

Youth Labor Market: an analysis from the perspective of students at first professional experience

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Abstract: *The Romanian labor market for students is a variable with many unknowns for them: from the process by which they can easily find a job, the job offers for them, the financial and non-financial offer, the motivation, the conditions work requirements, work requirements and responsibilities.*

The first job experience can often dictate the evolution or professional involution of young people, their success or failure on the labor market, their personal and professional development. This is because of the skills that are being developed through the first job, their opinions about the labor market - their opinion about the private environment, the private organizations, their role within this dimension and the value that I think can offer it or not in a professional setting.

It is important to look at the image of the labor market for young people and their private organizations in order to find out what changes they should take in adapting to the capabilities of the target group. Students' Perspectives on Private Organizations Who Experience First Labor Market Experience are of particular importance for at least 3 reasons: On the basis of this, organizations can adapt their working conditions and requirements to meet their needs and attract young people with good training innovation and intuition, a higher degree of satisfaction among young people at first professional experience would increase the chances of their accumulation and avoid frequent job shifts, a greater experience of young people within a single organization can provide more return, , dedication, creativity and the desire to succeed within that organization.

Keywords: labor market, young people, students, private organizations, youth perspective
JEL: I2, L2, A3

1. Introduction

Youth labor is a place where offer and demand come from this field. In the sense that it has been an economic theory, this term designates a mechanism for the exchange of goods (goods and services). In a technical forum, it is able to operate under the observation of investigation techniques, the labor market for young people is defined by the fact that the number of operations that are carried out at different levels of economic and social organization for them by different economic entities in connection with regulation demand and supply for young people.

Other speakers define labor piracy as a means of communication through which vendors and buyers inform each other of what they possess, in view of the needs on the markets and the prices that they are asking them to offer for the purpose of concluding ". However, economists define their well-defined definition of the Smith Labor Market, according to which it is "a process of selling and selling labor through the system".

In the specialty literature I can meet and follow the definition of the above mentioned definition above. Thus, youth work is considered as a "exchange of exchange between younger and younger learners, based on proper tools (salaries) - ensuring job security on professions, businesses and regions". This definition is no different from what it is, except through the use of many words explicitly triggered by the relocation of the workforce with the warden.

2. Research methodology and target group

In the present paper I focused on quantitative research, using as a research method

the sociological survey based on the questionnaire. The questionnaire was made up of 15 closed and open questions. It was applied among 700 young students aged 21-25, from Bucharest University, Academy of Economic Studies - ASE, Politehnica, SNSPA, University of Medicine and Pharmacy "Carol Davila" who worked for at least 3 consecutive months within a private company.

The purpose of the research is to find the students' opinions about private organizations and the labor market for them. The objectives of the research are: to analyze the image of private organizations among young people, to analyze the working conditions for young people from their perspective and to analyze the perspective of young people regarding their first professional experience. In order for the present research to achieve its purpose and the objectives initially established, 15 open and closed questions were formulated, to be analyzed in the next part of the paper.

3. Interpretation results

The areas where most of the young people surveyed have worked or are working: 20.5% of them - more of them being students at the Polytechnics, ASE, Faculty of Informatics and Mathematics at the University of Bucharest, 20% including real estate - most of them being students at the Marketing Faculty of the University of Bucharest and ASE, 15% - primary accountants - most of them being students at ASE and at the Faculty of Administration and Business of the University of Bucharest in the field food-12%. The rest of the domains occupied by them, in a smaller percentage are areas such as: advertising, rating monitoring, secretarial, administrative.

What question did you like about the first job? the answers given were: location of the company close to the means of public transport, the training period offered, the programs in which it is being worked, the fact that what I learned was new, the fact that a salary was offered even during the training period and sample, young collectivity, manager behavior, materials offered, bonus plan offered, program flexibility, equality between employees even if the age differences were high. It is important to note that 70% of the first job positive jobs were provided by students working in IT, rating monitoring, secretariat, advertising and cosmetics

To the question you did not like at the first job? the answers given were the following: the existence of an unacceptable trait and the bonus offered, the uncertainty in daily responsibilities, the overcrowding, the multiple tasks, the rigid schedule and the requirements to stay overtime, the work during the weekends and in the free legal holidays, even for important holidays such as Christmas and Easter, the impossibility of granting study leave, although stipulated in the contract, the non-observance of holidays and other contractual regulations, the foolishness of colleagues and the aggressive verbal behavior of department heads and colleagues with seniority within the organization. In this question, most of the negative aspects of the first professional experience were provided by students working in the field of vanaders, food, primary and administrative accounting.

Observe, from the two questions, that the fields of activity also offer a number of advantages and disadvantages from the professional point of view, not just the organization or the company itself - simply because

within them they work a certain category of people, with a certain specialization depending on the field of activity. Also, the requirements of each field - more or less - influence the degree of satisfaction among young employees and not only.

Of the young people questioned, only 30% said they wanted to continue working in their first company, 70% saying they did not want to. From the first category, most work in IT, advertising and secretariat. Again, it is noticed that the field of activity influences students' desire to gain experience within the organization, not just the company itself. Of course, it also has a rather large contribution, but it joins it as an element of influence and field of activity.

With regard to the ease with which they found a job, the young students responded 20% that they found very hard, 35% - hard, 25% -hough hardly easy and 20% -young, 0% -very Easy. In this question, no influence of the fields of activity was observed. It can be noticed that most of them found hard to find their first job, the second being those who found neither hard nor easy. An important observation is that no student has easily found his first job.

From the point of view of the young students, who are at their first professional experience, the Romanian labor market is: uncertain, inflexible, not innovative, does not look into the future, does not adapt at all, offers no perspectives, compromises and does not align to meet the needs and needs of young people. Positive aspects have been identified: diversity in the fields, diversity of private companies, high private competitiveness, appropriate legislation for employees, regulation of legal rights for young people on the labor market, and a pay system adapted

to different requirements - either fixed or based on commissions, or both, but also the existence of non-financial incentives.

With regard to the selection process, the young people said they would change the following: increase transparency regarding free positions, ease the administrative process of registering for work forces and find a job through this institution, increase the transparency for the institutions with the skills in the field: facilitating the process of finding a job - 40% of the students did not even know if there is such an institution in Romania, what is it and what it does. Introduce professional counseling within each University with a number of specialists so that each student can benefit from these services at least 3-4 times a year, or frequently until finding a job. Increasing flexibility among private companies and reducing employment based on requirements other than professional ones.

Also, 70% of the students consider private organizations in Romania to be rigid, 50% inflexible, 40% serious, 35% -mediated, 30% -firm that they can cope with competitiveness 20% -ruble and only 15% -innovative. There is a high rigid character of private companies in Romania from the perspective of the students, but also a high seriousness, followed by a mere 5% difference of a mediocre character. A high percentage is also recorded among the inflexibility, with the opposite end being the character of their durability and creativity.

Conclusions:

They enumerate the recommendations that students have for private organizations in Romania include:

- Increase transparency in activity and the degree of compliance with the legislation in the field,

- Increasing the degree of flexibility in the program,

- Compliance with job descriptions and employment contracts as initially negotiated,

- Increasing the motivation of the staff,

- Improving working relationships between employees through the existence of strict rules on workplace behavior and the application of sanctions for breach,

- Achieving the proposed objectives by involving human resources in this process,

- Apply sanctions under labor contracts where appropriate, without making any discrimination or taking into account certain criteria,

- Changing the methods of recruiting, selecting, advancing and increasing creativity in these processes so as to stimulate employees, attract valuable people with perspective, with appropriate behavior.

- "Working relationships between employees greatly influence the success of an organization, with the work atmosphere being motivated by people to come to work or not, to stay for a longer period or not. My recommendation would be to do something to strengthen these relationships, combat inappropriate behavior and sanction." It is a recommendation of a student who has worked for three years in a supermarket and, as he said, "the felony, the offense, the lies, the lack of responsibilities were daily. Although I was proposed to be the district chief, having a salary more than enough for me as a student, besides salary and other benefits, and although I have resisted this post for 1 year I could not remain in these conditions "

The labor market for young Romanian

students shows, as we have seen, advantages, but also many advantages. The perspective of the private company, the labor market itself, and the recommendations made in turn could improve the issue in the next period by regulating a few minimum issues, at least for the beginning.

It is not enough, however, to make these improvements only within companies, but it is necessary to consider the regulation of a suitable framework at national level or at least locally through the public institutions and the regentarians coming from them.

If these improvements were made only within certain companies, the labor market

for young people would still be divided into two: good-advantageous and not at all good or slow, slowly, slowly the third middle component would be replaced with the traceability of this category within the two mentioned above.

A labor market appropriate to their requirements and needs would not only satisfy their interest but also private companies themselves by increasing productivity as a result of increasing performance and competitiveness on the market as a result of increasing innovation within them, to economic growth at the national level.

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