

ESSENTIAL ROLE OF HUMAN RESOURCES TO INCREASE THE ABSORPTION FUNDS FOR AGRICULTURE AND RURAL DEVELOPMENT

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Abstract: *Economic crisis - had adverse effects on the financial sector staff, causing, among other things, a very high rate of migration of staff to the private structures. Migration has not spared staff management system funds. Consequently, the system is far from operating at full capacity, although 2014 is decisive in terms of triggering accessing European funds for agriculture and rural development through the RDP 2014-2020. Lack of staff within the management of funds for agriculture and rural development has negative effects on access and then absorption, while completing staffing, combined with other measures to motivate staff can give an important boost.*

Key words: *human resources, specialists, agriculture, sustainable rural development*

INTRODUCTION

At 31.12.2011 personal rate asset (calculated as the ratio between the number of active stations and the number of occupied) for each structure of public administration in part was as follows:

- 3 active personal rate structures between 50-70 %;
- 5 structures with active personal rate between 70-80 %;
- 15 personal rate structures active between 80-90 %;
- 11 personal rate structures active between 90-100 %.

Thus, 21.601 allocated positions were about 1.796 active , 364 (approx. 17 %) inactive positions (long-term sick leave, child care leave, secondments, delegations, study leave, vacancies, etc.).

Over 70% of structural and cohesion funds intended for public authorities. Whether central or local authorities, they generally have dedicated organizational structure for implementation. There are situations where some officials coordinating the implementation of more than 10 projects, some major, each in various stages of development.

Furthermore, there is an assessment of the administrative capacity of public authorities and beneficiaries of EU funds no correlation between their personal strategy and strategy development projects. Lack of motivation of the personnel of the absorption of European funds is a major cause of all failures in this area. This phenomenon occurs primarily for executive positions, where net salary varies around 350 €.

MATERIALS AND METHODS

According to Law no . 490/2004, specialized personnel of the bodies which activity management of Community financial assistance to Romania through pre-accession instruments PHARE and ISPA Funds EAGGF Guarantee Section and the Structural Funds and the Cohesion Fund can benefit from an increase minimum wage 50% higher than those provided by law, but not less than 100%.

Currently, according to the Government Decision no. 595 of 13 May 2009 for personnel in office at the date of entry into force of the Government Emergency Ordinance no. 35/2009 on the regulation of financial measures in personnel costs in the public sector, base salaries are increased by 75 % compared to those provided by law, until the first individual performance appraisal carried out in the law. Thus, although the law allows a salary increase of up to 100 % of basic salaries, this increase can be settled within the Operational Programme, with medium and long term impact on the consolidated state budget, the government has restricted the 75 % increase wage, despite the assertion that absorption is a priority.

In terms of managerial, organizational goals depends heavily on the behavior and attitudes of their subordinates to their tasks. Currently, one of the main factors blocking the personnel system is the lack of motivation to have a positive attitude oriented towards solving problems and providing a quality public service .

Head - Hunting is a method of recruitment is to attract the best employees in the labor market, employees in large and very large companies, to their employment from another company under better salary. This method is suitable for top management positions and posts highly specialized, requiring a huge privacy of all parties involved. The method can be applied successfully in the public, especially in the management of Community funds.

There are extremely common situations in which certain segments of project cycle management are lack of human resources, and other temporary surplus.

RESEARCH RESULTS

Employment at a rate of at least 95 % of the posts allocated, financial incentives and motivating staff managing Community funds and extension of technical assistance can significantly improve the administrative capacity managing funds. Because of the economic - financial Romania indicated that managers in the public management of Community funds to use as a source of non-monetary motivational resources.

This version is supported by numerous studies that have shown that similar results can be obtained using non-monetary compensation such as those obtained by using monetary remuneration .

I believe that two motivational methods at hand managers of EU funds management system are staff participation in training activities and activities focused on team building (team building). Such activities are appreciated by civil servants. Moreover, there are activities eligible for funding under the Operational Programme or within each operational program separately.

Given the complexity large enough the burden on the personnel involved in the management of Community funds, specializing strong long period required staff training process, which is adaugănevoia rapid integration into the system, positioned head-hunting as the best method recruitment for this system.

If the transfer takes place between the authorities and institutions of central or local government or between autonomous authorities, method of employment in the system is much easier. Once identified the right person may choose to "transfer request". According to art. 90 para.(5) of the Statute of civil servants, the transfer request is made to a public office the same category, class and professional degree or a lower-level public officials, following approval of the application by the head official authority or institution to which requested.

Temporary reallocation of personnel management structures funding programs/ areas of intervention/axes are not satisfactory degree of access to those who have registered or recorded a large number of applications for funding. This should be accompanied by a minimum of training course. The staff on the low access can compensate, at least partially, the existing staff shortages very affordable.

Besides the advantage of accelerating administrative procedures in some areas lasting several months, this method does not require additional personnel expenses, excluding training courses. In some cases, this method can be extended to the retraining of personnel from different administrative structures, which recorded a low activity areas related to the management of post-accession funds. In these situations, despite the need of training courses, but use existing staff is cheaper than hiring additional staff. In addition, the increased mobility of staff in public administration would allow mobilization of human resources of a certain specialty where and when needed.

CONCLUSIONS

Study of administrative capacity and development of organizational models departments is necessary for the implementation of projects are immediate priorities. It also features the creation of a permanent monitoring Ministry of European Funds correlation of ongoing projects and existing resources in the major beneficiaries (at least at the national and mayors of cities) is also an immediate priority. An immediate solution we propose is funding technical assistance for matching resources with needs.

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