

The Participation of Human Resources in Albanian Local Governance Obligates

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Abstract The role of the Human Resources Management in organizations has grown exponentially over the last decade. Specialized professional training, such as certification, is critical for those practicing in the Human Resource field, in order to keep pace with the demands of the industry. Democratic Albanian local governance is a prerequisite to the meaningful decentralization of infrastructure management. When people participate in defining visions for sustainable development of HRM for their communities, in formulating strategies for equitable access to services and resources and in setting priorities for action, they have endorsed. Participation also sharpens their awareness of the interrelations between economic, social and environment issues. This is a highly significant feature of infrastructure Albanian programs and carries important implications for local development. Decentralization on HRM has given local governments the discretion and scope they need to take a lead role in responding to the challenges of economic downturn, degradation of the urban environment, and social hardship. They institute bold initiatives and innovative practices.

Key words: Human Resources Management, initiatives, capacity, employment, strategies

1. Introduction

Human (capacity) development, as seen in most countries in Balcan still in the process of reform, remains a critical issue that has yet to be well addressed. EU approach which is based on an accreditation program linked to a comprehensive training strategy to ensure that governments have needed and demonstrated capacity before decentralisation of authority and responsibility takes place is an important model that will help ensure quality performance after decentralisation. The fact that "performance" will be monitored after decentralization is another good practice. (Keugmann & Lerin 2011)

Human resources specialists held about 442,200 jobs in 2010 and are employed in nearly every industry. About 17 percent worked in the employment services industry, which includes employment placement agencies, temporary help services, and professional employer organizations. Because hiring needs may vary throughout the year, many organizations contract recruitment and placement work to outside human resources firms rather than keep permanent human resources specialists on staff. (Lognann 2011)

Despite good progress in those areas, Albania needs to do more to improve its ranking in other indicators. This is troubling because the research also shows that organizations with defined performance management practices have experienced less downsizing, lower turnover among high performers, and, in for-profit organizations, twice the revenue per employee as organizations with informal or inconsistent practices.

The moral of the HRM (human resources management) is that if you are looking to do more with less (more productivity with fewer employees) it makes sense to look first to your organization's performance management practices. Are the expectations for employee performance clear? Is feedback and coaching offered on a regular basis? Do employees clearly understand how their contributions add value to the enterprise? Are managers and supervisors confidently guiding the performance of each individual?

1.2 Human Resources Management and improvement market forces

In addition, much remains to be done because the report of HRM doesn't measure other important indicators that have significant impact on the business climate like corruption, infrastructure and the efficiency of the public administration. Reform of public health function will succeed only if there are enough professional available with appropriate skills. (Dumi A 2011) There is need to invest in training and employing public health professional available with appropriate skills as well as health manager. There has been substantial improvement in education of the health managers and public health professional etc, by establishing the new programs as well as the schools, however, varies considerably between countries. (Kristo I 1999)

Example: Health reforms which were initiated are more fragmented with pilots and local initiatives but are not consistently implemented within national policies. Those changes focus on: a) Reducing direct state involvement through decentralization. b) Privatization reform orienting various actors to market forces and competition improving the guidelines of resource allocation decision.

Employment growth for Human Resources Managers is projected to be a very healthy 21% thru 2020, which is on par with most medical professions, according to The U.S. Bureau of Labor Statistics. If you mix their job outlook scores with their income levels (19th on our Jobs Rated list) and throw in the low physical demands, relatively safe work environment and low-to-moderate stress levels, HR Managers should rightly be listed as a Best Job." (*Career Cast*, 2012)

Also there is a particularly urgent need to increase the availability of public health managers in those countries that are introducing market-based health sector reforms. (Adress 2009) The purpose of this paper is to present an overview of the current situation in general status of health care system the role of government and public investment on the health care system, a portrait of the organization of the latter, the current situation of training in public health administration and management (Kristo 1999)

2 Literature Review and Hypotheses

2.1 Infrastructure and sustainable program in European Countries

World Bank has been providing assistance for the implementation programs for developing MHR in Albania condition. First phase: Since 2009, a master plan for Human Resource Development was developed including accreditation, incentives and career path for procurement practitioners. Compliance and performance indicators complaints mechanisms and new regulations were also developed. (Kristo I 2009) If those systems are to continue to provide the services we have come to expect, we need to change the way we think about and reinvest in that infrastructure. (Extended Producer Responsibility (EPR) pg 12-14-19 (1) Sustainable Infrastructure Program - EPA is partnering with a broad group of stakeholders to help ensure our water infrastructure keeps working effectively. Visit our sustainable water infrastructure pages to learn more about this growing challenge and how we can meet it. (2) Infrastructure Financing – EPA In today's business climate, public organizations are putting more emphasis on employee performance. In a climate of restructuring and downsizing, top performers are prized. And, with fewer employees on the payroll, managers are realizing they need to give extra attention to managing the performance of those who remain. Krugman, P. (2009), Bersentirs (2011), Guppenn (2012)

2.2 HRM and collapsed tourism.

The significance of this is reflected in tensions between Italy, Croatia, Slovenia and Albania over their coastal stocks. One side of the Adriatic is only about 148km from the other, so the potential for pollution from the land is very high. In 1993 fertiliser land runoff coated 600km of the Yugoslav to Italian coastline with toxic algae. This cost several billion Euros in today's money through lost fish and collapsed tourism. (Kristo 1999)

Although private organizations may not have direct voting power in what mix of organizations is chosen to implement the plan, they could very well influence how the public and its elected and appointed representatives make these choices. Then is worth mentioning that the area of the law rights that individuals enjoy nowadays is broader. In previous system the individuals right were sanctioned by the law of communism regime of that epoch. But the questions arisen up is –how much were really enjoyed their rights to the extent assigned by the law of that time?

3. Methodology and Research Goal

In this survey we aim to identify the mediating effect of strategic developing of economical system in Albania on the relationship between Albanian government relations and institutions, economical performance, politics reforming of Ministry of Economy. In the centre of this study is MHR programs in Albanian conditions. To test the propositions, a field survey using questionnaires will be conducted. (Brown, Stephen 1. (1996).The survey of this study will be conducted on middle and senior innovations in Albanian administrative reforming system and in addition the needs for management of HR. Data obtained from questionnaires will be analyzed through the HRM statistical packet program and three proposed relations will be tested through regression analyses.



Tab 1.Spencer strategic regression indicators. Source: (Brown, Stephen 1. (1996).

This tab shows the relation between 1)Strategic developing,2)Analized the questionnaires in innovations,3)Regression analyze which study the gathering data in Albanian reforming administrative system.The tab indicators are over 34% (point 1), 45%(point 2), 67%(point 3).We are gather data from institutions, public administrative sector,universities and intellectual low users.

Data gathering shows: HRM in Albania has need for emergency improvements. 89% of tested interviewers want reforming of HRM legislation, 12% are anonymus, 0.1% did not think improvements in HRM.In these, conditions of findings, HRM in Albania need the evolution of low-right and justice reform.

3.1 The evolution of the law-right & justice, the human resources problems

Nowadays people enjoy a greater sphere of rights reffered to the right enjoyed by the individuals before '90-s,eventhough some rights recognized by law of that time could not find application in everyday life. Another remarkable difference is that today people enjoy several colateral rights that were not recognized by the law of that time. (Garrett, N., Abbott, M. Cheung, V and DeSouza, R. (2007)

According to me and the radical development that society and especilly the civilization that we intent to improve,i would say definitely yes.The time itself and the people neccessity has the most important and influential changeable impact i.e an actuality to improve the legislation and its approach to the legislation of Western European countries.

As far as people support free enterprises thats the strategic draft indicating prosperity,freedom and expanded opportunity to live-work without boundaries. (Fiedler, F. E. (1996),

4. Analyses and Results

4.1 Treatment of private-property nowadays. Are Albanian people and HR under low protection?

HRM want a packet of low for protection. In Albania this problem is not solve yet.Sometimes in Albanian low are made some changes,but this changes are stayed in papers.Law clearly defines the classification of items,those items which are free to enable the civil movement by which the natural personal or legal right bare the private ownership of these items. The profitable ownership ways and HRS programs are different,i.e "ownership profit" we will understand;legal fact,the verification of which a person phisically,an entity or the state itself has the right of ownership over a particular item. (Shehu 2000). And if we go further in Article 77 states the citation "Personal property are income are incomes from labour

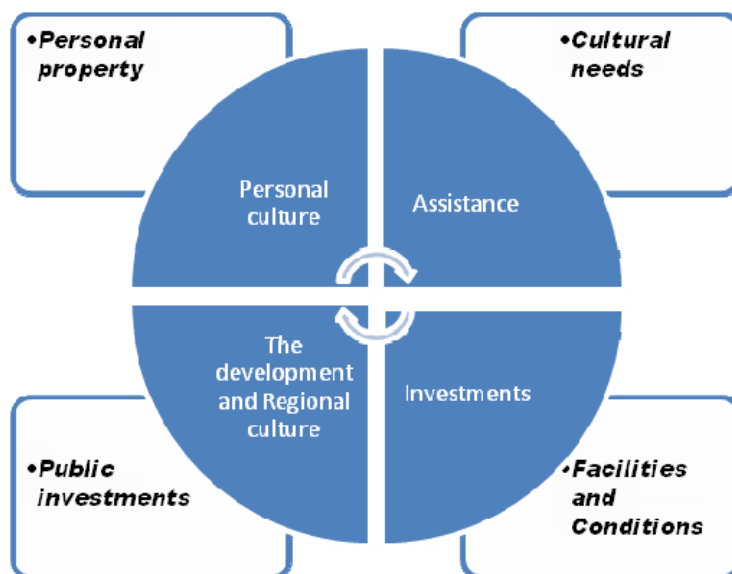
source and other lawful source, residential house and other items that serve to meet personal material and cultural needs of the family. Personal properties are also items and facilities belonging to the family based on the statute of the agricultural cooperative” (Kristo 1999)(Anastasi 2012)

4.2 New economic instruments in Albania

External sector polices: Sustaining the market-determined exchange rate, maintaining liberal trade and exchange systems, normalization of the external financial relation following the agreement on debt restructuring with foreign commercial banks, strengthening of institutional capacities in the financial services sector for handling foreign transactions. International trade will also be facilitated by Albania's accession to membership in the WTO. There are seven key factors:

- A dynamic local government leadership
- A coherent strategy acted upon with determination
- A healthy climate of cooperation with business
- Local government's investment initiatives to jumpstart the stagnant economy
- Creative use EU funds to implement local policy
- Efficient municipal administration and Coherent links among urban planning, infrastructure and economic development

Tab 2 The indicators of progress culture. Source (Avinash K., & Barry J. Nalebuff 2008)



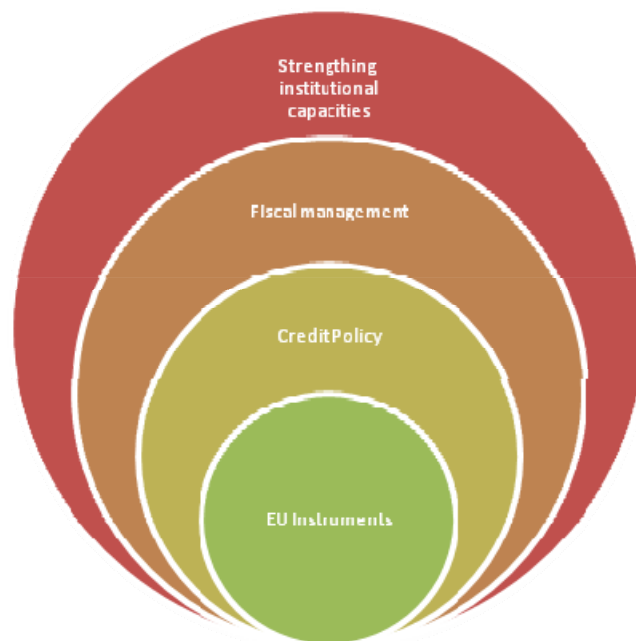
4.3 Public Investment Program in Albanian conditions.

The latest Public Investment Program (PIP) (three-year period) assumes rapid increases in the level of public investment linked to the increasing utilization of external financing. The sectors which have had the most success in securing external financing commitments for their projects have been transport, agriculture and social safety net, where total commitments secured during the years 1994-1995 represented more than 50% of the sector resource allocation for the 1995-1997 PIP. By contrast, relatively little success was achieved in securing financing for the environment, housing, and urban and rural infrastructure.

The key measures will be the following:

- 1) **Credit policy:** The strict limits on credit expansion. The domestic budget deficit will be covered by non-inflationary financing through the issuing of treasury bills.
- 2) **Fiscal management:** A strong fiscal policy stance will be maintained aimed at reducing the budget deficit to sustainable levels. This involves measures to broaden the tax system, improvements in tax administration, elimination of

the remaining price subsidies, development social services, public administration reform and utilization of external support. This, in turn, will require strengthening of institutional capacities for budgetary planning, accounting, reporting and expenditure control. World Bank, European Union, 2006,pg 54-55



Tab 3. Source: World Bank, European Union, Strategic instruments and community participation

4.4 Private sector development

This will require further refinements in the legal framework for the market economy and more rapid progress in the creation of the modern commercial banking system. This will be backed up by the completion of an enterprise privatization program and the seeking of strategic investors in the mining and petroleum sectors and in some public utility operations. (Commission of the European Communities, "Council directive of 27 June 1985) This involves measures to broaden the tax system, improvements in tax administration, elimination of the remaining price subsidies, rationalization social services, public administration reform and utilization of external support. This, in turn, will require strengthening of institutional capacities for budgetary planning, accounting, reporting and expenditure control. In strong local government leadership and active community participation were key to implementing an integrated plan involving urban planning, infrastructure, and economic development.

5. Conclusions and Recommendation

Albania currently offers a great deal of opportunity for entrepreneurship. In recent years, Albania has been trying to promote entrepreneurship among the youth. The promotion of YES (Youth Entrepreneur Seminars) seminars has had a positive impact on the young prospective entrepreneurs. An institutional framework plays an important role for interactive learning which leads to innovation. Now, the national institutional conditions for technological innovation are referred to as a national innovation system.

Three basic functions have to be fulfilled by innovation systems: reduction of uncertainties by providing information, the management of conflicts and cooperation, and the provision of incentives. We can define a national innovation system as a complex of institutions, i.e. actors, in a nation, which are directly related with the generation, diffusion, and appropriation of technological innovation. Under this definition we can identify four groups of actors in a national innovation system, i.e. business firms, public research institutes, universities and government.

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