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The Role of Professional Training and Teambuilding Programs in Increasing the Performance of an Organization

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Abstract

This paper aims to show the importance of developing professional training practices, but also their role within the modern organization. We will also analyse another category of interventions in the industrial and organizational environment that has developed on the idea of changing and improving work organization, respectively the workplace, adapting it to the employee and new individual and organizational needs.

Keywords: *teambuilding; training program; recruitment methods and techniques.*

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1. Introduction

The first design of the workplace was made from the perspective of industrial engineering through Taylor and Gilbreth's scientific management in the years 1910-1920. [1-2]. They focused on the division of labor, the division of tasks into elementary movements and their timing to replace slow and ineffective movements with rapid and efficient movements. [3]

Many today's posts are designed to make the employee's tasks as simple and standardized as possible. Although employee productivity and wages have increased, negative individual consequences (monotony, lack of opportunities for development, alienation, low satisfaction, sabotage, absenteeism) and organizational (fluctuation of personnel, strikes, inability to adapt to internal and external requirements due to increased resistance to change). [4-5]

Due to the negative consequences presented above, it has become necessary to implement job designs that ensure the employee's development by satisfying the higher motivational needs.

2. Problem Statement

Job design is the discipline that aims to improve the relationship between the employee and the content of work, trying to meet personal and social needs at work by reorganizing and restructuring work. More specifically, it consists of structural changes that affect both the work of the individual and the flow of work, the physical environment and the whole organization. [6] From this perspective, the following four types of interventions have emerged: job rotation; job extension; enriching the job; the design of the socio-technical system.

3. Research Questions/Aims of the research

Date of study (100 employees responded between June and July 2018) is not a major factor in the global employee involvement, as it is more likely than ever to be seen in the seed sector that it is unlikely that we will be able to develop training and training program at Megainter Romania.

Questions are of the type of diagnosis and of course the more comprehensive imaging of the fellow in the life of the employees of the personality who participates in the program of training and team-building. The elements of the fellowship have a great deal of advancement in the

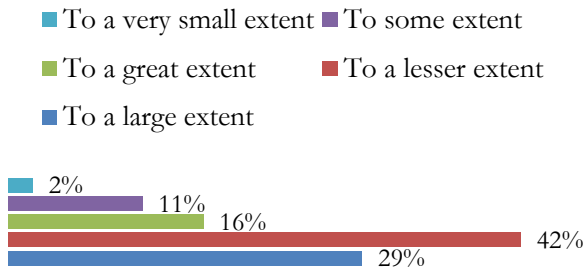
study of the program and the degree of employee involvement and the degree to which it has to be programmed. [7]

The training table has 12 rewards. The quests for team building span a set of 4 testimonies. It has been said that three types of interviews have been conducted and altered, in the light of the employment of the employee, the role of the sovereign socialist aesthetics. Against the background, the unit has already been recruited to hire employees, and the unit of analysis has been reviewed by Megainter, Romania.

4. Research Methods

1. Do you think that you have been told that you have participated in the training program?

Figure 1. Ratio to the program of training

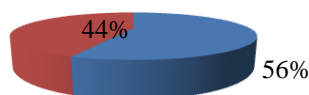


Source: applied questionnaire

Figure 1, 42% of the respondents who participated in the training program were trained in a larger scale, 29% were in the furthest married population, 16% - in the middle of the study, 11% - in mice and 2% of the participants participated in the program, and the training was done in the next month.

2. Do you think that this is the best answer to the question?

Figure 2. Rewards for performance

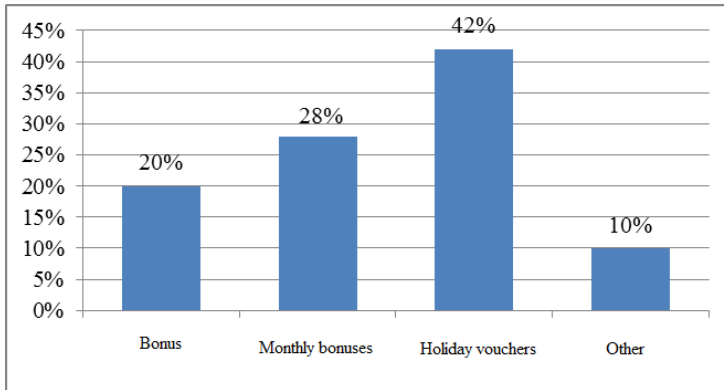


Source: applied questionnaire

Figure 2, 56% of respondents think that the better the rate of return is the financial mitigation, while 44% of the respondents believe that a better estimate of the non-financial mitigation.

3. Do you think it is the best way to get a financial mood?

Figure 3. Trends in financial mood



Source: applied questionnaire

Figure 3 show that 42% of the respondents believe that the financial incentive is better than expected, followed by a monthly increase in the first quarter. 10% of the respondents say they have been asked to do so, or else they would have had to be a financial mover.

4. Do you think it is a mad dance that is better than a non-financial mover?

Figure 4. Ways of non-financial motivations



Source: applied questionnaire

From our receipt, we can blame the employees for the better job of doing so without having to re-finance them, and then to thank them and to receive praise from the conspiracy party.

5. Note that from 1 to 10 (1 being less likely), the following measures will be taken to avoid the financing of the fund, although:

Figure 5. Explains the financial incentive, in spite of the imposition of austerity

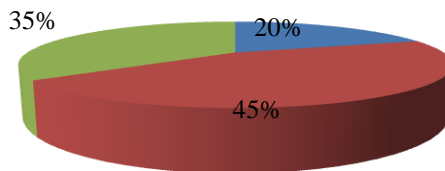


Source: applied questionnaire

Figure 5, The most valued form of nourishment finance is the pleasant, harmony and open work environment, followed by the development of a team of people and the development of cooperation. The fact that the lesson is less impressive is the fact that it is the responsibility of the individual to take the decisions, to make it clear, to understand the individual plan of the individual/pre-emption.

6. Do you think could develop a better job than it is?

Figure 6. Modalities of professional development

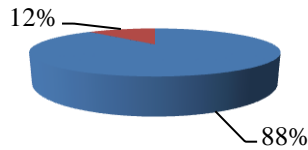


Source: applied questionnaire

Figure 6, 45% of the respondents believe that the most effective way is to improve the quality of training in time to 35% of the time when training is more effective.

7. Do you want to have an organization /institution that invests in your employees' professional development?

Figure 7. The necessity in the training course

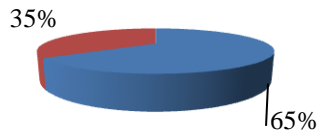


Source: applied questionnaire

After the successful completion of the survey, 88% of the respondents reported that they had not invested in the study and employed them during time, while 12% of the respondents were less concerned with this invest taxation.

8. In the sphere of the community, do you have training program?

Figure 8. Frequency training program

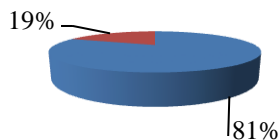


Source: applied questionnaire

From several 100 employees, 65% of respondents said they had done a periodic program of work, accounting for 35% of the estimated number of unemployed workers.

9. Are you intrigued to participate in the training program?

Figure 9. Introduction to the training program

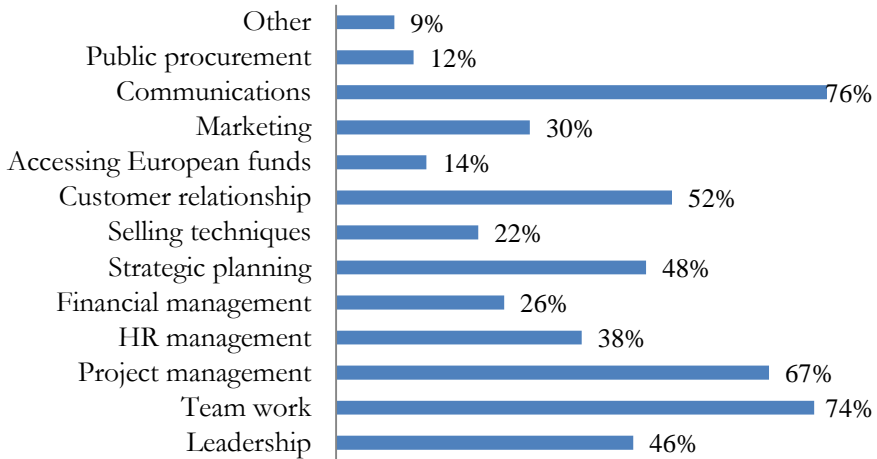


Source: applied questionnaire

81% of the employees are interested, while 19% of them shows an minor interest.

10. List the types of training you consider useful in the company where you work. (There is more than one option)

Figure 10. Needs training

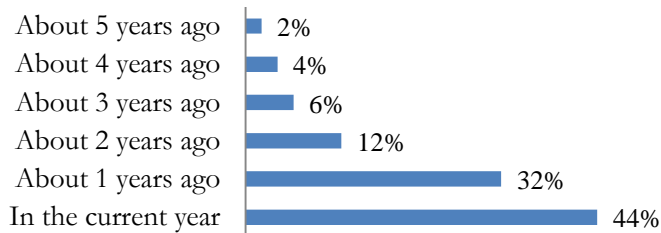


Source: applied questionnaire

Occupying the training course, it is important to know it is the first time that training is being done in the field of health and well-being, which is followed by training related to the management of the work. The training course, is more likely to be taken into consideration when it comes to publishing, which is a risky auspicious of the euryopia.

11. When you last participated in a training program?

Figure 11. The last participation of the training

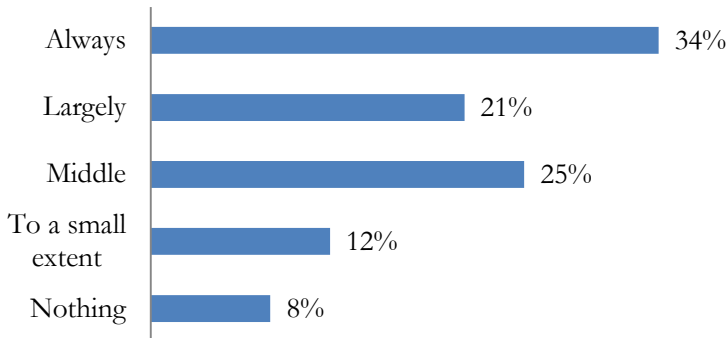


Source: applied questionnaire

Figure 11, 44% of them said they participated in the year and 32% participated in the training program approximately a year ago. Around 5 years ago, 2% of the respondents participated in the training program and 12% behind at 2 years.

12. Is the training program necessary?

Figure 12. The necessity of training Programme

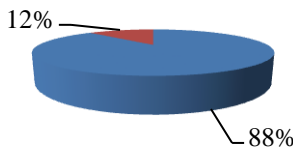


Source: applied questionnaire

Figure 12 shows that 34% of respondents believe that programs have been tested in the survey and that they have always been worry-free and 8% consider that are not adequate to the new employees.

13. Are you intrigued to participate in the program of teambuilding?

Figure 13. The intranet of the programming of the teambuilding

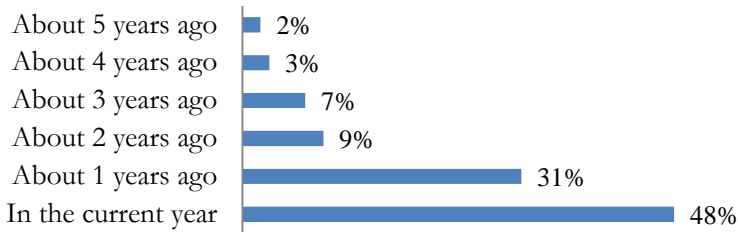


Source: applied questionnaire

At the same time, the intrusion of the active partition to the team-buildings is seen, 88% of the pseudo-scheduling has become introverted in the past, while 12% of the eleventh year has been shown to be an interior in one of the aesthetics of the program.

14. When you last participated in a program of teambuilding?

Figure 14. Last partition at teambuilding



Source: applied questionnaire

Figure 14, 48% of the participants participated in the year, 31% had a participation of approximately one year. Five years ago, 2% of the respondents had participated in the program, and 9% had disrupted 2 years ago.

15. Do you consider it helpful to participate in teambuilding?

Table 1. The beneficial aspects of the teambuilding

The achievement of skills and competences	14- 16,27%	15- 17,44%	6- 6,97%	3- 3,48%	2- 2,32%
The Repeatable Intra-human	16- 18,60%	11- 12,79%	12- 13,95%	8- 9,39%	3- 3,48%
The satisfaction of the work	12- 13,95%	5- 5,81%	9- 10,46%	4- 4,65%	1- 1,16%
The best research	2- 2,32%	10- 11,62%	7- 8,13%	5- 5,81%	4- 4,65%
The providing of the framework for experimentation with new competences	10- 11,62%	12- 13,95%	7- 8,13%	4- 4,65%	2- 2,32%
The instruction of many persons.	6- 6,97%	11- 12,79%	8- 9,30%	6- 6,97%	2- 2,32%
The recesses of fluctuations are	11- 12,78%	3- 3,48%	4- 4,65%	7- 7,90%	4- 4,65%

pervasive		3,48%	4,65%	8,13%	4,65%
The assignment of the diploma as part of the training	5-	4-	4-	3-	5-
	5,81%	4,65%	4,65%	3,48%	5,81%
The fast integration of new employees	7-	5-	9-	7-	2-
	8,13%	5,81%	10,46%	8,13%	2,32%
The innovation in the field of business development	3-	6-	4-	1-	0
	3,48%	6,97%	4,65%	1,16%	

Source: applied questionnaire

In table 1, the distribution of the attribution of the divorce, both in terms of relaying and abstaining, is a feasible alternative to programming. As a result, the help of the table is to bring about a weakening of the influence of influence.

In the seas, seeing that all the development programs have been carried out, the scientists have identified improved intranasal humanities as being more impotently followed by hoping to make no acquaintances. It is the third step that states the phrase in the paper, and the fourth is that it is important to keep the fluctuations of the pervasive.

16. Do you think the following message is important to your participation in the training program?

Table 2. The factors which influenced upon the participation regarding trainings

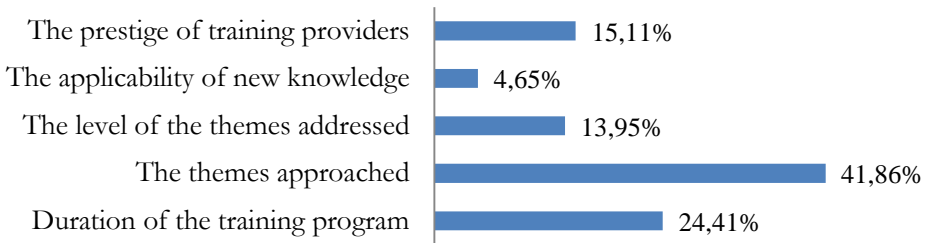
	In the next big marriage	In the next big marriage	In the next big marriage	In the next big marriage	In the next big marriage
	5	4	3	2	1
Duration of the training program	21-	13-	7-	4-4,65%	3-
	24,41%	15,11%	8,13%		3,48%
Approached topics	36-	23-	10-	2-2,32%	5-
	41,86%	26,74%	11,62%		5,81%
The level of	12-	18-	4-	5-5,81%	1-

Approached topics	13,95%	20,93%	4,65%	1,16%
The topics approached	4-4,65%	14-16,27%	8-9,305	1-1,16% 2-2,32%
The prestige of the training deliver	13-15,11%	12-13,95%	11-12,79%	3-3,48% 4-4,65%

Source: applied questionnaire

In table 2, the distribution of the attribution of the subjects, both in terms of reliance and abstaining, is a despicable way, since it would have the greater influence on the part-sessions in the trainings. As a result, the help of the table is to bring about a weakening of the faculty of influence.

Figure 15. The aspects which influenced the participation at trainings



Source: applied questionnaire

Figure 15, within the training program, the employees involved are influenced by more than a few abortions, followed by the duration of the training program. This highlights the importance of professional training for the employee, as well as the time dedicated to training programs, in the sense of rational management of the time resource. Respondents do not believe that being impracticable is a useful attitude. Also, the whole range of topics has not been considered important, as people are less influenced to do so. [8]

5. Findings

Interpretation of the data after the date of demo-graphing: age, gender, studies, and civil status; it has been said that a group of people after the search has been given a new name, gender respectively civil status.

Table 3. The structure of personnel categories of studies

Categories of studies	No.	%
General studies	0	0
Secondary studies	1	1,16
Bachelor level I	49	45,34
Master level II	36	37,20
PhD. III	14	16,27
Total	100	100

By analyzing the employers' structure in the function of the degree of preparation, we are pleased to be the majorette employee of the human resources department, having university degrees - the first degree - and the 45.34%, being followed by the study of the university degree II - 37.20% on-demand and very far away are those with doctoral degrees – doctorate with percentage of 16, 27%.

Table 4. The structure of personnel by age category

According to the age	No.	%
till 20 years old	0	0
between 20-30 years old	68	67,44
between 30-40 years old	26	25,58
between 40-50 years	6	6,97
over 50 years old	0	0
Total	86	100

As a result of the analysis of the employee's according to the age (there are 5 categories of age: 20 years, 20-30 years old, 30-40 years old, 40-

50 years, 50 years), we have come to terms with the 20- 30 years old have 67.44% is a majority, being followed by the 30-40 years and 25.58% after reach by the 40-50 years in a percentage of 6.97 %.

Table 5. The structure of the personnel after the age in labor

Groups the age in labor	No.	%
It lasted 1 year	14	16,27
1-3 years	18	20,93
3-5 years	36	30,23
It's been five years	32	32,55
Total	100	100

By analyzing the structure of the company in the process, it is estimated that the average share of the shares is 5 years (32.55%), and the share of the shares has fallen to 3-5 years (30.23%). It also lapses to the extent that the average person is up to 1 year old (16.27%). In conclusion, I would appreciate the fact that the staffs of this organization are one with their expertise and their expertise in the work.

Because of the application of the interview and of the interview, it is stated that the employees of the staff are concerned with the issue of the provocative discovery and that it has been shown that it does not agree in any such case. Such, it is considered necessary the organizations must invest in the professional staff hiring. Among the most rewarding, the most important is that training is a fashionable step forward in the face of the individual study.

The only way to look is to be the long-term employee of the employees, and these are the reasons why they have to be built into the vision of achieving the goals organizing and participating in the program of training has an acquiring skills. This is a great way to participate in the program of training and teambuilding.

Taking into account the fact that the training of the employees is achieved by taking part at conference and workshops there are necessary training programs which improved the organizational climate or clients. Employees appearing to be involved in trainings, such as training, management, time management, team working, leadership, strategic plan, techniques sales. In the moment in the interior of the company, there is a

problem has been solved by internal efforts, not by the contact of a consultant or of a training service. [9]

With the scope of organizing and developing the team building, the employees shows interest and they were part of the sentiment this is not dissolve sufficiently often to have affections. In the same time, these consider the teambuilding as a solution to resolve problems these are the reasons why team building is the responsibility of the retirement community. So, the teambuilding is a good regarding the development of communication and of the human relation, the good work in the team, psychical relax and the processes of knowing and self-knowing.

Such as the training programs are designed to the professional development of employees, this development reaches a high level of the performance in the work, and this reaches self-satisfaction and professional in the same time, the colleagues respect and not in the last a high level of remuneration.

6. Conclusions

Generally speaking, employees are motivated to have the ability to secure themselves, but they also need to value their citizenship, to be able to reapply, to make and to do so.

The development of the values of resources though the access at the training programs has as a scope the adding of value for the business, on the one hand, and on the other hand reach the necessity of development of employee's careers.

As can be seen from the study conducted, the training and team building program covers the employee's contribution to the development of the project, being the most important in the field of finance.

Therefore, it is important for companies to invest in training and team building, and they have an aptitude for both the employee and the company's performance. [10]

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