of operating standards characteristic of the Member States.

Government must be able to meet the challenges it has faced. Civil society and private sector to develop, the administration must find a partner to facilitate communication, provide levers and tools so that they can express themselves and develop. A rigid administration, constrained by their resources, rules and regulations may not offer the most prompt response to the needs of society, representing such a barrier is often difficult past.

An efficient administration requires, however, improving institutional capacity at central and local conditions, through appropriate use of administrative levers - that by ensuring transparency, fairness and accountability in serving the public and spending public money - and can ensure a real increase in quality of life of citizens. For this, public institutions must be competent, flexible and adaptable to new requirements and put in the service of citizens. In the process of European integration, they must be able to implement regional development policies and ensure full use, effective and legal structural funds. To achieve an efficient administration will act in the following areas:

- Introduction of quality standards for public services;
- Fully professionalize public administration apparatus;
- Strengthening the capacity of emergency intervention and preventive action capacity and management of these situations;
- Implementing comprehensive and coherent measures to prevent and combat corruption;
- Application of codes of ethics for officials and civil servants;
- Streamlining administrative institutions and practices;
- De-bureaucratization, simplify and expedite administrative procedures;
- Improving planning and evaluating public policies and inter-institutional cooperation.

Governments must face a growing complexity and a greater acute needs more specialized staff to manage and solve new problems. Classical Administration, governed by a set of specific legislation is not adequate for this purpose. Each organization has a particular culture, depending on certain changes be made.

In accordance with the alignment with European standards and norms and implementation of EU legislation in Romania should be a management change in public organizations. There is significant interest in research on public organizations, of how they work, as distinguished from private organizations and the differences between public organizations in Romania and the European Union.

An important step in achieving this is to study the effects of insolvency and reorganize public organizations to improve functionality, performance management and these organizations. This has a major impact on employees, managers and beneficiaries of services provided by public organizations. Change should be monitored both at individual and group, the organization and the community in general.

What would be the answer to the question? Yes, the city may be insolvent but not yet in Romania there is a procedure followed in this situation.

In the traditional, classic insolvency proceedings applies only to traders. The State acting as sovereign power in international legal relations, as a matter of international law (with other sovereign entity) or as a matter of constitutional law, customs, administrative, financial, customs etc. (with other natural or legal persons). In international trade relations act but as a matter of private law acts as a holder of an ending its heritage. In most cases involving international trade relations have state contractual nature. In these conditions and they can reach the default.

In order to eliminate the risk that judicial inefficiency, corruption and deficiencies that are still open the system to endanger national security objectives of the strategy, in line with constitutional provisions on separation of powers under the law, satisfying the following conditions, requirements and measures responds appropriately to the expectations of the Romanian people:

- Ensuring effective and genuine independence of the judiciary;
- Ensure transparency and quality of justice;
- Increase efficiency and accountability of the judiciary;
- Ensuring access to justice;
- Preventing and combating corruption in the judiciary;
- Strengthening institutional and regulatory system of judicial cooperation within the EU and internationally;
- Radical improvement of the penitentiary system.

Achieving these objectives is the primary task and primary responsibility of the competent bodies that govern the work of justice, given that Romania's EU integration depends directly and immediately how the Romanian justice system will prove its independence, non-partisan character, capacity to act under state of law and the real effectiveness in the fight against corruption. In the context of this national effort, other state institutions are required to ensure the necessary conditions - legislative, organizational, human and material - for task radical transformation of the judiciary and its contribution to achieving the strategic objective of integration become possible.

The first impact of global crisis was building, and then followed the pharmaceutical industry. Almost half of independent pharmacies in Romania or are insolvent or are about to go into insolvency.

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