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DEVELOPING HUMAN RESOURCE IN COUNTY BÉKÉS – AS IT IS SEEN BY MAYORS

Abstract

In my research study, I have asked the mayors and notaries of County Békés what human resource means for them and how they assess human resource in their own area or settlement.

Finally, my questions have enquired about what opportunities they see in the development of human capital and what steps and measures they take towards it.

My lecture provides a comprehensive overview of how different the situation is concerning the question of human resource even in such a relatively small area of the country. How is it possible to build a regional level, cross-border and European-level cooperation on such a level of knowledge?

1. Research methods

Quantitative: In the questionnaire ‘Settlements in Békés County’ mayors were asked to evaluate the factors of human resources similarly to school marks. In the next part of the questionnaire I asked them to evaluate their own settlement according to the factors mentioned above.

Qualitative: I incorporated my essay questions into the questionnaire mentioned above which refer to future tendencies in human resources.

Please, write your opinion about what the tendency is in the quality of human resources.

Please, make clear what is done for the protection and improvement of the quality of human resources.

2. Results

I sent the questionnaire to every settlement of Békés County (75 settlements) by e-mail and I asked the mayors to help my work by filling in the questionnaire. Sampling was full, the rate of replying was 20 %, that means every fifth questionnaire was sent back. The rates of replying from villages and from towns were approximately similar. The questionnaire was addressed to the mayor. People who filled in the questionnaire were chief counsellor(s), application officer(s), settlement manager(s), counsellor(s) and there were some mayors who did me the pleasure of filling in my questionnaire. The questionnaires returned were filled in completely. During

processing the data the first two quantitative questions were analyzed by averaging and in text. The answers to the two qualitative questions were analyzed descriptively.

a. Quantitative questions

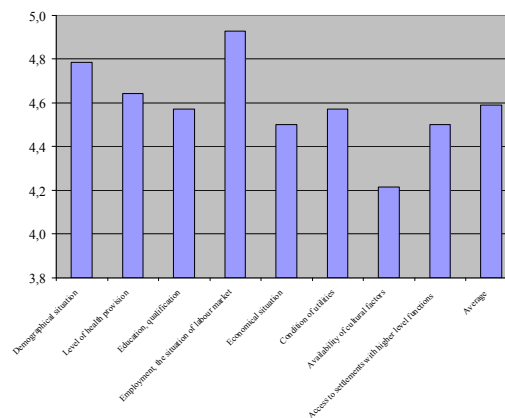
Question 1: Please, evaluate each factor of human resources based on their importance on a 5-grade scale similarly to school marks. Give 5 if You think that the factor is highly important, if You believe that the factor is important on an average level, give 3 and if You evaluate the factor useless give 1.

In this question mayors had to evaluate the following human resource factors:

- demographical situation
- level of health provision
- education, qualification
- employment, the situation of labour market
- economical situation
- condition of utilities
- availability of cultural factors
- access to settlements with higher level functions

People who filled in the questionnaire did not use the whole scale, that appears in the values, too. Availability of cultural factors was evaluated the least important with its 4.2 average while employment and the situation of labour market were thought to be the most important with 4.9.

Graph 1:
Human resource factors based on their importance evaluated by mayors of the settlements



Source: Szilárd Malatyinszki

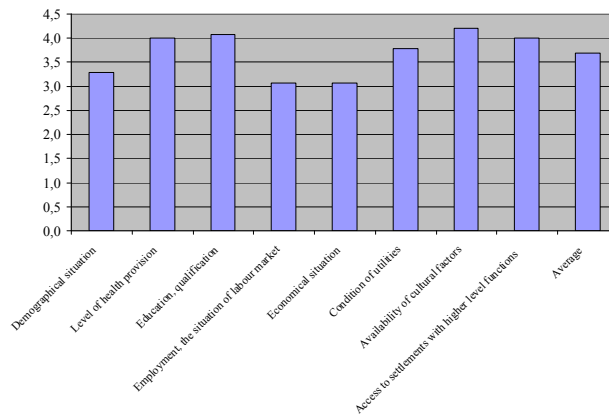
Question 2: Please, in the second column evaluate **your own settlement** on a 5-grade-scale similarly to school marks what level the given factor can reach. Give 5 if You think that the factor is excellent, if You believe that the factor is medium, give 3, and if You evaluate the factor substandard in your settlement give 1.

I asked the leaders to evaluate their own settlement according to the factors above. People filling in the questionnaire marked their villages and towns according to their importance; there was one exception who gave the maximum point to all factors.

The average of employment and the situation of labour-force and economy reached the lowest level, however, health provision and cultural factors were in the strongest position according to the replies. Comparing it to the previous question the leaders evaluated their settlement the best in the areas which they had thought to be the most important.

The own average values of the settlements – except the ‘perfect’ settlement – are in between 3.1 and 4.3 and in self-evaluation they reflect the ranking values provided by the detailed indicators.

Graph 2
Leaders’ opinion about their own settlement based on human resource factors



Source: Szilárd Malatyinszki

b. Qualitative questions

Question 3: What tendency can you see in connection with the quality of human resource in your settlement?

In the replies from towns the declination of industrial capacity and the lack of capital expenditure appear. Because of the out-of-date road-system and the lack of investigation the initiative is low. The decrease of the number

of workplaces implies the migration of skilled workers and white-collar workers. Young escape from unemployment to higher education and after their return they cannot find a job that is why they look for their living in the western part of the country or abroad. Feedback to the real labour-market demands in education and qualification is insufficient. Under-qualified, less mobile and older members of the population stay here, that means serious social problems to the local authorities.

There was a hope for detaining investments and economy animation by expanding the capital towards East but at the Danube this process has stopped because of the insufficient infrastructure and it seems that the process avoids the Eastern part of Hungary and it moves towards Romania.

In villages, migration of young and well-educated people and aging are more often. In a lot of cases 20 births belong to 50 deaths. Because of the low property prices fallen-behind people, retired people and unemployed people move to these settlements. Qualification level is low, so against the prosperous municipal tax and other positive conditions these people are not able to maintain their business. Because of the ‘demonic circle’ local tax revenues decrease, social expenses increase, consequently local authorities have smaller area for development and economy animation.

Question 4: What is done for the protection and improvement of the quality of human resources?

According to the answers, leaders think that their possibilities are too narrow and the solution can be found out of them. Most leaders try to ‘gain’ employers by improving educational institutions, but because of the unfavourable infrastructure, that is not local primarily, entrepreneurs do not move to this area even if there are a lot of skilled workers.

While unemployed people are supported by public project programmes, getting a new qualification are supported by providing on-the-job training places and in a lot of cases financially by grants. Newly graduates are employed primarily in public institutions for keeping qualified professionals and further education is provided for them besides rent rebate or allowance. In order to keep young pre-getting a flat and settling down are supported in a lot of settlements according to the local opportunities.

Keeping in contact with the employment office, family supporters and minority authorities is emphasized in a lot of settlements. Complex development is an attractive effort. In this settlement besides multi-level educational development professionals would be welcome to involve into complex settlement rehabilitation. In addition, cultural and touristic supply is improved together with settlement marketing which also develops employment. Unfortunately, only one settlement thinks that excellent achievements must be acknowledged and shown. Nowadays, financial

welfare is essential but from a white-collar worker's view moral appreciation is more important in a lot of cases.

Conclusion

All in all, leaders see the decrease of the quality of human resource in Békés county and the migration of the population from the county, especially skilled workers and white collar workers, in their true colours. Because of the lack of infrastructure businesses can run on a low level and new investments do not see any chance for their future plans. Consequently, employment rate is low which causes social tension. Most leaders feel that they do not have the possibility to change this tendency and according to the answers even effort has disappeared most of the times.

Összefoglaló

Kutatásomban a Békés megye polgármestereit és jegyzőit kérdeztem arról, hogy számukra mit is jelent az emberi erőforrás és miként értékelik az emberi erőforrást saját településükön. Kérdéseim arra irányultak, hogy a humán tőke fejlesztésében milyen lehetőségeket látnak, milyen lépéseket tesznek ennek irányában.

Előadásom összefoglaló képet ad arról, hogy mennyire eltérő a kép az emberi erőforrás kérdésében még egy ilyen viszonylag kis területén is az országnak. Vajon hogyan lehet ilyen tudásszintre építeni régió szintű, határokon átnyúló, európai-szintű együttműködést?

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