

HUMAN RESOURCES – A BASE FOR GROWING WORK PRODUCTIVITY IN AGRICULTURAL EXPLOITATIONS

RESURSELE UMANE – BAZA CREȘTERII PRODUCTIVITĂȚII MUNCII ÎN EXPLOATAȚIILE AGRICOLE

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The agricultural exploitations are often characterized by major changes, by priorities which many times are conflicting, by pressures for obtaining results. The manager has to reduce the costs, has to be all the time informed about the technological progresses and to understand the dynamic of the fast changes of the market and of the clients demand. The success or failure of an agricultural exploitation is related to the way of acting of its employees. The managers can hide in the apparent security of their “bunker” from where they can give orders. In the present time they have to be conscious that they can no longer use the authority and the coercion as it happened once. This is the reason why the word implication characterizes the solution applied in this context. The managers must motivate the employees, inspiring the commitment and the desire for action and encouraging the creativity, they have to exploit the experience, the energy and the skills of different employee groups and to build first class teams for solving the problems, for identifying the opportunities and for give sense to the huge volume of information which is available today. The role of the manager of an agricultural exploitation is not that to make the employees work but to make them work well, to determine them to use all their intellectual and physical resources. Where there is motivation, there is also productivity and performance and the employees are happy.

Key words: human resources, work productivity, agricultural exploitations.

Introduction

The work force is very important, so that the most general and synthetic indicator which characterizes the wealth of a country is measured by the social productivity of labor and is expressed by the gross domestic product per inhabitant. At the level of the exploitation, the efficiency of the human resources very important taking into consideration its percentage from the production costs.

In the past, there were some concepts and currents which compared the work productivity and the economic efficiency from the industry with the productivity

and the efficiency from agriculture and considered that the agriculture is less efficient than the other non-agricultural sectors and the labor productivity and the human resources valuation from agriculture is the lowest. These concepts were based on general value calculations, starting with the total value of the obtained production without using specific indicators for the production sectors. It is known that the productivity is related to the specific characteristic of the labor and shows the effect of the labor used to obtain a product, so that we can not compare different labor types' productivity for the realization of different products. It is possible to compare the productivity for different sectors and domains but for the same type of labor realized in different domains or units or for different periods of time. It is important to know the produced quantity (meat, milk, wheat, maize and steel, iron, cars, etc) for a period of time, with a specific labor consumption, in a company or in other, in the conditions of one area or the other, in one place or the other, which are the factors determining the existent differences, which are the possibilities to eliminate the negative influences, etc.

Materials and Methods

The human resources, especially the human capital, represents the potential of productive knowledge obtained with investments, competences and practical abilities, as an effect of the effort and educational process. The human resources are considered to be the basis of the capital because they confer practical and theoretical competence of the society members, these obtaining the capacity to realize goods and services which are generating economical efficiency.

The human resources are very important for the agricultural production, determinant for the valuation of the land capital and the of the operation capital. The economic importance of the human resources results from the fact that they represent a high percentage from the production costs of the agricultural exploitations, mainly for the individual families.

The human resources from the agricultural sector include the manpower needed to realize the agricultural work and the manpower needed to ensure the technical support, the organization and administration of all resources of the agricultural exploitations. From the total production factors in agriculture, the human resources have a decisive influence on the economical activity both from quantitative point of view and qualitative point of view.

The manpower, the conscious factor of the production which is creating a new value, represents the total number of active persons having some physical and intellectual capacities, experience and professional qualification which, in the given economical and social conditions, are used depending on the mechanization degree.

To rationally use the human resources means to realize the following objectives:

- To increase of the labor productivity, but to maintain a normal level of the labor intensity;

- To ensure the production conditions which contribute to the valuation of the skills, to the stimulation of the creativity and to the use of the human resources experience;
- To use a rational working and resting system in order to maintain the work capacity during the whole day;
- To motivate the human resources;
- To appreciate the results obtained by the human resources.

Results and Discussions

When we talk about the human resources from the agricultural exploitations, we can not mention also their quality, and it is known that, in most of the cases, the quantity is not so important, but the quality is. Because of the qualitative phenomena and processes which are characteristic for the market economy, the productive activities are generating, for the manpower economy, new problems and challenges concerning the educational background, the trainings, the occupation and the its usage, which determine new actions. In the following lines we will present some actions concerning the quality of the human resources:

- The intensification of the manpower mobility processes, mainly the professional mobility as a result of the production structural modernization, of the increase of labor productivity, of the production management and organization improvement, of the increase of scheduled time usage degree, of the introduction of new technologies
- The improvement of the educational system and its link to the real economical and social needs. In this way, the educational system should prepare professionally highly qualified persons for the future needs, and on the other hand, the entire educational system should comply with the more and more complex and diversified manpower needs where the main characteristic should be the professional qualification.
- Theoretical and practical knowledge recycling, re-qualification, refreshing and improvement according to the technical endowment, to the requirements of the technical and organizational progress, of the labor productivity increase, of the products and services quality improvement in order to improve the competitiveness of the products on the internal and on the external market..
- The increase of the formational – constructive function of the agricultural exploitation managers, so that they are directly interested in administrating the human resources which are highly qualified and according to the activity they fulfill and which, together with the other resources (material and financial), can contribute to their affirmation by increasing the labor productivity and economic efficiency.

In order to increase the labor productivity in the agricultural exploitations, the following actions can be taken:

- ❖ The increase of the qualified labor percentage in the total labor carried out by the employees;
- ❖ To stabilize the employees on positions;
- ❖ To support the professional mobility processes of the human resources;
- ❖ To improve the labor and production rules so that these should become a stimulator for the improvement of the employees' professional qualification
- ❖ To use properly the material stimulants in order to promote the occupation, mobility and intensive usage of the manpower processes and of preparation and improvement of the qualification level.

It can be stated that the human resources improvement ensure a higher quality of these resources according to the present necessities of the Romanian economical development, being also a fundamental option and a very important need of the consolidation strategy for the agricultural exploitations.

The main object of the human resources management from the agricultural exploitations is the complete usage of the working time in efficiency conditions, showed by the high labor productivity indicators and, finally, by the level of profit or income of the farmers.

The rational usage of the human resources on the agricultural exploitations raises some problems related to the increase of the occupation degree and to the increase of the agricultural labor efficiency.

Almost all the Romanian agricultural exploitation are confronted with the various manpower and low level of occupation caused by the low diversity of the economical activity and with a low labor efficiency.

Generally, with exceptions in agriculture, according to some researches, it can be noticed that the productivity is three times higher in the present time than it was 30 years ago. M. Didier, analyzing the efficiency of the other production factors, demonstrates this increase is due to a better qualification of the manpower, to a better labor organization, to a developed automation of the production, to some better and higher level of equipment.

Conclusions

A qualified manpower is more productive because the knowledge and the skills of a farmer allow him/her to use rationally its labor time, to use more efficiently its own technical capital, to realize high quality products, etc.

The productivity level is determined both by the number of qualified persons from the entire agriculture and by their distribution in different sectors and areas, by the way of ensuring their usage on their positions, by the possibility to adapt to the mobile characteristic of the agricultural production, to the changes from the social division of the labor, etc.

The labor productivity is also influenced by the managerial revolution which tries to improve the economical activity organization and management, to use more efficiently the labor time, of production capacities, etc.

The productivity is, first of all, an organization problem expressing a combination in the most efficient manner, of the different labor types, capital and natural resources available quantities in order to realize economical goods and services as useful as possible, in higher quantities and of higher quality.

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