

STUDY ON ORGANIZATIONAL PATHOLOGY AND IMPLICATIONS ON HUMAN RESOURCES JOB SATISFACTION, ALSO ON THE EMPLOYMENT OF THE LABOR MARKET*

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Abstract:

People need to face the demands resulting induced neurotic styles of their leaders. The result is lower morale, affect behavior, dissatisfaction at work. This paper aims to present the point of view of theoretical and practical implications of failures in the organization on job satisfaction of employees. The practical part of this article is the analysis of statistically labor employment level , and a marketing research field, a survey using questionnaire as the main instrument. The main objectives during the research aims: knowledge labor employment in Romania, identify employee satisfaction on labor relations between managers and subordinates, knowledge of the involvement of the manager in providing a suitable work environment, to determine the extent the problems arising in the workplace creates dissatisfaction which ultimately rebounds on return.

The main results drawn as a result of research carried out show that existing pathology in an organization is felt on one side by the employee the aggression and persecution has implications for morale, and on the other hand these disturbances are felt at employment in that workplace, stress employees resign and this leads to higher unemployment.

Keywords: organizational pathology, human resources, satisfaction, labor employment

JEL Classification: J40, M12, J62

Introduction

Over time, organizations focused primarily on gaining profit and customer satisfaction. In their quest to achieve total satisfaction of the client, entrepreneurs have forgotten the importance of resources in the organization.

Entrepreneurs want of its own human resources yield, given the condition that the organization can achieve maximum effect with minimal effort, but they do not focus on creating an enabling environment in which the employee can prove that he is the man in the right place.

Existing failures in the organization by the fact that on the one hand, work climate is not conducive intellectual development of the individual, and on the other, the employee is with a sense of persecution due to poor relations with colleagues and managers, all this leads to weak results obtained by the individual.

Chapter 1. Notions about organizational theoretical pathology and human resources

1.1. Organizational pathology

Dysfunctional situations are a barrier to people's need to satisfy the pleasures and achieve their life goals. People need to face the demands resulting induced neurotic styles of their leaders. The result is lower morale, affect behavior, dissatisfaction at work.

Neurotic leaders tend to create crises In turn, infected the crisis organizations often seek to strengthen the management and leadership neurotic styles. The end result is toxic neurotic failure model . Such self-defeating patterns to be detected without creating a new round of crisis.

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A more common form of pathology in the organization is mobbing , which are common terms persecution at work. This is a situation that may affect the individual physically and mentally.

Rayner și Hoël (1997) structured as mobbing (<http://prezi.com/4ekw0vf7kv3w/patologii-organizacionale/>):

- threats to professional status (for example, depreciation opinions, public professional humiliation and accusations of lack of effort);
- Personal attacks (insults, intimidation, nickname, devaluation on age);
- isolation (restriction of access to job opportunities, physical or social isolation, hiding information);
- task overload (unnecessary pressure, impossible deadlines to meet, unnecessary interruptions);
- destabilization (unfounded mistrust, meaningless tasks, responsibilities withdrawal, recall repeated mistakes, prepare to fail a person).

Organizational aggression results in the individual :

- poor health human resources (physical and mental disorders occur).
- 2. falling productivity, decreased quality of work done intentionally, loss of time due to attempts to avoid the aggressor, sabotage and theft from employees .
- 3. legal action taken by employees.

Another factor strongly linked to development, burnout is the type of personality and especially the "resistance", which reflects the relative capacity of the individual to stay healthy while strong, prolonged stress situations (Felton J, 1998).

Maslach and Jacks develop inventory Maslach Burnout (MBI) detection and measurement of the severity of the BOS . Their study assesses three areas, namely, emotional exhaustion, depersonalization and personal sense of failure at work (Poncetl M, Tulic P, 2002)

1.2. Human resource

People looking repetitively, the desire to stand out, to show those around you that have a higher potential than their peers, not necessarily to meet the organization's objectives.

The role of growth factors is as (Petrescu I, 2008):

– **1. Labor content.** Factors boosting the role of staff in contemporary production ,major changes in work content, generated by the use in production of new techniques and technologies.

– **2. Control over personnel.** Exchange possibility of control over personnel and significant increase in self-monitoring and self-discipline.

– **3. Macroeconomic factors.** Macroeconomic factors, in particular, changing orientation and dynamics, demand and production oriented towards satisfying it.

Chapter 2. Study on the organizational pathology on DRDP Cluj

2.1. Research methodology

He undertook a marketing research field, a survey among human resources of the Regional Directorate Roads and Bridges Cluj. The purpose of the research was to identify difficulties in relation to human resources organization. From the staff were chosen only those in leadership positions. The sample size, 100 people. The main instrument used was a questionnaire. We used non-randomized sampling. The questionnaire is shown in Appendix 1 is the scaling method used by Likert .

Research objectives

- identify employee satisfaction on labor relations between managers and subordinates,
- knowledge of the involvement of the manager in providing a suitable work environment,

- the extent to which the problems arising in the workplace creates dissatisfaction which ultimately rebounds on yield.

The main hypotheses:

- Most respondents show full agreement on the statement „ I feel good at work „.
- People surveyed in a small percentage show an attitude of total agreement on the statement „ I feel annoyed by the company of other colleagues „ .

3. A rate of over 50 % of the research subject is indifferent to the statement „ are relaxed in front of the head „.

2.2. Sample results

Analysis was performed on three levels:

- identify the mood of staff,
- observing climate work,
- highlight the relationship between manager and subordinates , and between individuals at work .

Analysis mood. Was chosen to be interpreted results that reflect the mood of the employees to see the extent that it comes with a source of tension, stress, anxiety learned from the load felt at the family level (see Table 1).

Table 1: Responses on mood

Criterion	Strongly disagree -2	Disagree -1	Whatever 0	Agreement 1	Complete agreement 2
a) I feel calm				80	20
b) I feel anxious	50	30	20		
c) I feel rested			10	80	10
d) I feel sad	10	50	40		

Calculate the score for each sub-criterion the criterion mood . The score for the sub-criterion „ I feel calm „ is 1.2. This result shows that respondents agree with the first statement. The score for the sub-criterion „ I feel anxious „ is -1.3. According to our attitude scores of respondents have a disagreement on this statement. The score for the sub-criterion „ I feel rested „ is 1.2 this result suggests that respondents manifested an attitude of agreement . The score for the sub-criterion „ I feel sad „ is - 0.7. The respondents have an attitude of disagreement . In order to identify human resource attitude overall global score is calculated, which is 0.1 . According to the results presented respondents overall attitude of indifference on the sub-criteria that define the mood.

Was chosen for analysis, work climate to observe the extent to which there is organization-wide pathology, pathology determined by the environment in which staff operate. See Table 2 .

Tabel 2: Replies working on climate

Criterion	Strongly disagree -2	Disagree -1	Whatever 0	Agreement 1	Complete agreement 2
a) I trust in my own power that the climate where i work will make me progress				80	20
b) I feel useful at work			20	30	50
c) I feel myself when I work because there is a pleasant environment			80	10	10
d) I'm in a good mood when I am paid as			10	50	40

The score for the first sub-criterion is 1.2, respondents have a positive attitude about the statement „**I trust in my own power that the climate i work in will make me progress,**„ the score for „**I feel useful at work,**„ of 1.3. Respondents agree with this statement. Criterion score for number three is 0.3. Respondents are indifferent to the statement „ **I feel myself when I work because there is a pleasant environment,**„ . Scoring criterion for „**I’m in a good mood when I am paid as,**„ is 1.2. This score reflects the attitude of the respondents agree on this sub-criterion .

In order to observe the general attitude of the staff working on climate using global score . Its calculation reveals a global outcome score 1. The respondents have an attitude subcriteria agree on criteria defining work environment .

The third level of analysis is the relationship between manager and subordinates, and between individuals. It analyzes plan to observe the extent to which if any pathology at the organization level is determined by the relationship manager and colleagues (Table 3).

Table 3. Responses of relationships within the organization

Criterion	Strongly disagree -2	Disagree -1	Whatever 0	Agreement 1	Complete agreement 2
a) I feel irritated in the company of colleagues			80	10	10
b) I feel relaxed in the company of the Boss		60	30	10	
c) I’m worried about the task’s my manager will draw			80	10	10

The score for the first sub-criterion is 0.3. This result shows that respondents show an attitude of indifference .

The score for the second criterion is -0.5 . This result suggests that employees have an attitude of a disagreement about the claim „ I feel relaxed in the company of the Boss „.

The score for the last sub-criterion is 0.3 . This reflects an attitude of indifference. Overall score for the criterion relations manager and colleagues is 0.03 . Overall this criterion respondents manifested an attitude of indifference to the sub-criteria that define this criterion.

In order to observe the general attitude of employees towards the three planes of analysis taken overall global score is calculated. Its calculation shows a result of 0.37. This reflects the fact that human resources have a general attitude of indifference .

The last part of the questionnaire is the identification questions. Their purpose is to highlight aspects of personal life: age, income and home environment .

The responses provided 40 persons are in the age range 30-39 years, 50 is in the range 40-49 years and the remaining percentage is distributed to other age ranges.

Of those surveyed 60 living in urban areas and 40 in rural areas. Most respondents have come out between 1401-2001 .

2.3. The analysis of employment under the impact of organizational pathology

At the beginning of 2012 My job site conducted a survey on the labor market in Romania. Among the indicators of labor market characteristics that were analyzed are: labor migration and employment areas for Romanian .

Labour migration

Unlike domestic supply facing a decline in the last two years, the number of jobs available for Romanian abroad grew significantly in 2009 and more in 2010 labor migration phenomenon is reflected in the figure below (Figure 1).

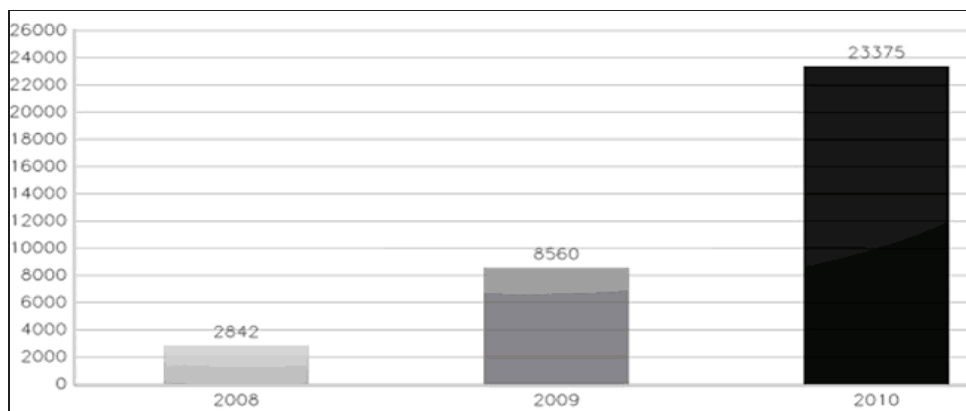


Figure 1. Labour migration

Source: Myob.ro

Between 2012 and 2013 the phenomenon of labor migration is increasing. It is about the internal migration and external one .

Another trend that emerges from the report is that the redirection occurs offer jobs to professionals rather detrimental unskilled . This produced a change of domain ranking the best jobs for Romanian (Table 4)

Table 4. Top business areas attractive for hiring Romanians

Top	2008	2009	2010
1	Client Service	engineering / technology	engineering / technology
2	Turism	IT&C	IT&C
3	restaurants / hotels catering	architecture / building design	medical / pharmacy
4	architecture / building design	restaurants / hotels catering	Accounting
5	Production	medical/pharmacy	arcjotectire/building design
6	engineering / technology	food/trade	Sales

Source: Myob.ro

These areas currently continues to be attractive for employment. The labor market is still far from being generous . Given that there are very few alternatives , basically there is no question of choice - a place implicit muncă.Tinerii generally seeks a stable job to provide them with a decent living.

Research findings

Problems on organizational climate, role of employees morale, satisfaction and psychological well-being, plus the influence of organizational culture on behavior conducted workplaces began to be priority researchers in organizational psychology. Organizational pathology can be remedied by changing individual behavior. This change means that the personal interests of employees shall be in accordance with the organization's objectives .

An individual's behavior and poor management lead to conditions that will have an impact on the proper functioning of the relationship between the two parties involved , but also on achieving the objects of the organization.

The first two hypotheses of this research is verified, and the last is not verified . The first hypothesis is verified as most respondents show a user all of the claim ,, I feel good at work ,, . Hypothesis number two and she also checked because a few respondents manifested an attitude totally agree on the statement ,, I feel irritated in the company of fellow ,, . The last assumption is not verified because half the number of respondents show a total user on afirmația ,, I feel relaxed in front of the head, but only 10 people, while most have an attitude of indifference.

In conclusion, DRDP Cluj as a result of research conducted on its own human resources management function has no organizational pathology, so human resource not operate under its own tensions, stress and persecution .

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Appendix 1. Questionnaire

Hello ! Conducted research to identify organizational pathology ! Please take a few minutes to complete the following questionnaire. Below are descriptions of different moods . Read each description and exprimațivă in agreement or disagreement .

I.

Nr	Description	Strongly disagree	Disagree	What-ever	Agreement	Complete agreement
1	I feel calm					
2	I feel myself					
3	I feel rested					
4	I feel anxious					
5	I trust my powers					
6	I feel good at work					
7	I feel irritated in the company of colleagues					
8	I'm relaxed in front of the Boss					
9	I feel satisfied with work					
10	I'm worried about what my duties will be drawn by the Chief					
11	I'm in a good mood when you are paid as					

II.

12. How old are you ?

- a) 15-19
- b) 20-29ani
- c) 30-39 ani
- d) 40- 49ani
- e) 50 - 59 ani
- f) 59-69

13. What is your monthly income ?

- a) sub 700 lei
- b)700-1400 lei
- c) 1401-2100 lei
- d) peste 2100 lei.

14. What is your home environment ?

- a)Urban,
- b)Rural.

Thank You!