

INFORMATION SYSTEM - INSTRUMENT RATING OF CHANGE THAT APPEARS ON LABOR MARKET

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Abstract: Performance evaluation comparing systems it is necessary to design solutions and embodiments, using various techniques and tools.

The transition from one generation to another software resulted in obtaining structures with systems complexity increasingly higher.

The use of techniques, methods and modern tools of design and implementation of information systems led to the development shortening duration and concomitantly increase their level of quality.

Keywords: system, tools, quality evaluation, elaboration, performance complexity.

JEL Classification: A, A1, A2, A23, M2, P0, P4.

REL Classification: 4B, 12B, 14C, 4D, 8G, 12I.

Introduction

Motto: "It is obvious that the human factor has a sensibility and, as a consequence, we must pay special attention, as evidenced, priority, and the training methods called. Because who has believed in absolute truth so the delicate process of formation is likely to commit at least some fundamental errors." (Phd. Dan Popescu)

The transition to a market economy required a restructuring of the economy that has caused massive layoffs followed by remedial social policies. The transition to a market economy has generated economic changes and the need to implement a social protection system able to counteract the economic effects on the population. A component of the market economy is the labor market.

The labor market is that economic and social environment that brings together bidders and applicants for employment. Labor market performance depends on the correlation of education and initial training with labor market needs. The labor market is redefined in terms of skills. Competence reflects a person's ability to respond to the demands of a job.

Technical skills should be complemented by key competencies required for any job: communication, collaboration, teamwork, building partnerships, initiative, creativity, problem solving responsibilities, resource efficiency, identifying sources of information and their exploitation. The main components of the labor market labor demand and labor supply. Major form of manifestation of imbalance in the labor market is unemployment.

By excluding prolonged labor market, employment is deprofesionalizează, both in terms of loss of professional skills and by damaging attitude towards work. responsibility, resource efficiency, identifying sources of information and their exploitation.

The labor market has changed during the economic transition is a continuous movement. One of its main features is to reduce the number of people employed.

1. THE PURPOSE AND OBJECTIVES IN RESEARCH

The research began by pursuing two main objectives, namely:

O₁: development, piloting and strengthening mechanisms, both regionally and nationally to achieve regular monitoring and even the generation of forecasts of labor market insertion graduate studies in economics;

O₂: promoting and supporting methodological approaches, both regionally and nationally, on the studies of insertion in the labor market of young graduates by providing a portal through which automatically match between available jobs submitted employers and labor demand constituted on CVs of young graduates seeking vacancies.

2. THE ACTUALITY OF RESEARCH (TIMELINES OF THE RESEARCH)

In the analysis performed, we started to focus on a topic of current extreme that is, the absorption economic university graduate labor market in the field in which they graduated. In this sense, to their position in the labor market fluency proposes a diagnosis that can be applied to young people looking for a job, which is a new instrument proposed for implementation in the process of insertion.

3. RESEARCH METHODOLOGY

Diagnosis is to identify the need of a particular job based personal description of the young graduate and also knowledge of that person in terms of competencies, skills, experience and expertise.

3.1. RESEARCH METHODS AND TECHNIQUES

The diagnosis will be established working capacity of each young graduate in hand.

Diagnosis requires the application of a simple computer program that graduates can be integrated into the labor market. Young people should be monitored to full integration within the company and staff.

Diagnosis applied to graduates seeking employment increases employment rates, reducing unemployment and improving labor market in the area.

In this sense, the research conducted, propose some useful tools that capture of an integrated and easier to analyze complex relationships that are established on the labor market, using electronic monitoring of young graduates through an electronic service available to them. The method is intended to put automatic correspondence and requests for jobs through a computer system with high degree of complexity.

Using this integrated system has led to shorter durations of making interviews, proposals of meetings between the employer and the young absolvent, the elaborate questionnaires to collect information, the selections made by employers, and simultaneously increase the quality level of study the process of entering the labor market, both regionally and at national.electronică graduate through an electronic service available to them.

The method is intended to put automatic correspondence and requests for jobs through a computer system with high degree of complexity.

The computer system analyzed initiating graduates brings in online interviews and a portal that aims to help young people seeking employment and employers to find appropriate personnel safe. labor, both regionally and at national.electronică graduate through an electronic service available to them. The method is intended to put automatic correspondence and requests for jobs through a computer system with high degree of complexity.

Through this portal automatically match between job offers submitted by employers and labor demand constituted on CVs of young graduates seeking vacancies. Graduate notify portal in search of a job when an appropriate offers its resume. appropriately safe. labor, both regionally and at national.electronică graduate through an electronic service available to them. The method is intended to put automatic correspondence and requests for jobs through a computer system with high degree of complexity.

The portal allows all job offers available both regionally and nationally, to be taken from a single portal, centralized employment agencies labor.

3.2. RESEARCH RESULTS

Analysis of this portal led us to believe it is necessary to improve it through registration of job directly in the portal. This tool would be extremely useful and efficient employment agencies work.

Also, after testing the computer system proposed in the paper, we want research findings to be translated into a useful tool in improving labor market functioning in terms of compatibility between the characteristics of graduates in economics looking for a particularities job vacancies.

In the current geopolitical context, knowledge process input graduate labor market, and features / determinants of this process became a priority, both in formulating employment policies, and of the education.

4. PERSONAL CONTRIBUTIONS

As has been observed in research conducted, the author proposes that tool, the portal, which will contribute to promoting and supporting methodological approaches, both regionally and nationally, on the studies of entering the labor market for young graduates university studies.

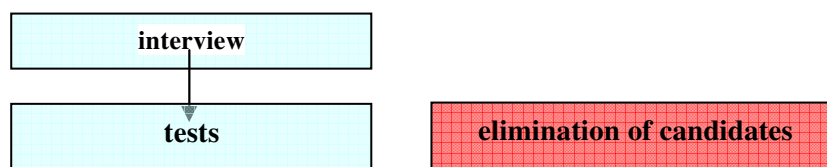
Also proposed is another tool that you use online interview.

Online interview is a necessity of saving time and resources to companies that can develop a specialized recruitment, substantially reducing recruitment costs.

Also proposed is another tool that you use online interview. Equipment necessary for organizing an online interview is to acquire a webcam, a microphone, a headset, an Internet connection and a chat platform type.

This tool can be found on a site easily accessible and found by alumni, the site represents the meeting point between supply and demand for labor.

Online Interview can be considered an unconventional meeting which can be done as often as possible in the labor market.



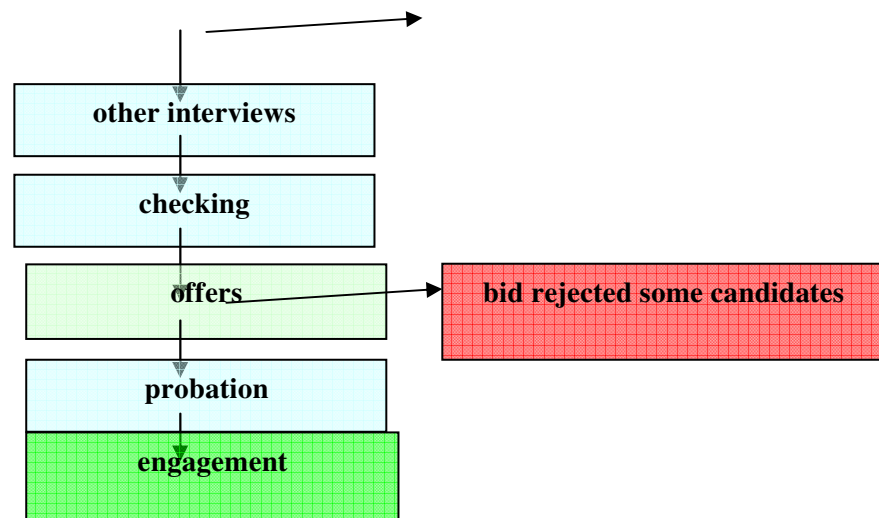


Fig. 1. Order used in the selection methods are used

Like the personal interview, online interview must be accompanied by letter and personal resume, they placing the firm / company where a desideratum.

CONCLUSIONS

So software application for managing the process of absorption in the labor market of graduate university provides a platform for managing portfolios on vacancies and applications for employment, so the regional market as well as on the national portfolios who communicate online.

This tool should be used in all county agencies for labor force employment. Of course, the instrument can be improved by solving technical problems on the introduction and use of data for the analysis station.

Database employers to manage employment must be related to the employment agencies that are required to identify job vacancies from employers and make them available to looking for a job.

Communication by employers to fill vacancies or could be provided by an online service provided by the National Agency for Employment, the website of the institution.

Of course, it should mention that this tool would work well only in circumstances in which employers shall, by law, vacancies. In this respect, oportuna propose tools to improve this process, namely:

1. Statistics job vacancies. Improvements are needed by introducing a greater number of queries in the sample application (skills, abilities) and adapted software, the electronic data acquisition and employers' obligation to transmit electronically only.

2. Electronic mediation. Online interview. A useful feature that could be implemented in the future is the possibility for employers to register and record all the vacancies directly into the portal. An improved instrument access offers with employers to register vacancies directly into the portal.

3. Job analysis questionnaires on labor. This tool can be made by the employer only after a legislative proposal to provide job-specific information, decision-making by the applicant.

4. Job analysis - is recommended in legislation to provide this document by the employer.

It is also necessary to mention that the instrument proposed by the author in the research conducted should be improved by creating a database to study the evolution of employment in the labor market, which would lead to a considerable increase employability of graduates universities.

We surely can not isolate statistical data quality workforce, due to the transformation of higher education into mass education, which often hide masked youth unemployment by delaying integration in the labor market and further studies.

However, this statement regarding the level of education required for a job has become quite widespread labor market in Romania, in the sense that, even for positions which normally would be performed by people with secondary education is required bachelor's degree.

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