

The Identification of Some Influence Factors on Participation at Professional Training Entrepreneurship Courses in Mureș County

Anamaria VÂTCĂ

Faculty of Animal Husbandry and Biotechnologies, Management Department, University of Agricultural Sciences and Veterinary Medicine Cluj-Napoca, Calea Manastur Street, 3-5, Romania; avatca@usamvcluj.ro

Abstract. The requirements for each entrepreneur are essentially the same, but the realities with are faced are different depending by variables that runs the business. Many people begin their careers without expecting to be involved in entrepreneurship, they accumulate over time, skills and knowledge that challenge them, eventually to exceed the limits previously imposed by themselves, while in other cases, the quality of entrepreneurs is that they start their careers. Whatever path they followed, responsibilities will be the same, although there is a higher probability of success for the gradual accumulation of responsibilities. High percentage of those who still have not validated the economic environment indicate the need to restructure the educational environment, the continuous adaptation of education offered to the market and the involvement of persons seeking employment or who are dissatisfied with what currently working in professional qualification courses.

Keywords: entrepreneurship, vocational training, income level

INTODUCERE

The requirements for each entrepreneur are essentially the same, but the realities faced by different variables that runs that business: the political, socio-cultural, economic, legal, technological, which will affect the strategies and internal processes. (Katsioloudes and Hadjidakis, 2007).

Consequently, a entrepreneur are requested to meet specific requirements forecasting activities including a series of principles: developing objectives, strategies and action plans, production and supply of goods / services required by consumers, making attractive benefits potential investors and providing attractive incentives system and moral human resource use. Being creative is to limit yourself to think new things to do new things to express your entrepreneurial spirit in practice, must be innovative.

Many people begin their careers without expecting to be involved in entrepreneurship, they accumulate over time, skills and knowledge that challenge them, eventually to exceed the limits previously imposed by themselves, while in other cases, the quality of entrepreneurs is that they start their careers. Whatever path they followed, responsibilities will be the same, although there is a higher probability of success for the gradual accumulation of responsibilities (Rees, 1991).

MATERIALS AND METHODS

In this study, area was Mures County, that being part of the Central Development Region, covers 6714 km² with 580,672 inhabitants (2.7% of total population). Has 7 cities,

including 2 municipalities, 90 communes with 486 villages with a population density of 86.5 inhabitants / km²

The global economic crisis was felt in the Mures County in 2009 the number of unemployed increased by 72% over the previous year (and almost doubled compared to 2007) and unemployment (the ratio between the number of unemployed registered at employment agencies work and unemployed civilian population and civilian employed population) has grown more pronounced in men, and in 2010 the trend rate of growth has increased not only overall, but especially regarding women.

Of the total 580,600 inhabitants of the County, 229.4 thousand is the civilian employed population, which represents a percentage of fewer than 40%. (Processing by Statistics Mures County).

Civilian employed population is engaged in the 13,808 firms in Mures County, over 88% of these fits in terms of number of employees in the category of micro, and less than 0.3% are not SMEs.

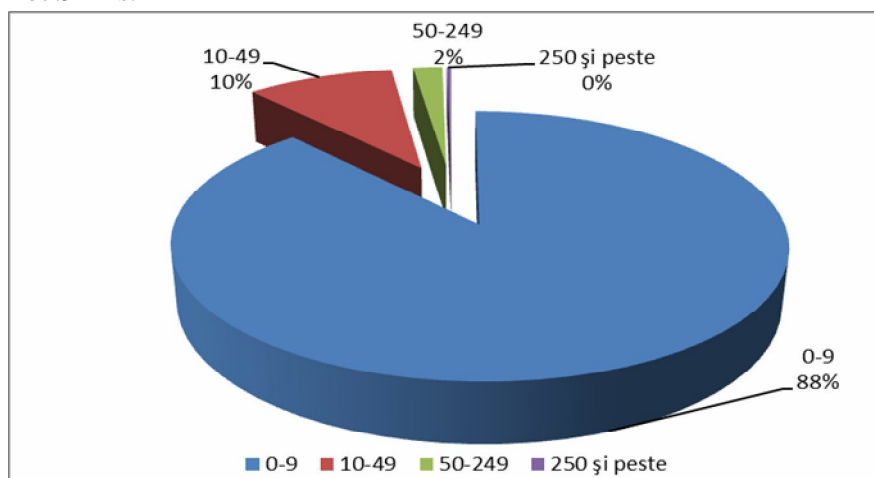


Fig. 1. Distribution of firms after size class of Mureș County
Source: Processing after Statistics Department of Mureș County (48 2010)

Studying the practice of entrepreneurial culture and determining the need for training in this area in the County of Mures, was done with the investigation, which is one of the fundamental methods of investigating phenomena in socio-economic sciences, it can be used both in quantitative research and qualitative (Pop, 2004). The investigation was carried out in five urban areas with less than 50,000 inhabitants (Reghin, Sovata, Iernut Târnăveni, Miercurea Nirajului). Between the localities studied occur differences in terms of geographical position: natural resources, proximity to main access roads, main cities - who left their mark on how to develop business, positively or negatively influencing labor migration.

In assessing the business environment an important element, is the formation modality of the local budget, in particular by the share they have in income taxes and other revenue and deducted from the share of income tax rates in the total budgetary revenues. With an exception, Miercurea Nirajului where these weights are below 10% in all other localities examined, the percentage are between 18% and 28%. (Source: Local Budgets of localities).

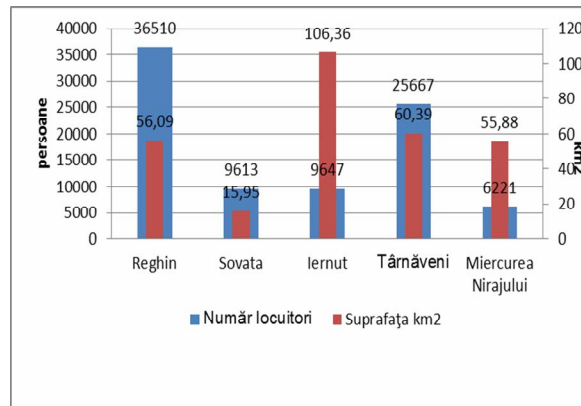


Fig. 2. Number of persons and localities area in Mureș County were has been applied study
 Source: Processing after (49, 65, 66, 72, 73, 77, 2010)

RESULTS AND DISCUSSION

Following the application of 286 questionnaires in the five localities studied in Mures county, were identified several factors influencing the participation in training courses in entrepreneurship, namely age, income, respective previous participation at courses in this field.

Table 1

Age of respondents

Region	Category	Age (years)			Standard error
		Minimum	Maximum	Average	
Mureș County	Female	18	57	34.39	9.310
	Male	18	68	32.15	9.784
	Total	18	68	33.19	9.165

Considering that the optimum age for a leading position is between 35 and 55 years (Merce, 2010), it is estimated that the average age of the sample 33 years and 7 months is appropriate maximum impact study, courses can be addressed to those who, upon completion, may occupy managerial positions within existing companies or others newly created.

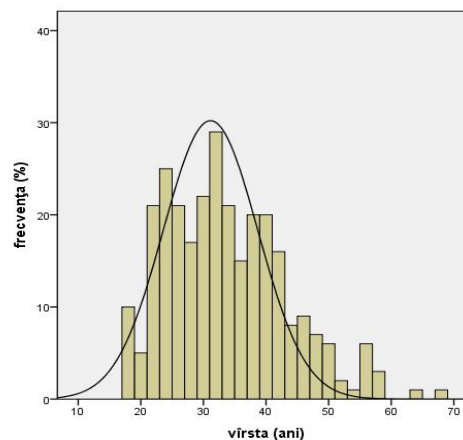


Fig. 3. Distribution of respondents depending on their age

In terms of income, another factor influencing the participation in training courses in entrepreneurship, the investigation indicates, however, that a third of respondents have an income between 651 lei and 1,000 lei per month, a quarter have between 1000 lei and 2,000 lei per month, while 18.5% is around the level of the minimum wage established. If we mention that only 13.6% income exceeds 2,000 lei per month (less than 500 euros), but about half are university graduates, the problem becomes more acute, was unable to validate the effort and investment made during their studies.

Table 2

Income of respondents

Region	Income level	Number of answers (nr.)	Share in total (%)
Mures County	Not income at all	30	10.50
	< 650 RON	53	18.50
	651 – 1000 RON	85	29.70
	1001 – 2000 RON	74	25.90
	2001 – 4000 RON	32	11.20
	> 4000 RON	7	2.40
	Non answer	5	1.70
	Total	286	100.00

To determine how respondents perceive skill training courses and participation was pursued the previous participation to such courses respectively that the respondents know how some training programs, content, duration and costs, etc. Thus it was observed that over 50% of respondents have participated at professional courses training in the last five years.

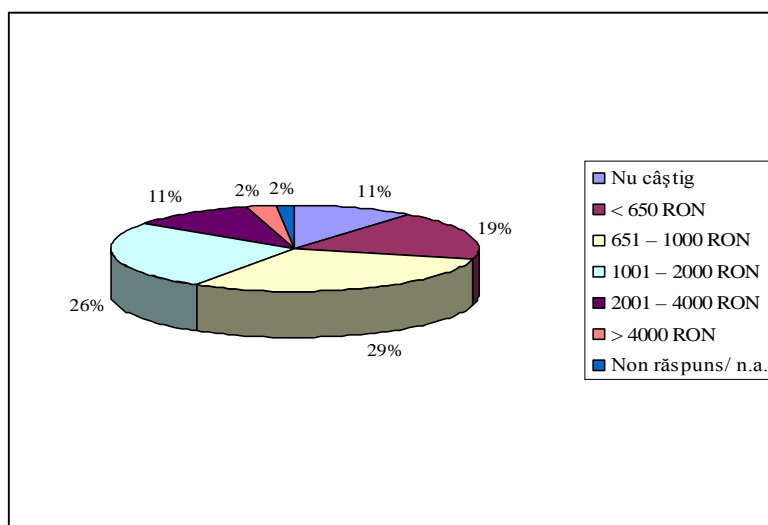


Fig. 4. Structure of respondents according to their revenues

Of the total of those who participated in the training and qualifications courses, 60% are part of employees, while only 17.64% are entrepreneurs and only 5.3% of management positions, thus seems more important to train for those who are in a position to work for others than for those who decide.

Table 3

The trainees' categories of respondents

Region	Category	Training courses		TOTAL
		NO	YES	TOTAL
Mureș County	Entrepreneur	8	20	28
	Employee	76	101	177
	Manager	8	8	16
	Other category	42	21	63
	Total	134	150	284

To determine how respondents perceive the training and qualification courses were used knowing questions that was intended if the respondents are aware some training programs, content, duration and costs, etc.; factual questions of behavior that allowed obtaining information on participation in certain training programs, information relating to engaging in entrepreneurial activity etc.; questions about intentions to determine willingness to participate in courses etc., and questions of opinion and attitudes, which allowed measurement direction and intensity of attitudes towards certain courses, their purpose, the conditions in which they participate etc.

CONCLUSIONS

The goal pursued by the realization that the investigation was to identify, design and development of training programs and developing human resources in entrepreneurship so that the impact on target group information is maximized.

Have been identified as a number of factors influence participation in training courses in entrepreneurship, which can be mention; the age, income level, respectively previous participation in courses. High percentage of those who still have not validated in the economic environment indicate the need to restructure the educational environment, the continuous adaptation of education offered to the market and the involvement of persons seeking employment or who are dissatisfied with what currently working in professional qualification courses.

REFERENCES

1. Katsioloudes, M. I., S. Hadjidakis, 2007, International Business. A Global Perspective, Elsevier Inc., Oxford, UK
2. Rees, W. D., 1991, The Skills of Management 3rd Edition, Routledge, London, UK
3. Pop, M. D., 2004, Cercetări de marketing, Editura Alma Mater, Cluj-Napoca, România
4. Merce, E., Ileana Andreica, F. H. Arion, Cristina Pocol, Dumitraș Diana, 2010, Managementul și gestiunea unităților economice cu profil agricol, Editura Digital Data Cluj, Cluj-Napoca, România
5. Vâtcă Anamaria, Cercetări privind evaluarea nevoii de instruire în vederea dezvoltării mediului de afaceri, Teză de doctorat, 2011.
6. ***, 2010, Agenția Pentru Dezvoltare Regională Centru, <http://www.adrcentru.ro>, accesat 04/12/2010
7. ***, 2010, Direcția Județeană de Statistică Mureș, <http://www.mures.insse.ro>, accesat 04/12/2010