

RISK MANAGEMENT IN TRAINING AND ACTIVITY IN HUMAN RESOURCES

REMUS GHERMAN¹, IOAN BRAD¹, ANA-MARIANA DINCU¹

¹*Banat's University of Agricultural Sciences and Veterinary Medicine "King Michael I of Romania" from Timișoara, Faculty of Agricultural Management, Timisoara, Romania*
Corresponding author: Ana-Mariana Dincu, e-mail: maridincu2004@yahoo.com

Abstract: *Risk management has emerged even since of the formation of human societies, over time making it a huge leap from the accepting of chance to identify, evaluation and control of the appearance of unwanted events. The difference between hazard and risk was absolutely necessary, even more so since there was a general tendency to consider them synonymous. The risk is both a numeric value and an attitude of scientific assessment to prevent unwanted events. In the practice of the organizations, risk management represents the immobility of the managers to quickly perceive that risk management is a dynamic and fluid process. The risk in the activity of a company refers to the probability of not respect the targets set in terms of performance, so do not achieve the quality standards, non respect the execution term and exceeding the budget of the firm. Most companies need to build management starting from the human element.*

Key words: *risk, risk management, human resources, real capital, human capital*

INTRODUCTION

Risk management is a concern not only of the modern world. It has existed since the creation of human societies and gradually developed to deliberate actions of risk treatment, prevention or attacks or canceling vulnerabilities.

The difference between hazard and risk was absolutely necessary, even more so since there was a general tendency to consider them synonymous. Hazard refers to the production of an unwanted event, so something concrete, risk being an absent concept that defines the negative consequences of the undesirable event.

Risk management in training and human resource activity provides for any type of organization, the process that needs to become more proactive and rigorous in assessing and managing situations of uncertainty and risk in human resource training. So risk management in training human resource is the main force of prevention and control of risks associated with human resources training to protect, maintain and develop the human resource concepts and components in accordance with organizational and individual needs of those involved in initial and continuing training. [5]

MATERIALS AND METHODS

The authors have used and applied as methods of operation: a selective survey of foreign and domestic bibliographies, identification and data collection, processing, analysis, observation and interpretation.

RESEARCH RESULTS

Risk management is based on three distinct components, both integrated into their system and in the general management system:

- Operational management represents the activity to develop current and future decisions.

- Management of essential activities that ensure the development in efficient conditions of the productive activities or services.

- Logistical support is the common support of business and full operation including human resources, financial, energy and information.

Any organization before initiate any kind of actions, precaution or for reasons of effectiveness and efficiency will have to identify and measure the risk that may occur in order to have actions, as appropriate to prevent, eliminate or reduce it, acceptance or use of the positive ones that will directly affect the results of activities.

The risk in training and human resources activity represents any threat, vulnerability, action, event inside or outside an organization, which can be evaluated in terms of probability of appearance and its effects in order to bring positive or negative deviations, or even the opposite results to established objectives through policy, plan and program of human resources training.

The risk is closely related to the life and vision that people have of life. In human resource training main categories of risks are: strategic risks, operational risks, risks related to performance, time and cost risks, etc.

In the decision problems treatment are three types of risk attitudes of decision makers towards risk namely: of aversion (pessimistic), of preference (optimistic attitude, inclination to risk) of influence. From the investigations carried out in the field has emerged the fact, usually, that rule makers put to individual risk taking, and when the decision maker is a group of people was found that the level of risk assumed by the group is not equal to the average of risk accepted by members individual, the key factor is the position of members before discuss the problem.

Managers should not treat peoples, or rather personnel, with another resources business type because that the led personnel requires more by the manager. Any company that wants to survive to the changes occurring in the economic environment must invest in human capital, to educate him and to develop a specific culture.

Due to the influence of external factors, such as: trade unions, professional associations and various business culture, every company responds differently to the idea of developing human capital.

Training capable personnel to dealing the current world shocks should include: [2]

- Investment in lead personnel by initiating a training program;
- Attending seminars and conferences outside the company;
- Investment, of at least a part of the profit share, in the payroll system;
- Avoid useless transfers and redeployments;
- Continuing political of socio-professional education, cultural, lifestyle, in addition to salary and function
- Correct information of the personnel.

People demonstrate outstanding abilities to adapt to the general responsibilities that overcome on them, adapting machinery or computers' being very difficult when is making this transaction. They are the only ones able to plan, coordinate, organize, improve performance, to control essential functions of business management, they alone can achieve capital. Appears two business cultures, namely:

- Extractive culture, which is adopted by those companies concerning human capital as a resource that must be exploited. Through extraction, we do not need to develop or to educate people, to create them conditions for development or to invest in that capital. Simply we find them and take them and exhausted their capacity.

- Educational culture is adopted by those companies who place a high value in human capital potential.

Protecting companies to various risks or variations of changes should be achieved by educating people, defensive strength of the company to changes and the implementation of a policy of education and human capital development.

Human capital development should include a process of selection and potential evaluation of the resource of each individual, giving up relationships, protection or other such factors to capture capabilities, trained people being a possible source of stability and balance of the tomorrow company.

Managers are judged not only by the quantitative value of production, but also by their developing of human potential. In the management does not matter which is the income of managers that leads company, managers will be treated as only ones able to evaluate people's capabilities.

The value of a human capacity to resist and evaluate must not be treated with suspicion, delegation of responsibility without authority makes no sense, and longer working hours without a well-defined objective. Managers must have freedom of action, to create the conditions and processes that they need.

Trust in people, in their skills and development of their capacities should be the preoccupation of each company manager. Ignoring company personnel or penalize them by the manager not lead to reduced interest to the company. Economic policy of the company will consist precisely in human capital development.

Reducing human potential is made by the neglect of the management effort and human contributions by replacing them with machines, systems, automated and automatic procedures, many managers forget that a machine can not sell or develop an entire strategy of sales.

Encouraging disputes, some managers excel in promoting rivalry, the final benefits or rewards they grant to some privileged employees. Their limited visions destroy the psychic of the subordinates.

If one of the employee is wrong it should be given a second chance, it must not be kept a misleading picture about a particular individual. It is also a managerial mistake to restrict travel budgets, limiting service delegations, made in order to visit exhibitions, conferences, trade fairs, which led inevitably to restrict the information necessary to bring the firm's evolution.

The manager must be an exercise of judgment, discretion, and the restrictions causing various conflicts must be eliminated. It is very difficult to see the qualities of personnel, the risky part intervene in the case that are not recognized talents and abilities led always with the thought of getting profit or to double the capital.

Conflict tensions between union and management worsen the conditions in the firm's evolution. Managers should not refuse the knowledge, they need to accommodate to change and find solutions always favorable, to have vision in a world view that stops progress. In order to eliminate the risk in training and human resources activities, managers must be able to make full use of resources and to face with risk changes with witch the company is facing.

Despite the profits that bring human capital, the investment in people assume certain risks. The capacity of humans has never been measured, we must adapt to some new ideas such as: [3]

- Human bring adaptability
- People bring an immeasurable value
- People need to be educated, they atrophy when are ignored

- Human brings value because it can be change and reuse.

Managers represent not only a first cost, but also a continue investment. It is difficult to test the possible effects of investment without doing, since the beginning of the acquisition a direct correlation between profit of the investment and its effects. [7]

Inadaptability to measure or account the investment in human capital leads to bankruptcy of the company, the investment in people produce qualities, talents, adaptability to the environment.

Investment in human capital generates a confrontation with people, a improvement of our chances of success in business, a elimination of personnel that produces tensions, recalcitrant situations.

CONCLUSIONS

Any organization before initiate any kind of activities from prudence and fro reasons of efficiency will have to identify and measure the risk that may occur in order to have measures to prevent, eliminate or reduce it.

The risk in training and human resources activity is any threat, vulnerability, action, event, inside or outside an organization that brings positive or negative deviations or even the opposite results to established objectives through the policy, plan and program of human resources training.

Managers should not treat people, meaning the personnel, as another type of business resources, because leaded personnel requires more from manager.

The influence of external factors, such as: trade unions, professional or culture of association various business forms, make that each company to respond differently to the idea of developing human capital.

Extractive culture, is adopted by those companies concerning human capital as a resource to be capitalized, while the educational culture is adopted by those companies who place a high value on human capital potential.

In order to eliminate the risk in training and human resources activities, managers must be able to make full use of resources and to face with risk changes with witch the company is facing.

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