

RESEARCH OF THE INVOLVEMENT OF THE MEMBERS OF THE PROJECT TEAMS IN ACCESSING THE FINANCING OF THE PROJECTS OF THE HIGHER EDUCATION INSTITUTIONS FROM ROMANIA

Monica JIDOI (TOPLICEAN)¹, Mihaela Luminita LUPU¹

e-mail: monicatoplicean@yahoo.com

Abstract

This paper refers to the research of the access needs of funds for university projects and involvement of project team members. The research aimed at: Evaluating and analyzing from a quantitative point of view the links that characterize the relationship between the needs of accessing project finance and the involvement of project team members, who are also employees of the university. The study consisted in applying an investigation method based on the questionnaire instrument that was designed in the original way regarding aspects such as: Identification of human resources – general characteristics of the project team members as respondents; Types of projects accessed in higher education institutions; Motivation and ways of accessing projects by universities; Expected results. The results of the researchers are concretized in establishing the premises of the role of human resources of the university projects in accessing the funds for their financing. The essence of the analyzes performed consists in conceptualizing the problem of obtaining the financial resources necessary to carry out the projects and awareness of training and development of the human resource involved.

Key words: HRM Human resources management, PM Project management, HRMP Human resources management projects

"LIFE SCIENCES TODAY FOR TOMORROW" is a window that we open for future generations. In this context, it is opportune to point out that any major action needs a competitive plan and a rigorous implementation in order to obtain the expected quality results. But the realization of projects requires material, financial and human resources (Hall & Johnson, 2003). We started from this idea in Researching the need to access funds for university projects and the involvement of team members on projects. This topic is of interest to all employees of higher education institutions, knowing that obtaining funds can be achieved only through the joint effort of project teams.

MATERIAL AND METHOD

In order to carry out the research, the need to access funds for university projects and the involvement of the team members on projects we established as the first research direction conducting a study on the need to access funds for university projects

The main objective underlying the study was: Assessment and quantitative analysis of the links that characterize the relationship between the

need to access project funding and the involvement of project team members, in which they are employees of the university. The achievement of this objective consisted in the use of the survey method through the questionnaire tool which was designed in a personal manner adequate to achieve all the significant aspects for this study. Given the health crisis during the COVID - 19 pandemic, we opted to post the questionnaire on the Google Forms platform.

The questionnaire was designed with the following sections: 1. Identification of human resources - general characteristics of the members of the project teams; 2. Types of projects accessed in higher education institutions; 3. Motivation and ways of accessing projects by universities; 4. Expected results. We have developed this research tool addressed to human resources in higher education in Romania, distinguishing the professional categories: teachers and research staff, teaching assistants, who are or are not involved in the project teams. We started from the idea that the scientific paper must be based on a well-defined plan, which respects a research framework model (Lupu, et al, 2006). We developed a research framework model proposed for evaluating and analyzing the relationships to determine the need for access to project funding by Romanian universities applicable to members of

¹"Gheorghe Asachi" Technical University, Iasi, Romania

project teams, who are also employees of Romanian universities. In carrying out the direction Research model *figure 1* The proposed research framework model for evaluating and analyzing the

relationships of determining the need to access project funding by Romanian universities applicable to members of project teams, who are also employees of Romanian universities.

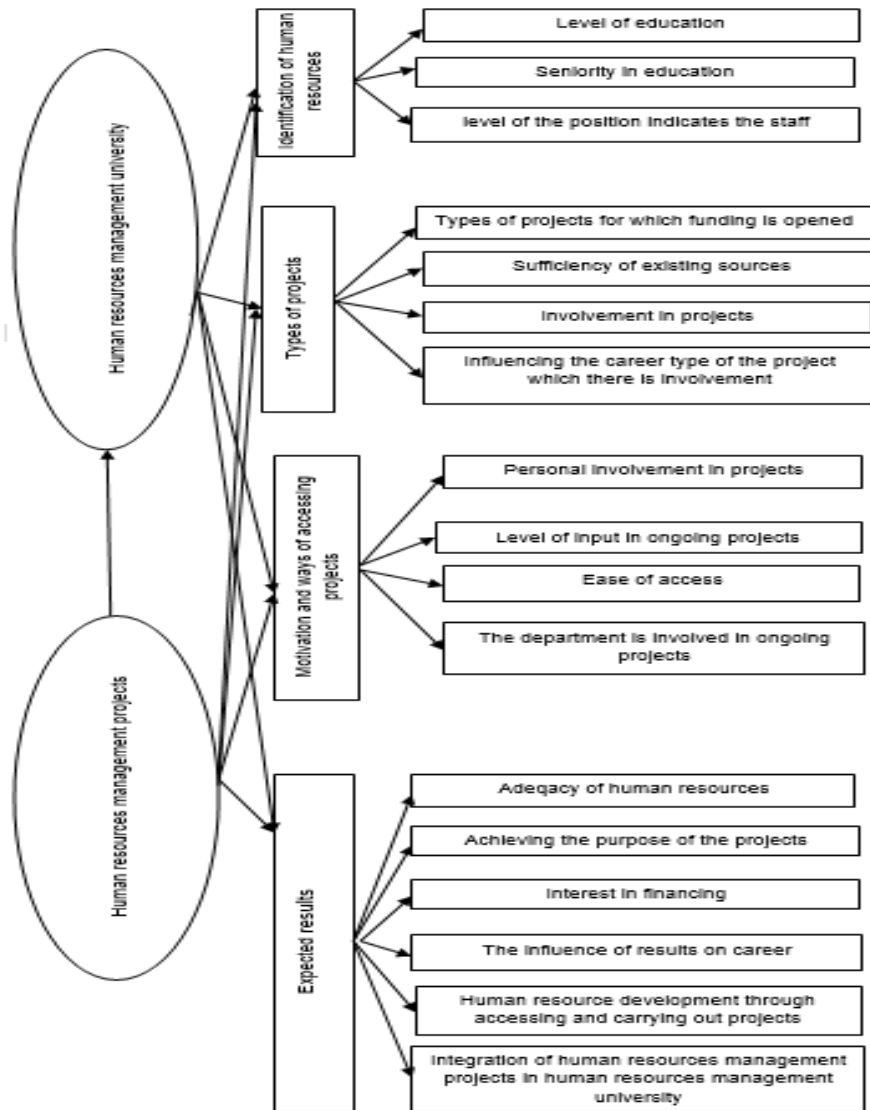


Figure 1 The proposed research framework model for evaluating and analyzing the relationships of determining the need to access project funding by Romanian universities applicable to members of project teams, who are also employees of Romanian universities

In the second part of the study we approached another direction; Research on HRM of projects, as integrated management in Human Resources Management in universities. The research was based on the focus group interview for which we

designed the Focus Group Interview Guide based on the flow chart, related to the stages of the discussion group within the focus group having as source model (Nyumba, Derrick, & Mukherjee, 2018) *figure 2* flow chart

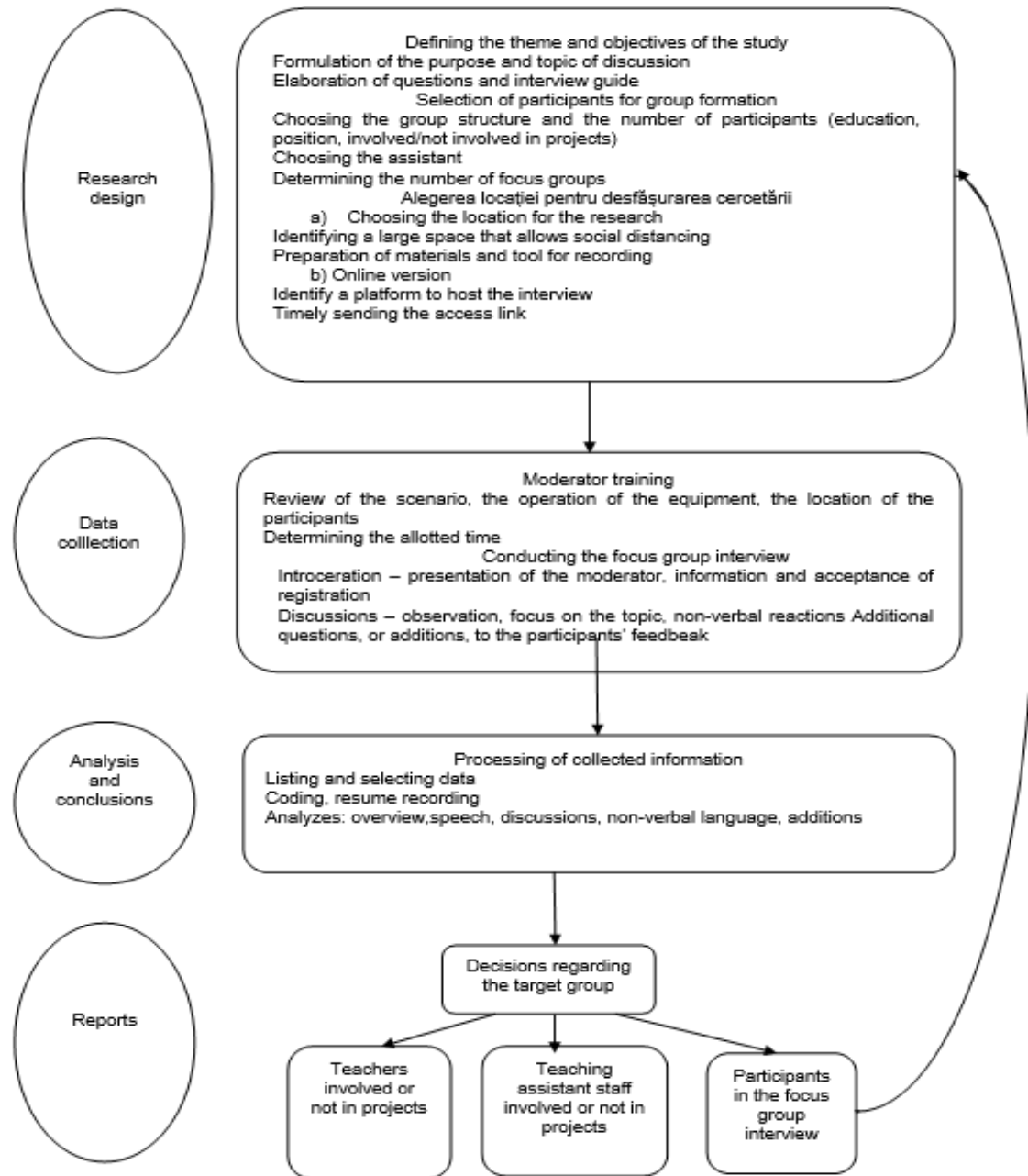


Figure 2 **Focus Group Interview Guide based on the flow chart, related to the stages of the discussion group within the focus group having as source model (Nyumba, Derrick, & Mukherjee, 2018)**

The content of the focus group guide was focused on the following main aspects : a) changes in the interviewee's activity at the time of involvement in the project team; b) the stages of project management in which he is involved, c) tasks and role in the project; the difficulties of integrating the service tasks on the line of human resources, with the service tasks as a member in the project team. d) The behavior of the employee in search of information and the needs appeared during the activity in the project.

The purpose of the focus group interview is to understand: the opinion of university employees about the problem of integrating human resources management of projects in university human resources management and how they appreciate the impact of integration in their personal evolution, their career. We designed the guide, starting from the staff of the Human Resources Department, a department within which an important part of the projects is carried out, with staff involved, or not in the project teams, but whose service tasks provide attributions related to human resources: from

employment, payroll and reporting of income and tax obligations, until the termination of the legal employment relationship.

The integration of human resources management projects in human resources management university has emerged as a problem, because human resources in universities not involved in without interest, without involvement, without responsibility although some tasks fall on them even if they belong to projects.

RESULTS AND DISCUSSIONS

In order to evaluate and analyze from a quantitative point of view the links that characterize the relationship between the need to access project financing and the involvement of project team members, who are also university employees, 107 people answered the questionnaire uploaded in January 2021, on Google Forms, employees of Romanian universities.

In the section Identification of respondents - general characteristics, from the point of view of studies, it turned out that the respondents have studies: 12.1% people - postdoctoral, 41.1% - doctorate, 25.2% - master, 20.6% bachelor. The level of the position indicates the staff in the two categories: both teachers and staff administrative with management position, 21.5% respectively 15.9%, answered in smaller numbers, compared to the staff without management position, 29.9% didactic and 30.8% auxiliary, according to the SPSS study presented Function level Regarding the initiative for accessing projects, very varied answers, 16.8% of people say that the initiative: proposals at university level, teachers, mixed teams, one person thinks that: proposals at university level, people from the administrative apparatus, teams mixed. Projects treat these issues.

Regarding the involvement in projects that 86% of the respondents are involved in projects. In the opinion of the respondents the participation in project teams, it is presented: 28% of people are, or were part of the implementation team, 23.4% of management and implementation, 16.8% of administrative, and the other 31.8%, or were part of, mixed teams.

Noticed a diversity of collaborations, based on the types of projects, which led to career success as a result of the contribution to projects, as a motivation to access projects in education, mainly answered: prevention of school dropout and increase school performance, promotion of education for sustainable development, equal opportunities provided by the school, through projects and partnerships, high level training for studies - bachelor, master and doctorate, dissemination of study and research results in

universities from Romania. The other respondents provided balanced answers. The contribution brought by the performed activity is significant. In the section on expected results Achieving the goal in projects, the answers were: The purpose of the projects is achieved, say 72% of survey participants. 2.80% are convinced that it does not exist. Regarding the need to access and carry out projects, ensure the development of human resources, said 78.5% of respondents. According to the answers Integration of human resources management projects in human resources management university is largely done, said 67.30%, fully responded 16.80%, 4.70% was not integrated. The category of human resources used in projects, in the opinion of the respondents is the structure of mixed teams.

CONCLUSIONS

Following the study we can say that motivating access to projects in higher education can be increasing the quality of education, building a career, not least obtaining funds to achieve goals, which in other circumstances would be impossible to achieve.

The integration of human resources management projects in human resources management university is largely achieved. Through the interest in projects, Romanian universities align with European Union policy.

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