

Fondul de salarii si cheltuielile companiilor afectate de fluctuatia de personal / Wages Fund and Expenses Incurred by Companies Affected by High Fluctuation of Personnel

Fluctuatia de personal în companiile din România a crescut semnificativ în ultima perioada, depasind nivelul de 51 la suta, si influenteaza dramatic fondul de salarii si cheltuielile companiilor, conform unui studiu realizat de PayLogic, companie specializata în servicii de outsourcing salarizare si administrare de personal, pe un esantion de aproximativ 14.000 de angajati, la nivel national, din diferite domenii (productie, servicii, retail, financiar si farmaceutic).

În perioada iulie 2007 - iulie 2008, explozia fondului de salarii al companiilor din România a continuat, înregistrând o crestere medie de nu mai putin de 47 la suta. Aceasta tendinta completeaza analiza facuta la nivelul întregului an 2007, care arata o crestere medie de 53 la suta. Acest lucru se datoreaza atât cresterii numarului de salariatii, care a evoluat pozitiv in medie cu 20 la suta, dar si cresterii veniturilor angajatilor cu o medie de 25 la suta.



Cea mai mare fluctuatie de personal s-a înregistrat în Institutiile Financiare Nebancare, companiile de servicii financiare si în retail. Companiile care au reusit sa contracareze cu cel mai mare succes fluctuatia de personal se regasesc îndeosebi în domenii ca cel farmaceutic sau al comertului cu autoturisme, in mare parte datorita nivelului salarial si al beneficiilor financiare si non-financiare, care este cu mult peste media la nivel national. Fortate de tendinta accentuata a miscarii de personal, companiile au crescut dramatic fondul alocat partii salariale variabile, respectiv primele de obiectiv si bonusurile de performanta, cresterea medie a acestuia fiind de peste 150 la suta.

The fluctuation rate of personnel in the companies from Romania has been risen recently at a significant level, exceeding 51%; it influences severely the wages fund and the expenses incurred by the companies, according to a study made by PayLogic, a company specialised in outsourcing services of wages policies and personnel administration, on a sample of 14.000 employees at national level, coming from different economic fields (production, services, retail, financing and pharmaceuticals).

From June 2007 to July 2008, the boom in the wages fund in the companies from Romania has continued, registering an average growth of not less than 47%. This trend completes the analysis made for 2007, showing an average growth of 53%. This is due both to the increase in the number of employees, which had a positive evolution of 20% on an average basis, and to the average growth of 25% in the employees' income.

The highest fluctuation rate of personnel has been registered in the Financial Non banking Institutions and the financial and retail companies. The companies that have been the most successful in counteracting the fluctuation of the personnel can be found especially in fields such as the pharmaceuticals or the automotive, which is largely due to the level of wages and to financial and non-financial advantages that are well above the average at the national level. The companies have dramatically raised the fund allocated for the variable part of the salaries, i.e. bonus offered for reaching an objective or a performance, its average growth is now above 150%. The reason for this lies in the fact that the companies have been forced to take this measure by the high personnel turnover.

Activitatile HR de pe piata locala / HR Activities on the local market

Peste 70% dintre angajatii departamentelor de resurse umane din cadrul companiilor de pe piata locala au ca principala activitate recrutarea, 60% dintre acestia se orienteaza catre salarizare si doar 40% dintre specialistii HR desfasoara activitati administrative, potrivit studiului HR Romanian Profile 2008.

"Specialistii in resurse umane au mai degraba rolul de «executant» decat de partener strategic care contribuie la dezvoltarea organizatiei pe termen lung", spune Decebal Leonard Marin, managing partner al Corporate Dynamics. Potrivit acestuia, rolul directorului de resurse umane creste odata cu marimea organizatiei. Cu toate acestea, chiar si in cazul organizatiilor cu peste 500 de angajati, ponderea in care directorii de resurse umane sunt principalii decidenti in ceea ce priveste politica de personal este de sub 40%. Printre principalele activitati ale departamentelor de resurse umane se numara si cele de evaluare a performantei si training intern, circa 42% dintre specialistii in resurse umane sustin programele de training intern, in timp ce aproape 45% dintre acestia desfasoara activitati de evaluare a performantei. Angajatii departamentelor de resurse umane se mai ocupa cu negocieri sindicale - peste 15%, coordonarea programelor de training extern - 19%, in timp ce mai putin de 15% decid cu privire la furnizorii externi de servicii de resurse umane.

More than 70% of the employees of the departments of human resources from companies on the local market have as main activity the recruiting, 60% of them are focused on wages policy, and only 40% of the HR experts carry out administrative activities, according to the study "HR Romanian Profile 2008".

"The experts in human resources play the part of employees who obey orders rather than having the role of strategic partners who contribute to the long-run development of the organisation", states Decebal Leonard Marin, managing partner of Corporate Dynamics. From his standpoint, the role of the human resources director grows as the size of the company grows. Nevertheless, even in the case of organisations with more than 500 employees, the percentage showing the extent to which the human resources directors are the main decision makers regarding the personnel policy is under 40%. Among the main activities of the human



resources departments, there is the evaluation of the performance and internal training, about 42% of the experts in human resources sustain programs of internal training, whereas nearly 45% of them carry out activities of evaluation of the performance. The employees of the human resources departments also deal with negotiations of trade unions - more than 15%, management of the external training programs - 19%, whereas less than 15% make decisions regarding the providers of external human resources services.