

## SYSTEMS SIMULATION MODELS TO BALANCE SOCIO- PROFESSIONAL YOUTH LABOR MARKET

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***Abstract:** A study on the labor market in Romania requires both knowledge processes, realities and trends across the country, and knowledge of phenomena manifested in this market over the years. The labor market in Romania is influenced by economic and social system of politics and the environment, so supply and demand on the labor market often have different tendencies, leading to a tense labor market. In recent years, the labor market has undergone a number of changes, so that both employees and employers have a new perspective regarding labor market insertion.*

***Key-words:** computer simulation models, balance socio-professional labor market performance opportunities.*

***JEL Classification:** A, A2, A23.*

### 1. Introduction

Regional analysis (referring particularly to South-Muntenia) brings into focus some tools to answer all these deprivations of the labor market resulted in a series of projects whose overall objective is to improve employability and facilitating market access work and working life of a greater number of young people (students and especially graduates) looking for a job.

### 2. Timelines of the research

The paper addresses a topic particularly interesting in terms of labor market functioning. The theme addressed imposed an approach with a strong impact on human resources and the labor market insertion thereof in relation to the number of young university graduates seeking a job in the field of specialization graduated.

The necessity and importance of the research is justified by the fact that the development, both at institutional and national studies on youth employment in the labor market resulting from the need to analyze that have a positive impact on graduates and employers .

### 3. The purpose and objectives in research

The objectives of the research were:

O1: rehabilitation curriculum as required by labor market development scenarios of the last ten years;

O2: better advice on the labor market insertion of graduates.

### 4. Research methodology

The research methodology used in elaborating scientific achievement is evidenced by the following:

1. The proposal aims in research;
2. Making a plan of analysis;
3. Analysis and interpretation of data;
4. correlation performed using the proposed model.

#### a. Research methods and techniques

In research conducted it was proposed two models, models aimed at the life cycle of the computer system where data were analyzed and interpreted using them.

The reference cascade is one of ensuring the transition from one stage to another in the sequential order of the possibility of returning to the previous steps or going through the several steps in parallel:

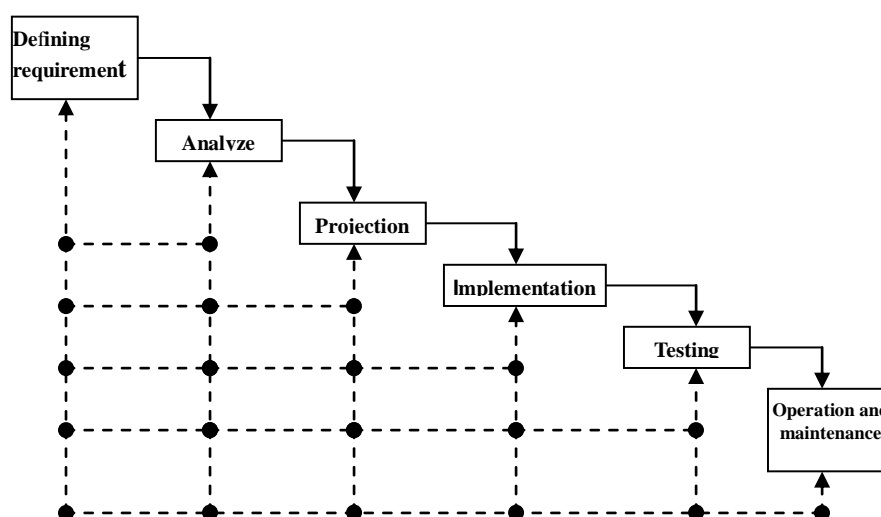


Figure no. 1. Waterfall model

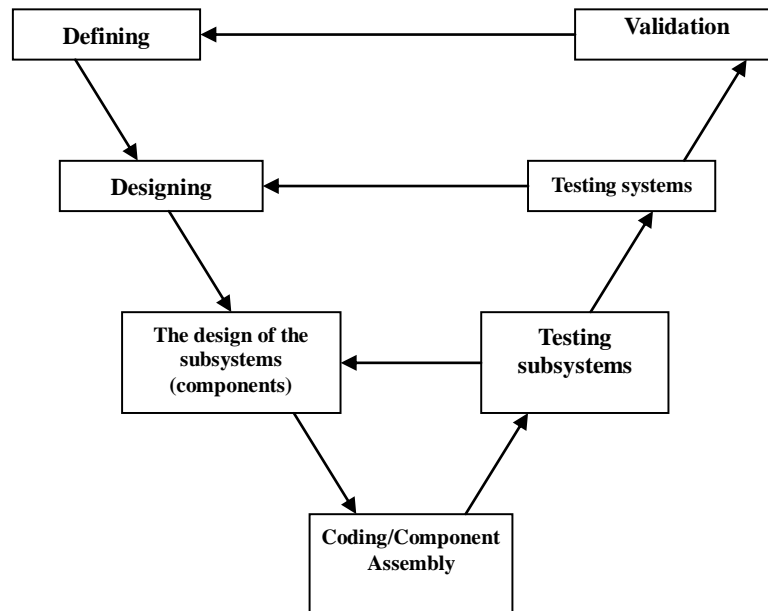
Advantages of this model are:

- controls all phases in the sense that they have a strict order and field stretching is clear;
- model is easy to learn the design team;
- each step is accompanied by documentation.

The disadvantages of the model are:

- information system surrenders after completing all phases which means a longer period of time, the user can change claims;
- model does not represent a dynamic approach;
- not open to change.

The V model is a variant of the cascade that introduces the concepts of components, subsystems, applying the explicit hierarchical level tests to increase the control the way in which the steps are carried out, thereby obtaining a side of the letter V (fig. no. 2):



**Figure no. 2. V model**

The first side is down and through the proper comprising the steps of a computer system, and the second to include all stages upward through the clearance.

#### **b. Research results**

By evaluating the insertion socio - professional graduates obtain, on the one hand, a picture of young people's transition from school to work, the degree of concordance between supply and demand existing at some point in the labor market, and on the other some basic information on the effectiveness of education.

Despite demographic decline, changes in the number of students enrolled in public universities I know a slightly upward trend in recent years, indicating a growing level of demand in the reference period. Expectations for maintaining the baccalaureate graduation rates are so consonant with a policy of supporting a number of funded places offer higher education at least equal to that of the previous year.

In addition, the argument of maintaining annual tuition for master studies, the report highlights a growing interest for further training graduate and undergraduate studies master. Thus, the gross transition from undergraduate cycle masters is growing in recent years, and the ratio of the number of students enrolled in the master's or equivalent (ISCED 7) and the number of students enrolled in undergraduate or equivalent (ISCED 6) in Romania near the median level of the European Union is advisable to stay at least at this level.

#### **5. Conclusions**

The research results will form a working tool which shows that appropriate measures to improve the current situation and recommendations to facilitate their integration into the labor market.

#### **Personal Contributions**

Analysis by presenting a national interest is served by developing this work addressing a topic particularly interesting in terms of the functioning of the labor market and social efficiency of higher education institutions at national and regional level. Also, one can see the transparency, efficiency and timeliness in data management that can help increase the relevance of higher education to the labor market.

Increasing adaptability of long-term labor market requirements must be achieved through investment in human resource development, based on a lifelong learning strategy.

At present, the labor market is characterized by a high level of caution, both in terms of employers and employees. Employers are increasingly careful in choosing suitable candidates, and offer jobs generally lower.

Candidates will be increasingly more competitive, since it will increase specialization and selection criteria are becoming more numerous. Also, after analyzing the labor market, it found that labor is not homogeneous, but differentiated on a broader or narrower range of occupations. No perfect transparency there because labor is not perfectly informed, information about job vacancies and about working conditions is not readily available or free. Therefore, between the participation rate and the employment rate there is a perfect similarity. To increase the participation rate may witness a drop in the employment rate due to the rise in unemployment.

It is possible that in the expansion phase of the economic cycle or boom, amid increasing general prosperity, increase the attractiveness of the exercise of an activity remunerated, so that some of the legal working age, but withdrawn dintr- for some reason the labor market, willing to rejoin the active population category, increasing labor supply at a rate higher than the increase in employment.

Equally possible is that new entrants or re-enter the no longer find work suitable to their preparation.

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