

Ethics and competences

The risks assumed by managers contain unknown elements susceptible to contribute to the bankruptcy of businesses. The dilemmas of managers are not related only to costs, but also to the destiny of their employees. Surviving on a market where the battles are carried out by partners having increasingly complex skills and where budgets are progressively more restrictive represents a true performance. Beyond the need for a consistent understanding of the economic mechanisms, managers should be able to attract resources characterised more and more by scarcity. The biggest challenge is related to the quality of human resources. It is interesting to ascertain that there are fields where the crisis of competences dominates the market. Although there are many individuals on the labour market searching for a job, our reality demonstrates that major disequilibria constantly arise between the demand and the supply of competences.

Many times, we resort to quantitative analyses without considering the importance of the qualitative ones.

Therefore, on a market, we operate with the necessary competences and not with a number of individuals, this meaning that reality involves not only quantity, but also quality.

Unfortunately, delimiting and planning the need for competences, by fields of activity, are done, frequently, in a non-professional manner. We ascertain that there is a significant crisis of „craftsmen“ because, in time, the Schools of Arts and Crafts have vanished.

Many people use to see the business world as a pragmatic world, where, many times, the moral side is neglected, where human resources are generally required instead of being created.

However, we ascertain the strengthening of the idea that, without having morale, without protecting the surrounding environment and without respecting people, we cannot develop and strengthen businesses in the long run.

Surviving in a competitive environment, sometimes without rules, becomes more and more difficult without undertaking moral behaviours at the level of individuals and systems as well.

We have ascertained that, while carrying our normal activities, ethical dilemmas influenced by the management of organisations might arise. Researches outlined the fact that the breach of the ethical norms causes, many times, the failure of some initiatives.

We believe that the management of ethics is an essential ingredient of the business „laboratory“. Thereby, we will be able to master management instruments susceptible to contribute to the ethical development of organisations, as well as to the discovery of methods allowing us to determine the proper evolutionary direction of the same.

Prof. Ph.D. Paul Marinescu