

THE IDENTIFICATION OF PRESENT LEVEL OF HUMAN RESOURCES PROFESSIONAL TRAINING IN LOCALE CFR OF CONSTANTA

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Abstract

One of the issues encountered by the public railways units management is the age average which is high, a lot of employees that fill in jobs related to responsibilities of traffic safety have already overpassed their retirement age. The necessity to maintain it operating comes from the paucity of appropriate qualified personnel on the labor market. This opinion is sustained also by the hiring carried out by the private operators of railway transport in the last period of time; they have rehired retired personnel from the state railway companies. From this perspective, we point out the need to increase the number of qualified employees in railway transport. Otherwise, railway transport will face a shortage of qualified personnel similar to the one in the construction area¹. With a view to assessing present and perspective exigencies concerning the training and improvement of railway staff, a study with exploring character has been carried out, within the National Company CFR SA, Locale Infrastructure of Constanta. Within the analyzed locale, it has been preceded, in the second phase, to analyze the improvement need of the trainers of this institution, as a direct consequence of the low level of the training activity management of the staff in charge of railway traffic safety. In the present study we put forward the results of the research obtained after practicing the questionnaire named "Questionnaire to assess the training and improvement activity of the railway staff of CN CFR S.A. Locale of Constanta."

Keywords: permanent training, professional ability, railway safety, policies of training and improvement

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