
STUDY ON SOME CHARACTERISTICS OF THE WORKFORCE IN THE AREA OF U.A.T. ROVINARI, FROM A SAFETY PERSPECTIVE

Cătălin PEPTAN

University lecturer PhD, "Constantin Brâncuși" University of Târgu Jiu

Flavius Cristian MĂRCĂU

Scientific Researcher III PhD, "Constantin Brâncuși" University of Târgu Jiu

Abstract: *PURPOSE: IDENTIFICATION OF OPPORTUNITIES FOR LABOR FORCE MANIFESTATION WITHIN THE UAT ROVINARI AREA (ADULT PERSONS RESIDING IN THE LOCALITY), CONSIDERING THE DEGREE OF SATISFACTION OF THE ADMINISTRATIVE ACT EXERCISED AT THE LEVEL OF THE LOCALITY OF RESIDENCE, THE LEVEL OF SATISFACTION OFFERED BY THE WORKPLACE AND THE AVAILABILITY FOR PROFESSIONAL RETRAINING, IN ACCORDANCE WITH THE SPECIFICS OF THE ACTIVITIES CARRIED OUT BY THE ECONOMIC COMPANIES IN THE ADMINISTRATIVE-TERRITORIAL AREA.*

METHODS: THE STUDY WAS BUILT ON THE BASIS OF THE QUESTIONNAIRE APPLIED TO 518 ADULT PERSONS (OLDER THAN 18 YEARS), REPRESENTING ABOUT 10% OF THE TOTAL AGE SAMPLE MENTIONED IN THE ROVINARI UAT RANGE. METHOD AND TECHNIQUE OF INVESTIGATION USED: OPINION SURVEY BASED ON THE QUESTIONNAIRE, WITH THE ERROR MARGIN OF +/- 5% AND THE PROBABILITY OF 95%. THE DATA WAS COLLECTED BETWEEN 15 JUNE 2022 AND 15 SEPTEMBER 2022

RESULTS: 45.53% OF RESPONDENTS EXPRESS THEIR CONFIDENCE IN LOCAL AUTHORITIES, STATING THEY ARE SATISFIED WITH THEIR ACTIVITY, WHICH DETERMINES THE STABILITY AND SOCIAL COMFORT OF THE POPULATION, AS WELL AS THE ATTRACTIVENESS OF THE LOCALITY. IN THIS CONTEXT, A VERY HIGH PERCENTAGE OF 73.16% OF RESPONDENTS SAY THEY ARE NOT INTERESTED IN ANOTHER JOB, BEING SATISFIED WITH THE CURRENT SITUATION. A HIGH PERCENTAGE OF 61.79% OF RESPONDENTS EXPRESSED THEIR WILLINGNESS TO INITIATE A PROFESSIONAL RECONVERSION/RETRAINING APPROACH IF SOCIO-ECONOMIC TRANSFORMATIONS WILL REQUIRE IT, AND A PERCENTAGE OF 40.65% OF THEM WOULD BE INTERESTED IN ACTIVATING, THROUGH RECONVERSION, IN THE FIELD OF CUTTING-EDGE TECHNOLOGIES, IN THE EVENT OF SUCH OPPORTUNITIES.

CONCLUSIONS: THE ADULT POPULATION WITH A STABLE DOMICILE WITHIN THE UAT ROVINARI AREA RECORDS HIGH INDICATORS OF QUALITY OF LIFE FROM THE PERSPECTIVE OF CONFIDENCE IN LOCAL AUTHORITIES AND JOB SATISFACTION. ON THE OTHER HAND, IT MANIFESTS OPENNESS TO THE TRANSFORMATIONS AT THE SOCIETAL LEVEL, IT ACCEPTS THE INVOLVEMENT IN PROFESSIONAL RECONVERSION / RETRAINING PROGRAMS, WHICH IS AN ENCOURAGING FACTOR FOR THE DEVELOPMENT OF NEW ECONOMIC CAPABILITIES WITHIN THE UAT ROVINARI RANGE, ADAPTED TO THE REQUIREMENTS AND PARTICULARITIES OF THE CURRENT GLOBAL SOCIETY.

Keywords: SATISFACTION, TRUST, LOCAL AUTHORITY, JOB, RECONVERSION

Contact details

of the Email: catalinaeptantm@gmail.com
author(s): flaviusmarcau@yahoo.com

INTRODUCTION

The opportunities for labor (Schulz, 2012; Meier et al., 2021) force manifestation are a constant concern both of it and of the state authorities, in the context of societal transformations imposed by the phenomenon of globalization. This goal is achievable in the context of an efficient and effective (Yeh, Demands, 2015; Chen et al., 2014; Grund, 2009) management act at the level of the territorial administrative unit where the person involved in economic activities resides and/or carries out his activity. On the other hand, the evolution of the person according to his or her own aspirations is influenced in a defining manner by the stability and social comfort offered by the workplace (Chen et al., 2014; Ismail et al., 2019).

The socio-economic transformations recorded in recent years, determined by multiple causalities, bring into attention the need for professional reconversion/retraining in the context of strengthening an economic model, including at local level, based on innovation and specialized workforce (Ledić, 2018; Kelly, 1992; Bakker et al., 2003).

The economic environment of the UAT Rovinari range, well crystallized in the last decades of the last century, and with an obvious monoindustrial peculiarity, has experienced a rapid transformation in recent years, posing real problems to social stability at local level and opportunities for personal development of the population. The efforts undertaken by the local authorities were circumscribed to the goal of ensuring optimal living and working conditions for citizens, being known that their satisfaction is an indicator of the evaluation of the management of the authorities.

All these concerns are circumscribed to the need to ensure citizens' security from a socio-economic perspective, following the following reporting levels: Security of citizens' incomes – which includes the right to decent remuneration –, flexicurity of the labor market (Ciuca et al.) – which ensures integration into the labor market and carrying out income-bearing activities –, employment security – which regulates job protection and stability –, job security – which allows career projection according to needs and skills –, work security – which provides safety of working conditions –, and the security of skills reproduction (Strategia națională pentru ocuparea forței de muncă 2021-2027) – which provides professional training in accordance with the particularities of the economic environment.



RESEARCH METHODS

Participants

The study was conducted between July 15, 2022 and August 15, 2022 and consisted of applying an online questionnaire to 518 adults (aged 18 or over) residing in the area of UAT Rovinari. Any person who fulfilled these conditions could participate in the questionnaire. Participation in the research was voluntary, anonymous and unremunerated. No data were collected on the identifiers of the respondents. They were informed about the authors of the study, the affiliation, the purpose pursued and the source of funding for the research (the study was the subject of a scientific research project funded by the City Hall of Rovinari).

Procedure

Participants in the study were administered a questionnaire constructed on the Google Forms platform, which was distributed via a web link. Completion of the questionnaire was conditional on the affirmative answer „Yes” to the question concerning stable residence in the Rovinari local authority area and a minimum age of 18 years.

Measurements

The questionnaire contained 12 questions and was structured in two parts:

1. Obtaining socio-demographic data on respondents (age, gender, marital status and education level).
2. Obtaining data that accurately reveals the objectives of the research, namely the degree of satisfaction of the adult population residing within the territory of the UAT Rovinari regarding the administrative act exercised at the level of the locality of residence, the level of satisfaction offered by the workplace, the availability to engage in lucrative activities within the administrative-territorial area in the context of the development of the local business environment and the availability for professional retraining, in accordance with the specifics of the business environment.

Statistical data analysis

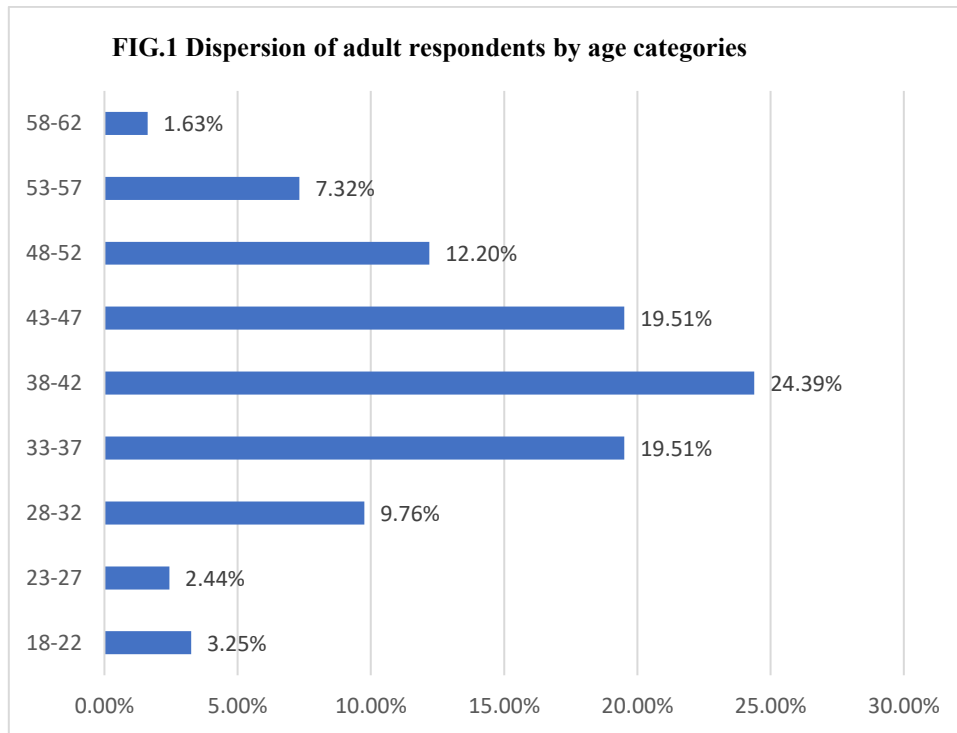
The data processing was done through Excel programs, part of Microsoft Office Professional Plus 2021, and IBM SPSS Statistics 26, installed on a computer with the Windows 11 Professional operating system. The collected data was centralized in an Excel file, which allowed them to be viewed, extracted and analyzed statistically. The variables underlying the analysis targeted the participants' opinion on the objectives pursued.

The questionnaire allowed us to extract a set of data that we analyzed from a statistical point of view to extract the percentages that allow statistical interpretation and draw conclusions of interest regarding the research objectives.

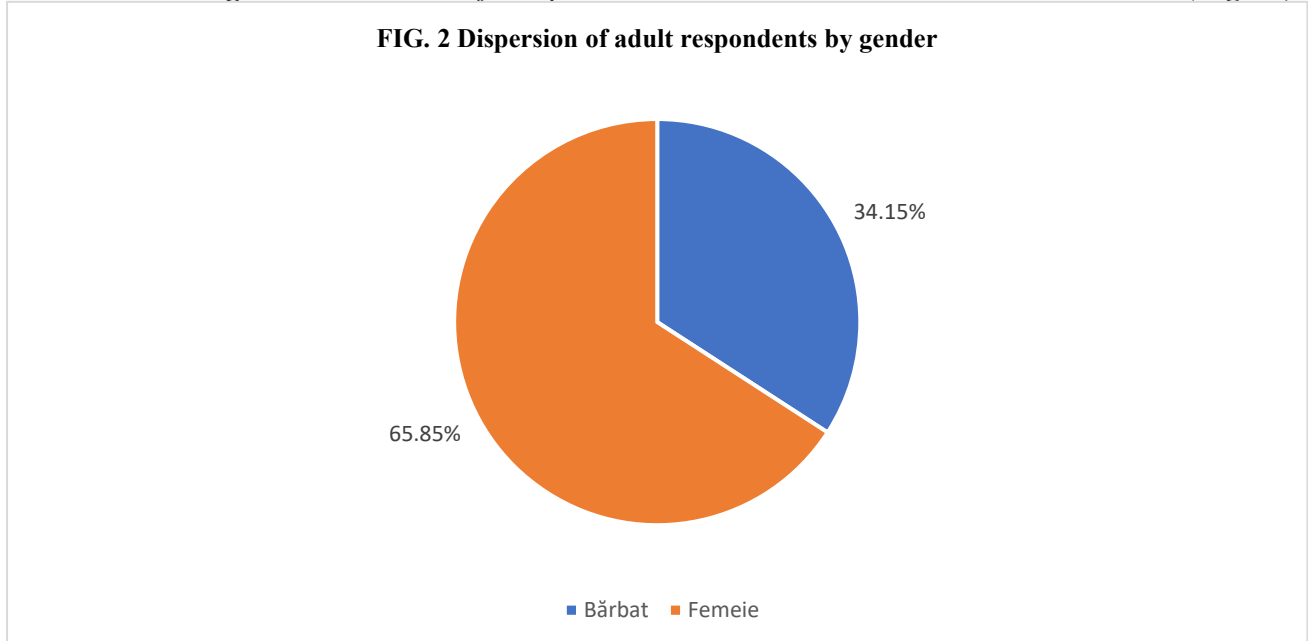
RESULTS

The statistical processing of the data collected by completing the questionnaire highlights the following aspects of interest:

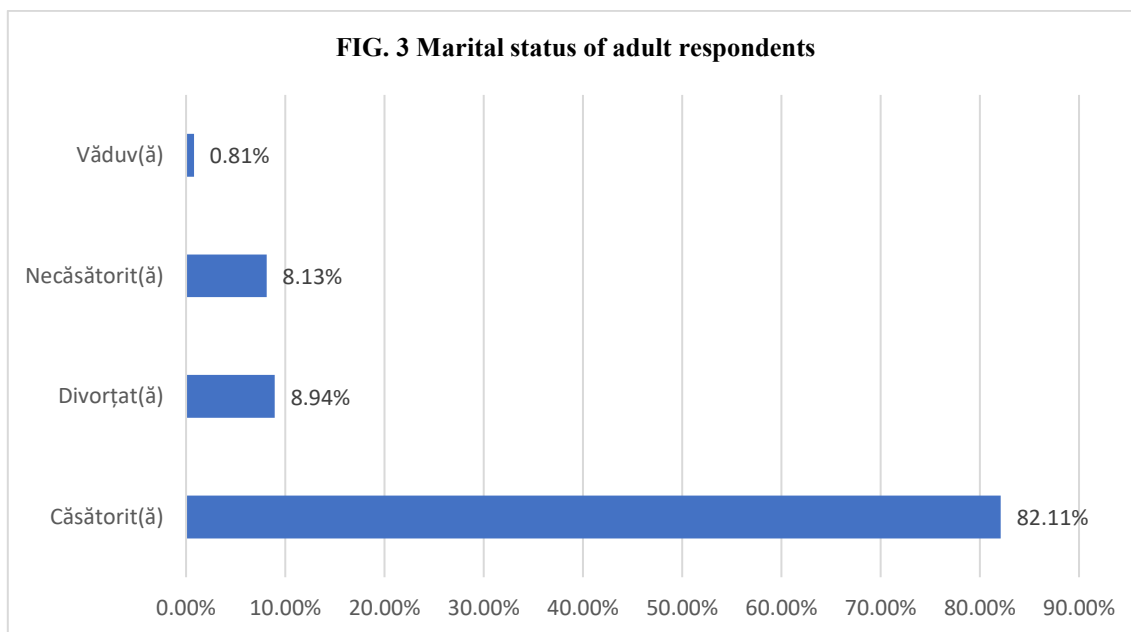
The dispersion of respondents by age group is shown in Fig. 1. The high percentages of respondents in the age groups 33-37 years (19,51%), 38-42 years (24,39%) and 43-47 years (19,51%) can be seen.



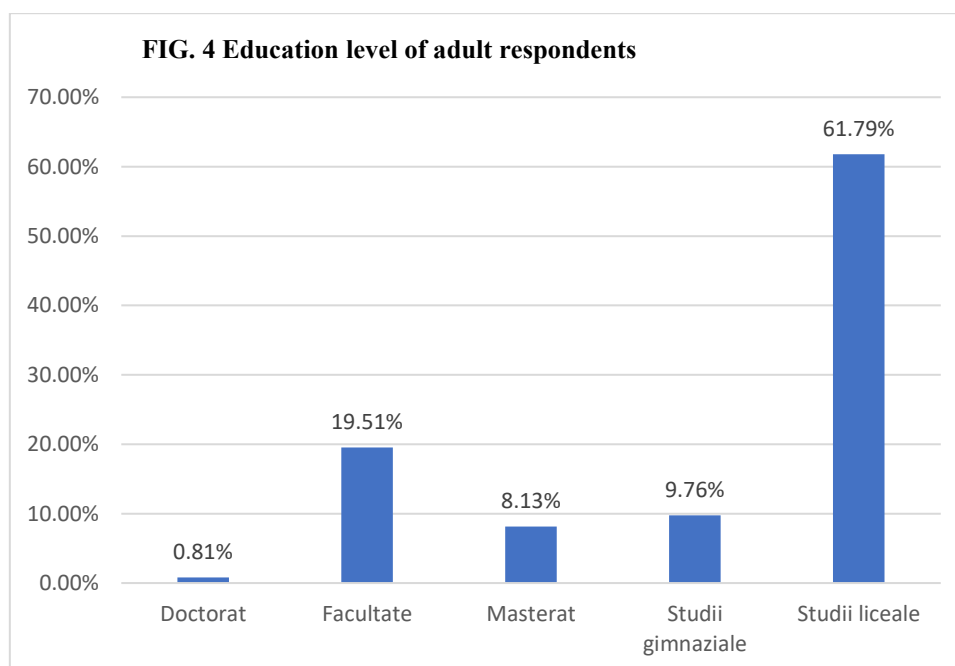
In relation to gender, 65,85% of respondents are women and 34,15% are men (Fig. 2).



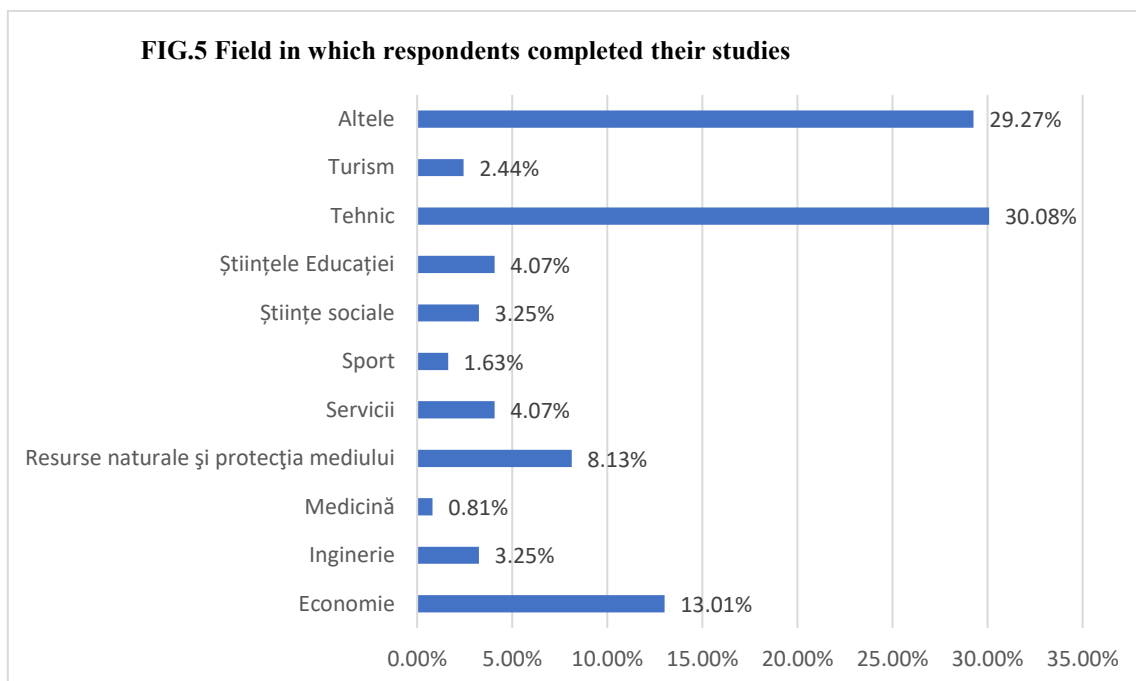
Regarding **marital status** (Fig. 3), 82,11% of respondents say they are married, 8,94% say they are divorced, 8,13% are unmarried and 0,81% are widows.



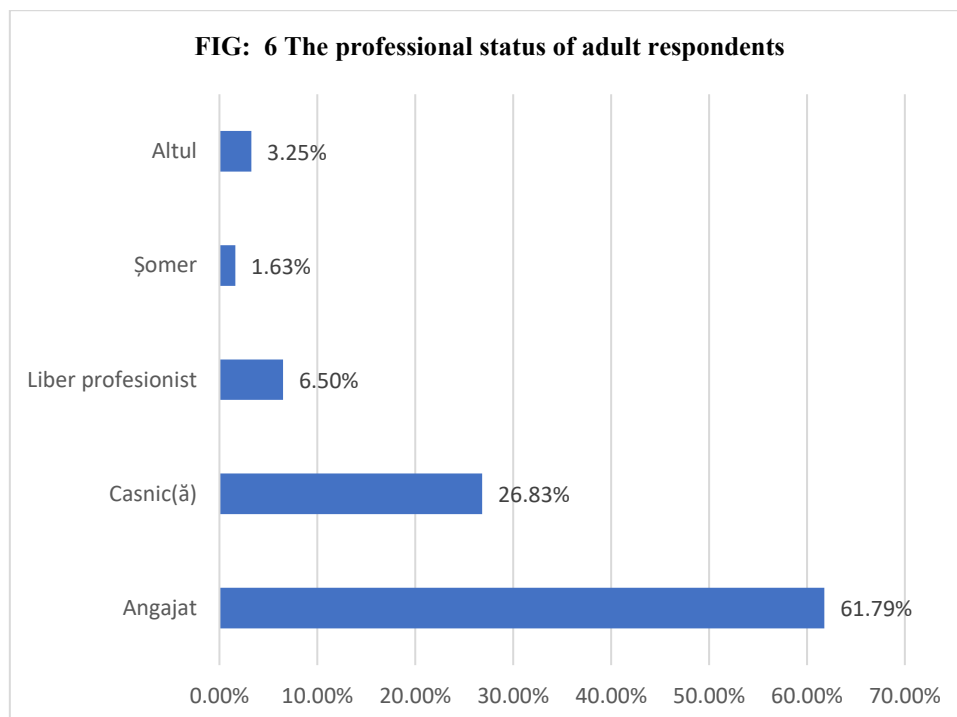
In Fig. 4, the level of studies of adult respondents is presented. A percentage of 61,19% of respondents are high school graduates, a percentage of 9,76% have secondary education and 19,51% and 8,13% respectively are graduates of higher education, faculty/masters.



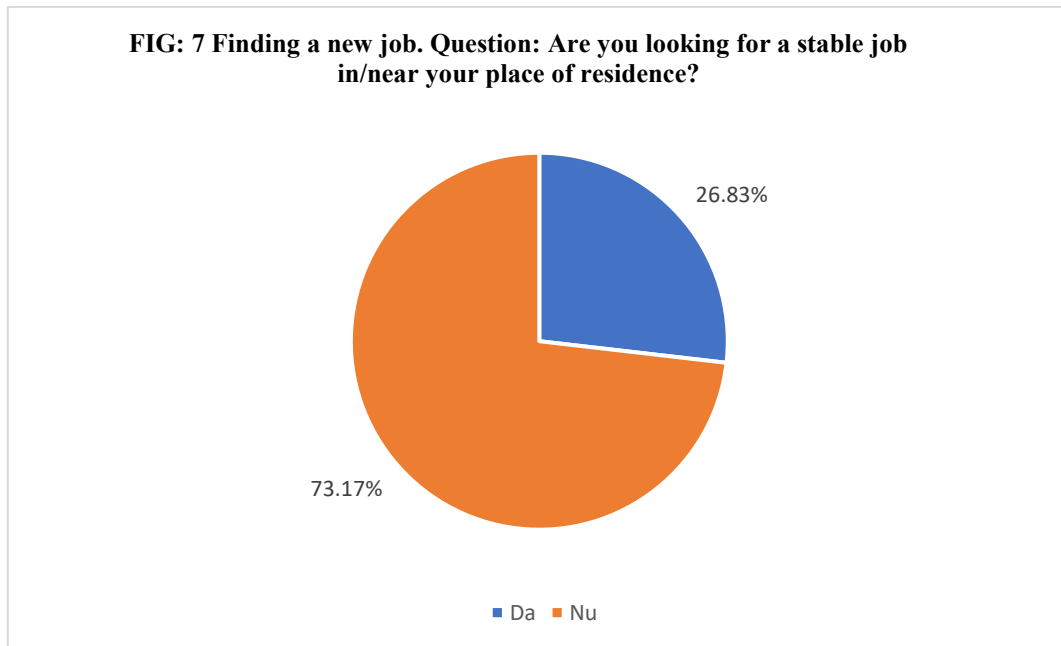
Regarding **the field of studies completed by the respondents** (Fig. 5), it should be noted that 30% are graduates of the technical field, 13,05% are graduates of the economic field, 8,13% have completed their studies in the field of medical resources and environmental protection, 4,07% in the field of education sciences and 4,07% in the field of services. Please note that only 2,44% of the respondents are graduates of tourism and 0,81% of the respondents are graduates of the medical field.



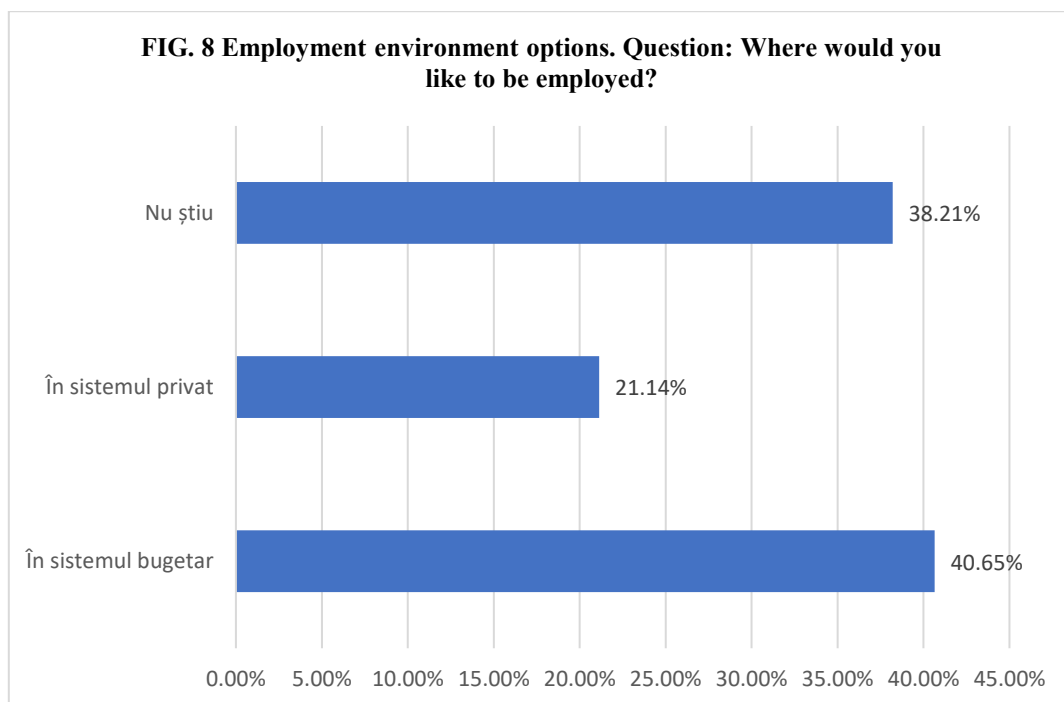
The professional status of adult respondents is highlighted in Fig. 6, noting that 61,79% of respondents are employed and 26,79% have household status. Professional libreters are also 6,50%. Keep in mind the very low percentage of adult respondents who have the status of unemployed (1,63%).



Concerning the *possible steps to look for a stable job* (Fig. 7), 73,17% of respondents are not in such a situation and 26,83% of respondents are interested in such a step.

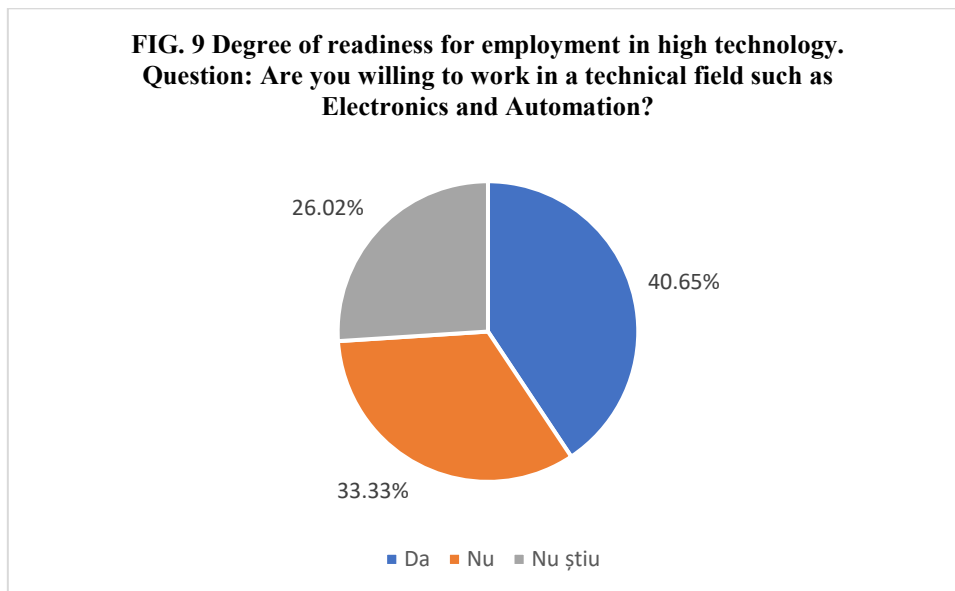


Regarding the environment in which adult respondents want to be employed (Fig. 8), 40,65% would opt for the budget system and 21,14% would prefer the private system. 38,12% answered „I don’t know” to the question.

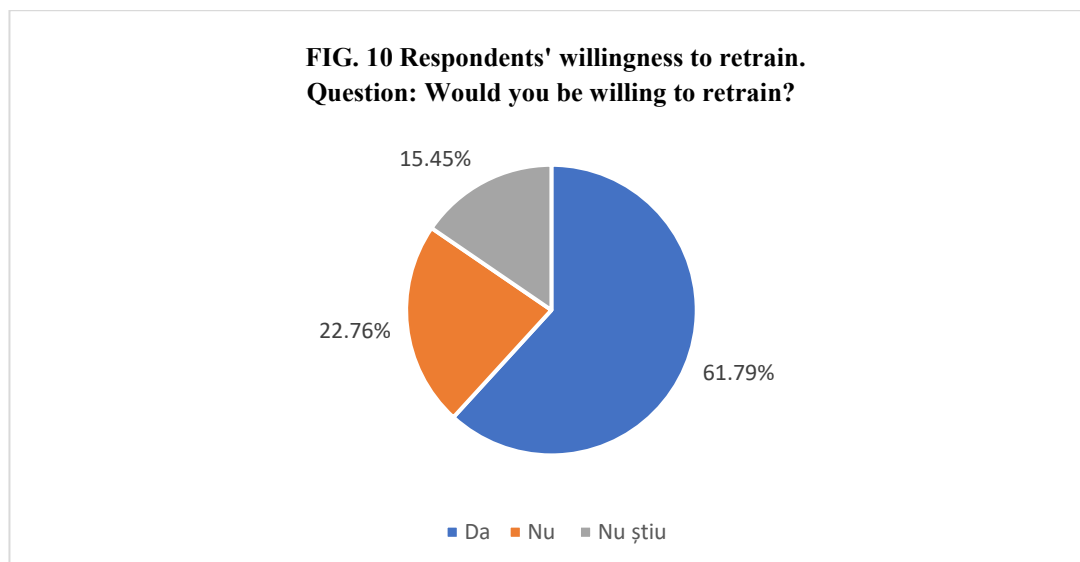


Taking into account the particularities and specificities offered by certain economic agents in the *field of high technologies*, which expressed their willingness to relocate certain economic capabilities within the UAT Rovinari, the study aimed to identify *the degree of willingness of adult respondents to engage* in these areas (Fig. 9). Thus, 40,65% of the respondents are interested in a

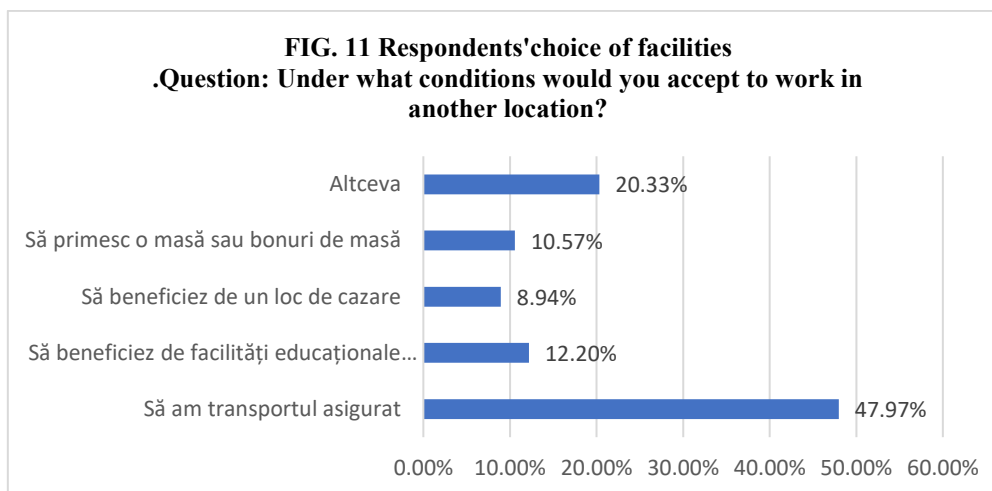
future career in high technologies (electronics, automation), 33,33% are not willing to work in this field and 26,02% answered „don't know”.



In view of the dynamism of national societal changes and the flexibility to be shown in the labour market (Fig. 10), the study sought to establish *the respondents' readiness for possible retraining/upgrading* that would give them the opportunity to find a new job. It should be noted that a high percentage of 61,79% of the respondents expressed their willingness to take such a step, while 22,76% did not agree with retraining and 15,45% said „don't know”.



Regarding the conditions under which adult respondents would express their willingness to work in a location other than their place of residence (Fig. 11), the study shows that 47,97% would like to have transportation provided, 8,94% would like to have accommodation, 10,57% would like to receive a meal or meal vouchers, while 12,20% of respondents would like to have educational facilities for their children.

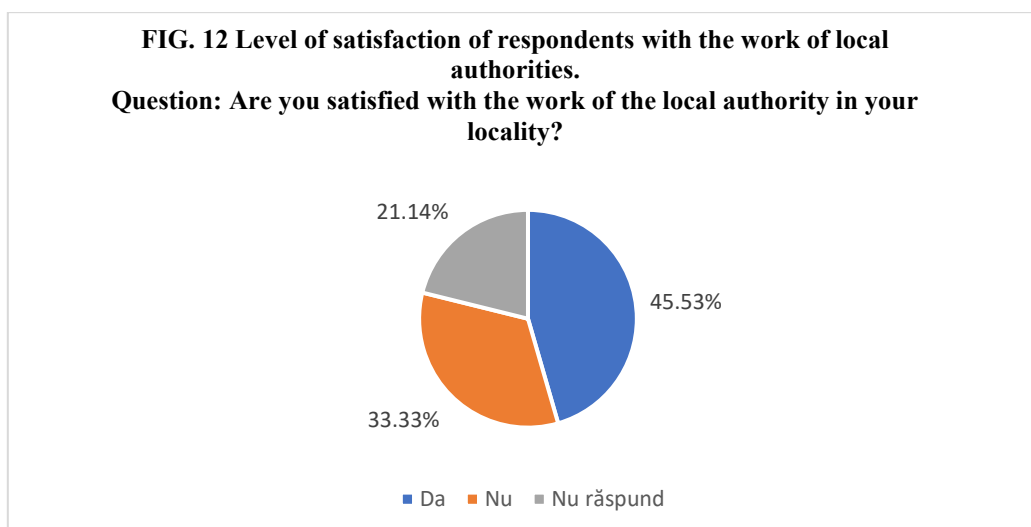


Respondents' choices for the *level of remuneration at employment* after completion of their studies are shown in Tab. 1.

Amount	Total answers
1500-2000 ron	4.6
2001-2500 ron	10.8
2501-3000 ron	14.6
3001-3500 ron	17.7
3501-4000 ron	14.2
4001-4500 ron	9.8
4501-5000 ron	8.1
5001-5500 ron	8.8
5501-6000 ron	6.7
6001+ ron	4.2

TAB. 1

Regarding *the degree of satisfaction of adult respondents with the work of local authorities* (Fig. 12), 45,53% of respondents were satisfied, 33,33% were dissatisfied and 21,14% answered „don't know”.



DISCUSSIONS

The present study aimed to establish, with a high degree of veracity, *the degree of satisfaction of the adult population* (Radu, 2020) *with a stable residence in the UAT Rovinari with regard to the exercise of the administrative act*. In this situation, it is assumed that *conclusions on the investigated issues will be crystallised as a result of the direct participation, with full responsibilities assumed in the social life* (Batog, 2018b) of the category of persons investigated, and as a result of *direct interaction with the local authorities*.

The processing of the statistical data obtained from the application of the questionnaire on the basis of which the present study was carried out reveals that **45,53% of respondents are satisfied with the work of local authorities**, 33,33% are dissatisfied and 21,14% answered „don't know”. The fairly high percentage of confidence in the work of the local authorities determines *the stability and social comfort of the respondents*, as well as the attractiveness of the locality (Antonescu, 2017), so that a very high percentage, respectively **73,16% of them declare that they are not interested in another job, being satisfied with their current one**.

In the context of the steps taken by the UAT Rovinari to attract new investors to the locality, this study aims to identify *the degree of willingness of the adult inhabitants to engage in gainful employment*, given that the specific features of this mono-industrial area (extraction of fossil fuels and electricity production) has previously generated a certain specialization of the majority of the population, which is likely to give them the skills to work in these fields.

The data collected following the administration of the questionnaire shows a dispersion of respondents by age group with high values in the age categories 33-37 years (19,51%), 38-42 years (24,39%) and 43-47 years (19,51%), which may lead to the conclusion that there is **a substantial pool of middle-aged active people in the UAT Rovinari who are/can be engaged in gainful employment**.

The statistical processing of the collected data, regarding the marital status of the respondents, shows that 82,11% of them declare that they are married, 8,94% declare that they are divorced, 8,13% are single and 0,81% are widowed. It can be concluded that **UAT Rovinari is characterized by a stable population from a family point of view**, which is presumed to have close ties with the area of residence and which would have a lower degree of mobility in terms of job search, being likely to engage in gainful employment in the locality of residence.

A particular feature of the UAT Rovinari is the fact that 61,19% of respondents are high school graduates, 9,76% of respondents have graduated from secondary school, 19,51% are university graduates and 8,13% have completed a master's degree. This fact is likely to lead to the conclusion that **the inhabitants of the UAT Rovinari are/can be engaged in work activities characterized for the most part by an average level of qualification**, in accordance with the peculiarities of the local economic environment.

With regard to the field of studies completed by the respondents, please note that 30% of them are graduates in the technical field, 13,05% are graduates in the economic field and 4,07% in the services field, 8,13% completed their studies in the field of mineral resources and environmental protection, and 4,07% in the field of educational sciences.

Please note that only 2,44% of the respondents are graduates of the tourism profile and 0,81% of the respondents are graduates of the medical field. It can be concluded that, to a large extent, **the studies completed by the inhabitants of the UAT Rovinari are in line with the specific local economic environment**. On the other hand, the low percentages of respondents with completed studies in the fields of education sciences, medical profile and tourism, fields that could be of interest in the future.

The occupational status of the adult respondents is characterized by the fact that 61,79% of the respondents are employed in various sectors of activity, 26,79% declare that they have the status of homemakers and 6,50% are self-employed, with only 1,63% of the adult respondents declaring that they are unemployed.

In the above context, it is worth noting that 26,83% of respondents are interested in looking for a stable job, while 73,17% of respondents are not interested in such an approach, presumably **most of the inhabitants of the UAT Rovinari have a stable job**. It should also be noted that 47,97% of the respondents would accept to work in neighbouring localities, provided that transport to/from their place of work in their place of residence is provided.

Regarding a potential job where adult respondents would like to be employed, 40,65% would opt for the budgetary system and 21,14% would prefer the private system. 38,12% answered „don't know” to the question. It can be concluded that **the inhabitants of the UAT Rovinari would opt for a job in the budgetary system**, which is not in line with the peculiarities of the economic and social environment in the region.

Given that some economic agents in the field of high technologies have expressed their willingness to relocate certain economic capabilities within the UAT Rovinari, the study aimed to identify the degree of willingness of adult respondents to engage in these areas. The statistical processing of the collected data shows that 40,65% of the respondents are interested in a future career in the field of high technologies (electronics, automation), 33,33% are not willing to work in this field and 26,02% answered „don't know”. It can be concluded that **the inhabitants of the UAT Rovinari would be mostly willing to work, through retraining, in the field of high technologies**, if such opportunities existed.

The respondents' requirements for **the salary level at hiring** are within reasonable limits, with 14,6% of respondents opting for a salary of 2500-3000 RON, 17,7% of respondents wanting a salary between 3001-3500 RON, and 14,2% requesting a salary between 3501-4000 RON.

The dynamics of societal changes and the flexibility to be shown in the labour market will require, in the short and medium term, **the need for retraining** (Sofronia, 2017) of many people currently engaged in gainful employment, as the traditional local industries contribute to environmental damage (Peptan, 2018). The situation of job loss or the emergence of career development opportunities for adult respondents with a permanent residence in the UAT Rovinari area should be taken into account.

In the case of the **adult population, a high percentage of 61,79% of the respondents expressed their willingness to initiate a professional retraining/requalification process**, 22,76% did not agree and 15,45% answered „don't know”.

The processing and interpretation of the statistical data obtained reveals that **the adult population** with stable residence in the UAT Rovinari is open to societal transformations, accepts **involvement in retraining / retraining programs**, which is an encouraging factor for the development of new economic capabilities in the UAT Rovinari, adapted to the requirements and peculiarities of today's global society.

RESEARCH LIMITATIONS

As the study is carried out through statistical processing of the data obtained from the online questionnaire, the main limitation is the mode of data collection (online environment), as the questionnaire could only be completed by people who have a connection to the Internet. Another limitation is the possibility of subjective self-selection of respondents and redistribution of the questionnaire between people who share similar views on the topic under investigation.

CONCLUSIONS

The particularities of today's society, deeply marked by the existence of complex security problems, caused by the phenomenon of migration with various causes (Țițan, 2005), which has been increasingly manifesting itself in recent years at national and international level (Peptan, 2018b), as well as the economic and security crisis that has gripped the European continent (Mărcău, 2022), require the adoption at the level of administrative-territorial units of measures for the efficient use of human and economic resources, through the implementation of effective public policies that have the interests of citizens at the forefront. To this end, the following benchmarks are essential:

- ✓ **Stimulating the local economy** through **the efficient exploitation of human capital** (Ployhar et al., 2014; KABAKÇI et al., 2022), taking into account its specificities at the level of UAT Rovinari. The sociological research carried out shows a high degree of confidence of citizens in the administrative act exercised at local level, which is a favourable premise for the efficient exploitation of human capital at local level;
- ✓ Implementing a **local economic model based on innovation** (Manfredi, Fanti, 2004; Knoester, Kolodziejak, 1992; BRENDSTRUP et al.) **and skilled labour** (Rotondo et al., 2022; Valls et al., 2009; Roskam et al., 2013), leading to an improved business environment. The sociological research carried out highlights the willingness of the adult inhabitants of the UAT Rovinari to get involved in economic activities in the field of high technologies, based on innovation, which is a factor favouring the implementation of this course of action;
- ✓ **Supporting young people in contracting housing** built with local/government funds in order to encourage them to establish their residence and get involved in economic activities in UAT Rovinari. Investigation of open sources of information (Rovinari. Construction of an ANL block has started, 2020) shows the existence of constant concerns of the local authorities in this direction, in line with the citizens' expectations, including those resulting from the sociological study carried out;
- ✓ Development of the local economy, through **diversification of tourism and trade activities**, which bring welfare to the community (Romania's national strategy for tourism development 2019-2030 VOLUME 1, 2018). This is a priority action line, given the flexibility of the current economic environment, as well as the low values of the involvement of UAT Rovinari's citizens in trade and tourism activities, as shown by the sociological research carried out;
- ✓ Increasing the long-term competitiveness of the local economy by **maximising the use of the local labour force and potential**, given that the results of the sociological research carried out show the existence of factors favouring the achievement of this objective;
- ✓ **Supporting and promoting traditional firms and products specific to the area** as an effective means of developing the local economy, such as exhibitions and trade fairs, by implementing the relevant legislation (Ordinul nr. 724/1082/360/2013);
- ✓ **Creating an attractive image capital** for local economic activities, products and companies, as an important element necessary for access to the competitive market of the European Union.
- ✓ Development of the UAT Rovinari by **diversifying access to funding sources**, including non-reimbursable (Eligibility. Who can get funding?) European funds, for investments with an important economic and social role for the local community.

The study clearly shows that the adult population with permanent residence in Rovinari has high quality of life indicators in terms of trust in local authorities and job satisfaction. On the other hand, they show openness to the societal changes imposed by the phenomenon of globalisation and accept involvement in professional retraining/qualification programmes in line with future developments in the business environment.



All these are encouraging and motivating factors for the local administration to adopt managerial measures aimed at further developing new modern economic capabilities within the UAT Rovinari, adapted to the requirements of the evolution of society, leading in a desirable time horizon to obtain the status of an intelligent city characterized by intelligent governance (open governance and transparency towards citizens), smart economy (with an increasing role of e-business and e-commerce), smart environment (adapted to international requirements in the field), smart mobility (characterised by the important role of IT&C technologies), smart population (characterised by high digital competences) and smart way of life (marked by the facilities of modern technologies and high parameters of societal life) (What is Smart city?).

REFERENCES

- Schulz, J. Talk of work: transatlantic divergences in justifications for hard work among French, Norwegian, and American professionals. *Theor Soc* **41**, 603–634 (2012). <https://doi.org/10.1007/s11186-012-9179-3>
- Emily Meier, Shahnaz Aziz, Karl Wuensch & Christyn Dolbier (2021) Work hard, play hard...or maybe not: A look at the relationships between workaholism, work-leisure conflict, and work stress, *Journal of Leisure Research*, 52:3, 330-346, DOI: 10.1080/00222216.2020.1778589
- Yeh, HJ. Job Demands, Job Resources, and Job Satisfaction in East Asia. *Soc Indic Res* **121**, 47–60 (2015). <https://doi.org/10.1007/s11205-014-0631-9>
- Chien-Yu Chen, Chang-Hua Yen, Frank C. Tsai, Job crafting and job engagement: The mediating role of person-job fit, *International Journal of Hospitality Management*, Volume 37, 2014, Pages 21-28, <https://doi.org/10.1016/j.ijhm.2013.10.006>.
- Christian Grund, Jobpräferenzen und Arbeitsplatzwechsel (Job Preferences and Job Changes), *Zeitschrift fuer Personalforschung. German Journal of Research in Human Resource Management*, 2009, vol. 23, issue 1, 66 - 72,
- Chien-Yu Chen, Chang-Hua Yen, Frank C. Tsai, Job crafting and job engagement: The mediating role of person-job fit, *International Journal of Hospitality Management*, Volume 37, 2014, Pages 21-28, <https://doi.org/10.1016/j.ijhm.2013.10.006>.
- Ismail, H.N., Karkoulian, S. and Kertechian, S.K. (2019), "Which personal values matter most? Job performance and job satisfaction across job categories", *International Journal of Organizational Analysis*, Vol. 27 No. 1, pp. 109-124. <https://doi.org/10.1108/IJOA-11-2017-1275>
- Marko Ledić, Performance Pay Jobs and Job Satisfaction, *CESifo Economic Studies*, Volume 64, Issue 1, March 2018a, Pages 78–102, <https://doi.org/10.1093/cesifo/ify008>
- Kelly, J. (1992). Does Job Re-Design Theory Explain Job Re-Design Outcomes? *Human Relations*, 45(8), 753–774. <https://doi.org/10.1177/001872679204500801>
- Bakker, A. B., Demerouti, E., De Boer, E., & Schaufeli, W. B. (2003). Job demands and job resources as predictors of absence duration and frequency. *Journal of Vocational Behavior*, 62(2), 341-356.
- Ciuca Vasilica, Son Liana, Pașnicu Daniela, The Romanian model of flexicurity and its integration into current European models, available at http://ier.gov.ro/wp-content/uploads/2018/12/prezentare_seminar_statistica_29_06_09.pdf, accessed 30.11.2022.
- National Employment Strategy 2021-2027, pp. 63-68, available at http://mmuncii.ro/j33/images/Documente/MMPS/SNOFM_2021-2027.pdf, accessed 30.11.2022.
- Radu Bianca, Citizens' trust in public institutions. A theoretical perspective, *Transylvanian Journal of Administrative Sciences*, 2020, available at <https://www.rtsa.ro/rtsa/index.php/rtsa/article/view/596>, accessed 28.11.2022.
- Batog Mariana, Responsibility-complex dimension of personality, *Pedagogical Universe* 2(58)/2018 (2018b), available at https://ibn.idsi.md/vizualizare_articol/64062, accessed 28.11.2022.
- Antonescu Daniela, *Economic size of the cosy city*, MPRA, 2017, available at https://mpra.ub.uni-muenchen.de/78191/1/MPra_paper_78191.pdf, accessed 28.11.2022.
- Sofronia Puiu Petrică, *Human resources development, staff restructuring and retraining*, *Proceeding Education*, Editura Lumen, 2017, Vol. 0, pp.307-313
- Peptan, Cătălin, *The environmental security, a national security dimension*, „Revista Fiabilitate și Durabilitate”, UCB Târgu-Jiu, Nr. 1, 2018a, pp. 381-385
- Țițan Emilia s.a., *Conceptualising the scale and dynamics of internal migration*, in Vasile Valentina & Zaman Gheorghe (coordinators), *Labour migration and sustainable development in Romania*, Expert Publisher, București, 2005, pp. 206-209.
- Peptan, Cătălin, Adriana Peptan, *Migration in the Romanian space, between the past and the present*, *Annals of the „Constantin Brancuși” of Targu-Jiu, Letter ans Social Science, Series 2/2018* (2018b), pp. 124-129,
- Flavius Cristian Mărcău et al., Analysis of the impact of the armed conflict in Ukraine on the population of Romania”, in the journal *Frontiers Public Health*, <https://doi.org/10.3389/fpubh.2022.964576>
- Ployhart, R. E., Nyberg, A. J., Reilly, G., & Maltarich, M. A. (2014). Human Capital Is Dead; Long Live Human Capital Resources! *Journal of Management*, 40(2), 371–398. <https://doi.org/10.1177/0149206313512152>
- KABAKÇI GÜNAY, Eylül, YILDIZ, Ümit, GÜNŞOY, Güler, & GÜNŞOY, Bülent. (2022). A New Approach to Human Capital: Crime Adjusted Human Capital Index on European Countries. *International Journal of Contemporary Economics and Administrative Sciences*, 12(1), 286–299. <https://doi.org/10.5281/zenodo.6853615>
- Piero Manfredi, Luciano Fanti, Cycles in dynamic economic modelling, *Economic Modelling*, Volume 21, Issue 3, 2004, Pages 573-594, <https://doi.org/10.1016/j.econmod.2003.08.003>.



- Anthonie Knoester, André Kolodziejak, Effects of taxation in economic models: A survey, *Economic Modelling*, Volume 9, Issue 4, 1992, Pages 352-364, [https://doi.org/10.1016/0264-9993\(92\)90018-W](https://doi.org/10.1016/0264-9993(92)90018-W).
- BRENDSTRUP, B., HYLLEBERG, S., NIELSEN, M., SKIPPER, L., & STENTOFT, L. (2004). SEASONALITY IN ECONOMIC MODELS. *Macroeconomic Dynamics*, 8(3), 362-394. doi:10.1017/S1365100504030111
- A. Rotondo, M. Barake, F. Quilligan, Cross-skilled workforce allocation supporting self-management practices, *IFAC-PapersOnLine*, Volume 55, Issue 10, 2022, Pages 496-501, <https://doi.org/10.1016/j.ifacol.2022.09.442>.
- Vicente Valls, Ángeles Pérez, Sacramento Quintanilla, Skilled workforce scheduling in Service Centres, *European Journal of Operational Research*, Volume 193, Issue 3, 2009, Pages 791-804, <https://doi.org/10.1016/j.ejor.2007.11.008>.
- Roskam, E., Pariyo, G., Hounton, S. and Aiga, H. (2013), Increasing skilled birth attendance through midwifery workforce management. *Int J Health Plann Mgmt*, 28: e62-e71. <https://doi.org/10.1002/hpm.2131>
- Rovinari. Construction of an ANL block has started. (10 september 2020). Available at <https://www.gorjexpress.ro/rovinari-a-inceput-constructia-unui-bloc-anl/> , accessed 27.11.2022.
- Romania's national strategy for tourism development 2019-2030 VOLUME 1: Raport privind Evaluarea rapidă a sectorului turistic București 2018, pp. 13-17, available at <http://b2b-strategy.ro/b2b/wp-content/uploads/Strategia-na%C8%9Bional%C4%83-a-Rom%C3%A2niei-pentru-dezvoltarea-turismului-Volumul-1.pdf>, accessed 28.11.2022.
- Ordinul nr. 724/1082/360/2013 privind atestarea produselor tradiționale, publicat în Monitorul Oficial, Partea I, nr. 688 din 11 noiembrie 2013, cu modificările aduse prin Ordinul 1393/2014 și Ordinul 112/2020.
- Eligibility. Who can get funding? , available at https://ec.europa.eu/info/funding-tenders/how-apply/eligibility-who-can-get-funding_ro, accessed 28.11.2022.
- What is Smart city? , available at <https://arsc.ro/ce-este-smart-city/accesat> , accessed 19.11.2022.