FEATURES OF HUMAN RESOURCES IN THE OLTENIA ENERGY COMPLEX
IMPORTANT PART OF THE COUNTY’S LABOR MARKET RESOURCES GORJ COUNTY

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Abstract: Currently the company Oltenia Energy Complex is in a comprehensive reorganization but not completed. This project implies also the restructuring the workforce including labor force county level. Due to increased production from renewable resources (due to legislation that lead to low price sale by manufacturers and high income by selling green certificates allocated) requires a shift in market strategy and the unit with powerful implications on human resources both in the manufacturing sector, energy, heat mining sector, as well as TESA(economic, technical, service, administrative). This implies at least retraining and reducing staff in compliance with the new realities of Energy.

Keywords: human resources, employment, performance evaluation, training, rewarding employees.

Clasificare JEL : M40, M41

1. Need to employ human resources within the organization.

Currently, the Romanian state enterprises, but even at international governmental organizations continue to manifest the traditional, the staff considered the "labor" as they have gone any notions of physical labor with productive character so useful job of intellectual essentially counterproductive, which results in the creation of goods and, to a certain extent, unnecessarily [3]

Organization Oltenia Energy Complex called for the distribution of employment and human resources according to business object.

Those human resources are mainly distributed in: Human resources working in the field of electricity Human resources working in heat Human resources working in coal extraction and preparation Human resources working in the centralization of data for decision in the Oltenia Energy Complex headquarters.

From 1 April 2013 following the reorganization of the human resources unit are involved in the production of electricity operates in coal power plants Turceni, Rovinari, Craiova[1].

In the coal extraction and preparation of human resources are divided into the following mines: Mining Rovinari, Mining pinoasa, Mining Tismana, Mining Rosia, Mining Pesteana, Mining Lupoaia, Mining Rosiuta, Mining Husnicioara, mining Jilt Nord, Mining Jilt Sud, Mining Alunu, Mining Berbesti, Mining Seciuri, Mining plostina, Mining Lupoaia, Maintenance service, Sacelu recovery center.

Number of Employees in the energy business is about 5800
The number of employees in the mining is about 13000[7]
In April-May is expected and taking Halinga Power plant takeover documents were signed following to be elaborated by the government decision in this regard.[5]

2. Training and professional development of employees

In the Company Oltenia Energy Complex on training regulations are stipulated in the collective labor agreement at company ifor 2013-2014.
The main objectives of employee training within the unit are:
  a) adaptation of the employee to the job;
  b) obtaining a professional qualification;
  c) updating knowledge and skills specific to the job and the workplace and improve basic training for the basic occupation;
  d) retraining determined by socio-economic restructuring;
  e) acquiring advanced knowledge of modern methods and procedures, necessary to make professional activities;
  f) prevent the risk of unemployment;
  g) to promote the employment and career development

Training of employees is done by:
  a) participation at some trainings organized by the employer or by training providers in the country or abroad;
  b) adaptation period to job requirements and workplace;
  c) internships and specialization in the country and abroad;

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d) organized apprenticeship workplace;
e) individualized training;
f) other forms of training agreed between employer and employee.[2]

Expenses for employees' training activity will be paid by the Administration. Administration undertakes to provide professional training employees for all facilities (documentation, training rooms etc.). During both employees attend mandatory will be paid with the basic salary and the seniority bonus.

Training plan is prepared of administration yearly by the 15th of November each year for the following year. It includes program objectives, training subject, during the hours, the number of employees who participate, specialized studies standards that must be met, such as the training program, the assessment procedure, the employee's work

<table>
<thead>
<tr>
<th>Nr Crt</th>
<th>Program objectives</th>
<th>Course theme</th>
<th>Duration hours</th>
<th>Employees</th>
<th>Standards SO/SPP</th>
<th>Training program type</th>
<th>The assessment procedure</th>
<th>Work place of employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Obtaining general skills for SMI manager</td>
<td>Training manager SMI OHSAS</td>
<td>40</td>
<td>1</td>
<td>Engineers economists</td>
<td>Perfecting</td>
<td>Graduation certificate</td>
<td>Employees leadership</td>
</tr>
</tbody>
</table>

Source: The collective bargaining agreement CEO SA

Table nr 2
Number of employees specified in the training plan for the year 2013-2014 in the S CEO SA

<table>
<thead>
<tr>
<th>Nr crt</th>
<th>Groups personal</th>
<th>Nr people</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Total TESA personnel and operations</td>
<td>2145</td>
</tr>
<tr>
<td>2</td>
<td>Total CFL-isti and foremen</td>
<td>286</td>
</tr>
<tr>
<td>3</td>
<td>Total personnel worker</td>
<td>6617</td>
</tr>
<tr>
<td>4</td>
<td>Total authorization / certification</td>
<td>961</td>
</tr>
<tr>
<td>5</td>
<td>Total number of employees</td>
<td>10013</td>
</tr>
</tbody>
</table>

Source: The collective bargaining agreement CEO SA

The value budgeted for the training year 2013 is 2.254 million lei. Is observed value of 225 lei allocated training of an employee.[4]

3 The role of trade unions in defending and developing human resources in S CEO SA

The breadth and complexity of issues that arise within the unit boundaries imposed by specialty social processes and development of several trade union structures. Therefore social policy that would have to promote union leaders must correspond to the nature of social relations generated by conflicting relations between labor and capital.

In the S CEO currently exist in the following unions:
- National Federation of Mine - Energy, registered in HJ 1397/PJ/1990 of the Local Court District 1Bucharest, located in Bucharest, Ion Campineanu, no. 20, et. 6, District 1;
- National Union Petrom - Energy, registered in Ploiesti located in Ploiesti, Avenue of the Republic, no. 1A, et. 7, Prahova;
- National Federation of Trade Unions of Electricity "Universe", registered businesses in the civil sentence no. 9/09.05.2007 Bucharest Court of Civil Section III, based in Bucharest, Grigore Alexandrescu Street, no. 9, District 1;
- The Federation of Independent Trade Unions and "Power", registered businesses in the Brasov Court no conclusion. 232/07.05.1990, based in Bucharest, Tei Blvd, nr. 1-3 Sector 2, Bucharest.
The first criterion is to adapt to the demands of business and has 10 objectives:

1. quality of work and tasks performed
2. amount of work and tasks performed
3. the works in time limits
4. understanding assigned tasks and tracking their achievement

The second criterion is accountability and has 2 components
- Responsiveness
- Capacity of decision

4th criterion is relational capacity and has 6 components. Among these are:
- Availability of cooperation and ability to avoid conflicts
- Tact in presenting a different opinion

At the end of the evaluation form are recommendations made to employee. Each component is evaluated with grades from 1 to 10.

As mistakes in this type of evaluation lists the following:
- It analyzes the performance and behavior and less the whole person
5 Issues on rewarding employees (except salary)
Rewarding staff is done by granting personal rights among which:
- Allocation of coal 12 tons or the equivalent in lei
- The first holiday 75% of holiday allowance
- Counter value electricity (300 kWh / month)
- The recompense for Easter
- The recompense for Christmas

For example the recompense for Easter in 2013 is 700 lei in coupons for each employee.
Employees Oltenia Energy Complex and their family members (spouse, children) receive tickets settlement of rest or treatment as follows:
- In 90% of their value for CRPFM Sâcelu and Ranca (hotel MINA) for employees and 65% of their family members (spouse, children);
- In 65% of their value for other destinations for employees and their family members (spouse, the spouses, children);
- In 100% of their value for tickets treatment for work-related accidents over the last three years (as recommended by the occupational physician) or occupational diseases recorded for employees, and 65% for the caregiver.

6. The impact of human resources in the Oltenia Energy Complex structure of employment in the county of Gorj

According to census population in 2002 according to the main activities of the national economy, employment in the county is distributed as follows: agriculture - 25979; forestry, logging and hunting - 1045, fishing and fish - 17; mining industry - 21527, manufacturing - 20353, electricity, gas and water - 6508, construction - 7627, wholesale and retail trade, repair of motor vehicles, motorcycles and personal and household goods - 12064, hotels and restaurants - 1533, transport and storage - 5973, post and telecommunications - 1232, financial and banking activities and insurance - 854, real estate, renting and business activities mainly businesses - 2052; government - 8325; education - 6546, health and social care - 4967, other activities of collective, social and personal - in 1805, employed persons in private households – 33[6]
Of the 128,000 people employed in the county of Gorj over 17,000 are in the S CEO SA, so a rate of nearly 14%. Taking in consideration the census of the year 2002 and data on employees S CEO SA are the 2012 percentage exceeds 14%.

Currently the company Oltenia Energy Complex is a comprehensive reorganization but not completed. Its completion and restructuring requires employees with strong implications on the workforce at county level.

Due to increased production from renewable resources (due to legislation that lead to its low price sale by producers and their high income by selling green certificates allocated) requires a shift in market strategy unit with powerful implications human resources both in the manufacturing sector, energy, heat mining sector as well as TESA. This implies inter alia retraining and reducing staff to the new realities of Energy.

**Conclusions**

Starting with the establishment of the unit in mid-2012 to the present in human resources there is a continuous process of changes both in staff positions as well as the organizational structure.

Inconvenience is that this human resource issue is not finished yet, neither a solution to solve this problem faster.

This induces a tense among employees that it is extended, bring besides decreased working capacity of employees to a voltage sequential expansion in their turn, and impossible processes can work in good conditions because there is no clear delimitation of the responsibilities for each person.

In that effect we mention that extensive reorganization that was executed in 2012 by the formation Oltenia Energy Complex and the current reorganization made since 1 April when the organization changed the entire structure of the Society at, not even 1 job management and execution was not open for the competition or other form of recruitment (based on the file, interview etc) but the appointments were made by the officials in that time and only private decision.

Due to increased production from renewable resources (due to legislation that lead to its low price sale by manufacturers and their high income by selling green certificates allocated) requires a shift in market strategy and the unit with powerful implications human resources both in the manufacturing sector, energy, heat and mining sector as well as TESA. This implies inter alia retraining and reducing staff as the new realities of Energy.

14% of the workforce employed in the county of Gorj is in the Oltenia Energy Complex, and 35% of the workforces employed in industry at the county level are involved in the process of work in the unit. One can see the impact of measures to be taken in human resources on the labor market within the unit at the county level as well as the average household income and the individual in the Gorj.

**Bibliography:**

[1] Rules of internal order of S CEO SA
[2] Collective labor contract of S CEO SA
[6] [www.insse.ro](http://www.insse.ro)
[7] [www.cenoltenia.ro/](http://www.cenoltenia.ro/)