

EFFICIENT ANALYSIS OF LABOR IN COMPANY MANAGEMENT

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Abstract

At the level of every company there are some factors (such as: structure, goal, problems, people, etc.) that claim for leader's attention. For a company to be efficient and to get benefit it's necessary that all members who are involved in its activity to cooperate with each other in order to successfully accomplish tasks and objectives proposed from the moment of company's foundation. A company's goals varies depending on the activity field and on the managerial leadership also, so only an efficient management can lead an efficient company because the foundation of a company's functioning is the human interaction.

Key-words: *Manager, leadership and efficiency.*

Clasificare JEL : E10, E24, J64, M 52.

1. Company – specific introductory aspects

At the level of companies people, by cooperation, can do together things that they can not do by themselves, so a company implies a correlation between people and goals and between people and structures also.

From the moment when a company is founded, it is living independent of those who has founded it and, in the same time, it interacts with them. From these reasons, it was concluded that people use the company to achieve the proposed goals even from the moment of initiating the plan according to which it has been created.

The company's founders feel the hope that they are going to have the possibility to take care of an interesting, prestigious activity which is going to offer them independence, rights, power and social security [5, pg. 9-11].

The company's goals are various; while those one dealing with business propose themselves profitability, productivity, income increasing, public bodies, educational institutions, hospitals don't pursue the incomes, but they are interested in expenses [3, pg. 102-104].

Self-organization supposes a company's ability to rebuild the behavioral balance in relation to the occurred disturbances and self-training is company's capacity to use former experiences in order to optimize its own activity.

Human interaction is a company's operating basis. In the same time, the company's organizational structure crucially influences the nature of human interaction. [9, pg. 383-385].

Authority is a tool belonging to manager; all managers from a company have authority. Authority can be defined as the right to engage resources, more precisely he has the right to make decisions by which it allocates and consumes organizations' resources or as the legal right to give orders, to ask somebody to do something or not to do [10, pg. 29-33].

2. Future perspectives specific for companies

Bureaucratic companies are characteristics for modern enterprises; they impose by their features of rationality and efficiency [5, pg. 29-33].

Different paradigms designated as metaphors sometimes, reveal management's different aspects and interpretations. Manager's adopting one or other paradigm produces different effects.

At a company's level one applies more paradigms because each of them reveals some aspects of organization manner. However well organized activity may be or however good employers may be, an activity result may be negative if it lacks an appropriate motivation. What motivates a person is a certain need and this one gives births to another need. [7, pg. 85-87].

So human being is a company's main source. People's efficiency in work, commitment, loyalty and enthusiasm for company and its purposes, work satisfaction depend on the degree of correspondence between employees' expectations regarding what the company must offer them and what they must receive from this one, but also company's expectations from its employees, more precisely what it should offer and what it should receive in return.

The views regarding human resources orientation were asking for giving up management traditional practices which gives birth to a new problem referring to organizations' change and development which was the basis of a new trend for companies' theory and development [5, pg. 33-35]. For a company to survey, it's very important that all its members to voluntary cooperate for common objectives' achievement; thus, in specialty literature on admits that organization objectives' achievement depends on participants' agreement or consent.

A manager real mission is managing organization's values and assuring employees' motivation [1, pg. 163-165].

A company's members' capability means adequately relating to change and overcoming the risks of conservatism, also removing surprising actions and inefficient reactions which can quite often determine companies' development strategy to be perceived as a learning strategy. A change supposes something new; if it's major at the level of a company, it can not be achieved if people don't understand it and don't accept it.

An enterprise, as any other organization, is "a human, social and moral phenomenon" P. Drucker sustains, and for this one management "means rising eyes to higher horizons, increasing performance and forming human being personality"[2, pg. 175-180].

Company means a gear according to which a person's effort is replaced by a few or more people's specialization or knowledge.

A specialization's correspondent is always organization – structure may have specialists who individually are technically incomplete and largely useless, but who working with other specialists have complete and useful results [6, pg. 106-108]. Top management must be deeply involved in the process of implanting quality in company's members' minds and hearts and also in those directly connected with this one.

3. Company's performance arising as a result of management activity

Management and manager are main elements in the framework of preoccupations and investigations about human being and society. Manager supposes to be a person who directs other persons' actions and assumes responsibility about these actions' results and his relationship with his subordinates is performed more with deeds within the established objectives [8, pg. 28-30]. He is also regarded as an administrator or a manager having right to dispose and who administrates organization's structures. In American practice, manager complies with administrating, ordering, leading, training, directing, explaining, ruling, influencing, integrating, clarifying, making known, admitting, saying, perfecting activity. These ones suit to the art and science of leadership [4, pg. 114-116].

A manager's most important activity is to ensure objectives' achievement by his subordinates by controlling their behavior and reacting at every deviation from the initial plan and his most important character trait is to prove a continuous work capacity and effort. [5, pg. 80-81]. According to specialty literature, the main difference between a manager and a leader is that manager achieves his activities the way they must be while a leader achieves the ones which must be. For a manager, to be efficient supposes to understand and to successfully fulfill the tasks that his work implies. Managers who want to improve their work must revise both efficacy and efficiency. [3, pg. 25-28].

To conclude, companies' leadership and those performing management provisions act in terms of accelerating change processes at company's level, leadership professionalizing and striking manifestation of leadership moral necessities. Leader is an innovative, a professional person capable to generate and to apply modern solutions to the new facing problems. In order to offer to customers top quality products vs. national or European requirements, any company must have elite employees, trained at European level and which has already implemented an efficient and professional production and distribution system.

Companies' leadership commits to maintain and improve integrated implemented system and the company's main objectives by maintaining and improving standards specific to its activity field and also by guiding processes and products towards former and new customers, completing with performances' continuous improvement, organization's working in optimal conditions, periodical evaluation of customers' satisfaction, employees' training, as well as policy's and objectives' periodical analysis in order to ensure their conformity and efficacy. To provide company's benefit, success is due to managerial thinking guiding to a strategy and to a well planned policy; also to costs' and transactions' steady monitoring. For increasing managerial activity's efficiency, one practices a policy consisting of production or supplying services costs' continuous discount. Thus, overall costs' reduction is based on reducing every element's costs and increasing efficacy of components' use.

3. Concluzii

A company manager can make decisions and initiate actions which influence other persons' decisional and operational behavior. Company's internal and external challenges to which manager is submitted determine him to work extra hours and, under certain conditions, to work from home, as well.

Any company's managerial step implies efforts and effects. From their comparison, it results or it does not efficiency. To this one it will be added efficacy, a concept with wide resonance over company's manager work and its implications. Based on these factors and considering that for managerial staff information is the object of his work, it is required to project a more rational work place which can create the most appropriate work conditions necessary for performing management's process and functions. In the framework of practical coordinating activities for increasing organization's overall activity efficacy, there are taken into account: formal communication channels suitable for relationships in the organizational structure in order to operatively and effectively coordinate all the activities. Implementing coordination activities in good conditions gets result in increasing of activity's efficacy and efficiency within company.

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