

Dynamics of Human Resources in a Composite University Future Trends

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Abstract: The human resource has an important role both at the scale of society as a whole and in every organization. The key to success in ensuring the competitiveness of the organization in a competitive market is to organize and manage staff so as to enable the creative potential of the human resource to be maximized. Due to the large number of universities in Romania (over 100) and in the field of higher education there is competition, so we can talk about the competitive market. The diversity of the student and teacher profile, the effect of technologies and the globalization of the economy influence the provision of educational services offered by universities. Teachers' structure is important because it provides information on the career development of the human resource. In this paper, the authors propose to analyze and anticipate the dynamic of the structure of the teaching staff employed in a composite university. The data are obtained from the university's own database and statistically processed. According to the results, dynamic teaching staff employed in such an university, shows different trends depending on the faculty profile.

Keywords: Competitiveness, Teachers' structure, The career development

Introduction

Under the conditions of the present social-economic environment, quality has become both a strategic tool of management and a determinant of competitiveness. The quality of the products / services offered is an essential factor in the service of civil society and the environment. Due to the large number of universities in Romania and in the field of university education one can speak of a competitive market. Long-term success will have universities that will be able to attract as many students as possible and will be internationally visible through scientific research.

Generating and transferring knowledge to society through initial training and continuing education at university and postgraduate level, for the purpose of personal development, professional insertion of the individual and satisfaction of the need for competence of the socio-economic environment is also the mission of the university analyzed in this study.

The structure of academic staff on teaching positions can be considered an important indicator in measuring the evolution of the quality of human resources in the system, as well as the capacity of the system to attract young people interested in the activity in the university environment (www.edu.ro).

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From this perspective, the purpose of this study is to analyze the distribution of teaching positions in a composite university.

Method

University studied is a comprehensive university of 14 faculties that offer training to specialists with higher education, science and culture, health, technical, economic, legal and social activities. The paper analyzes the distribution of teaching positions during 2011-2019 per component faculty and their evolution is estimated for the next five academic years. For the analysis were considered data recorded on the university's own platform at the beginning of each academic year studied.

Statistical data processing allowed the analysis and estimation of the evolution of the number of teaching positions at university level (Mereuta, 2006). For estimating the evolution of the number of teaching positions in the next five academic years the moving average method was used (Veresiu, 2017).

Centralized data per academic year and teaching positions can be found in the table (Table 1) below:

Table 1. Distribution of teaching positions per university

	Prof.	Assoc. Prof.	Lect.	Assist.	Total positions
2011-2012	150	239	553	247	1189
2012-2013	155	253	440	178	1026
2013-2014	161	256	428	224	1069
2014-2015	168	236	393	224	1021
2015-2016	189	237	408	219	1053
2016-2017	196	240	410	195	1041
2017-2018	201	257	397	200	1055
2018-2019	188	261	419	214	1082

Results and Discussion

After centralizing the results on the university, it is noticed that the lecturers' positions have the highest share while the professors' positions are the smallest (Figure 1, Figure 2).

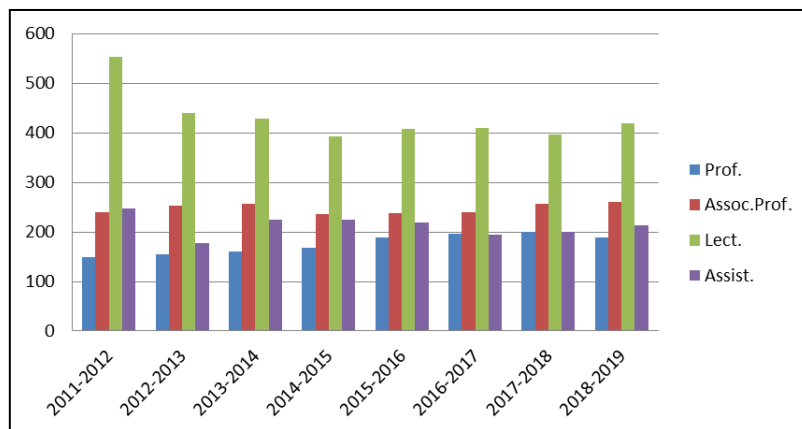


Figure 1. Distribution of teaching positions at the university level

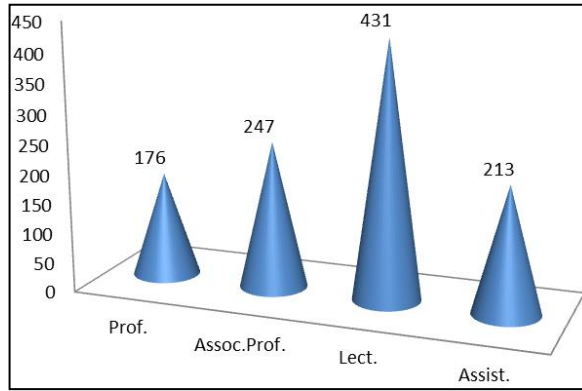


Figure 2. The average number of teaching positions in 2011-2019

For the analyzed period, it can be seen that at the university level, the number of professor positions represents an average percentage of 16.56% of the total number of positions (Figure 3).

Its evolution over the next five years shows an upward trend, the maximum being estimated in the academic year 2022-2023 (Figure 4).

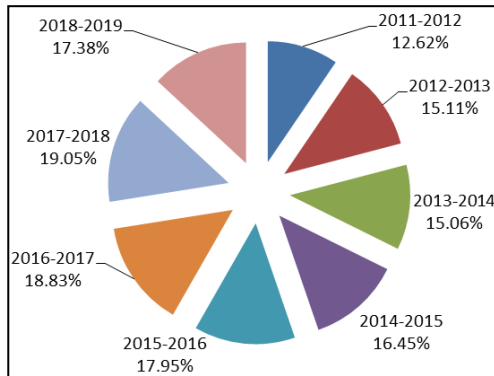


Figure 3. Percentage distribution of professor positions/academic year

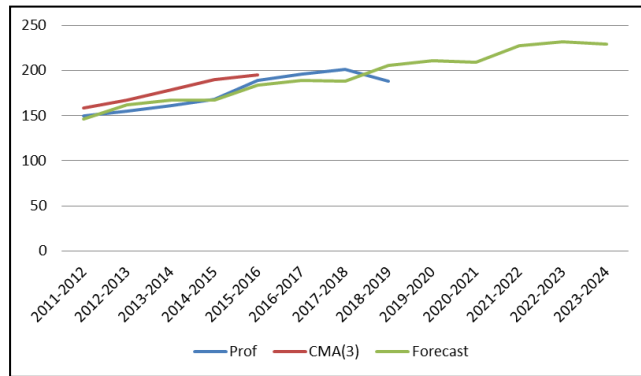


Figure 4. Forecast of number of professor positions

The number of associate professor positions represents an average percentage of 23.23% of the total number of positions (Figure 5). Although in the analyzed period the evolution of the number shows an upward trend, in the next five years there will be decreases, the minimum being estimated in the academic year 2022-2023 (Fig. 6).

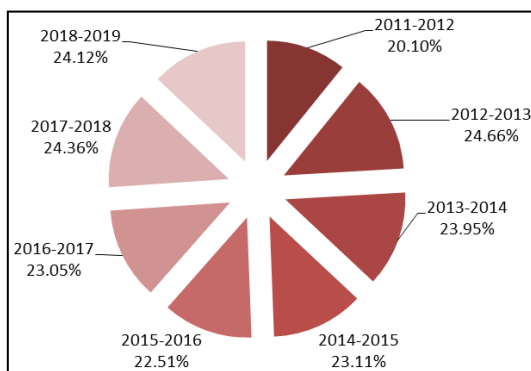


Figure 5. Percentage distribution of associate professor positions/academic year

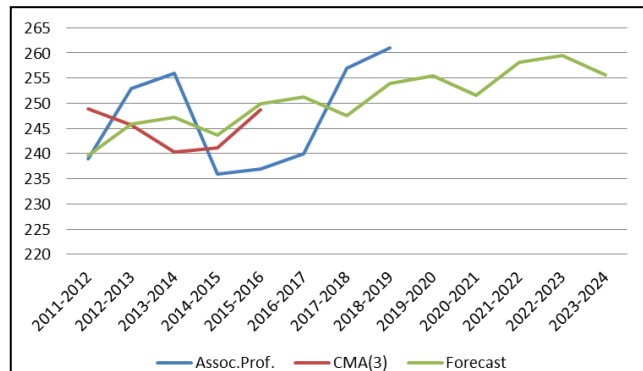


Figure 6. Forecast of number of associate professor positions

Although the number of lecturer positions represents an average percentage of 40,30% of the total number of posts, at the university level, this, for the analyzed and forecast period shows an downward trend, the minimum being estimated in the academic year 2023-2024 (Figure 7, Figure 8).

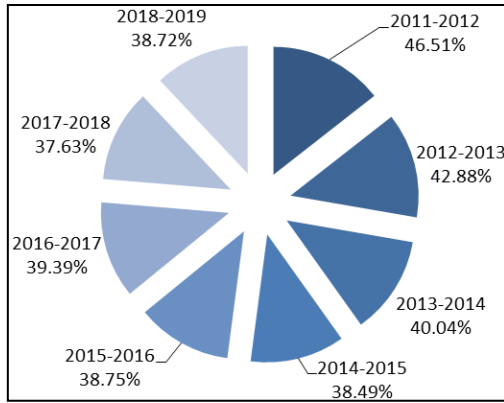


Figure 7. Percentage distribution of lecturer positions/academic year

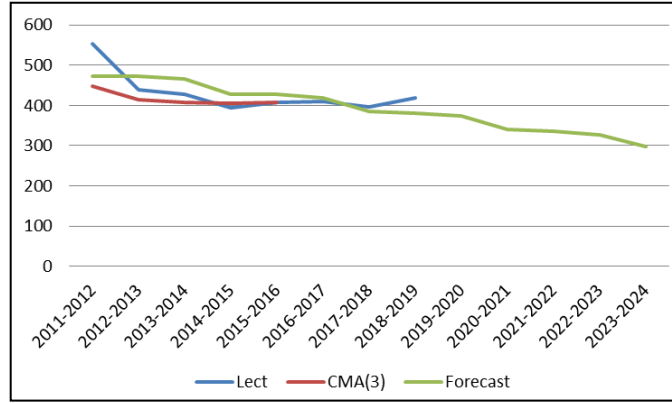


Figure 8. Forecast of number of lecturer positions

The average percentage of 19,91% of the total number of posts is represented by the number of assistant professor, whose evolution indicates both increases and decreases, the maximum being recorded in the academic year 2011-2012, and the minimum being estimated in the academic year 2021-2022 (Figure 8, Figure 9) .

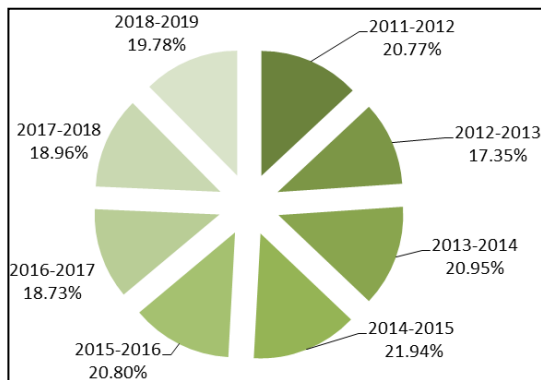


Figure 9. Percentage distribution of assistant positions/academic year

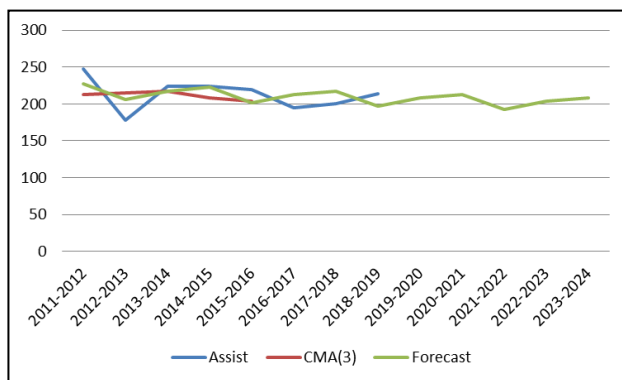


Figure 10. Forecast of number of assistant positions

Conclusion

1. The analysis shows that at the university level of the total number positions, the professor positions represent the minimum percentage while the lecturer positions represent the maximum percentage.
2. Small fluctuations in the number of professor positions can be justified through promotions (increases) and retirements (decreases).
3. The downward trend recorded by the evolution of the number of assistant positions can be interpreted on the one hand by means of promotions, but on the other hand, due to the lack of interest of young researchers in the system of employment.

Recommendations

Adoption of university management strategies for attracting young researchers, new specialists in the system.

References

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