

# Education and Professional Adaptation of Young Specialists on the Labor Market

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## Abstract

The real problem of modern society is the adaptation of new young specialists for rapid advancement in the profession, which is obligatory with the concrete change of the conditions and requirements for education and production, which will be impossible without a comprehensive launch and actualization of this problem in the Republic of Macedonia. The overall attention of each of us is directed towards the technology for selecting specialists, the stages of working with staff and staff, the interaction between educational institutions and production enterprises in the training, while taking into account international standards.

While under the labor market we understand socially-public and private structures for supporting employment, human resources policy in them and ensuring practical and normal functioning of the labor market, with an effective interaction between the supply and demand of our human workforce.

The new phase of development of the Macedonian society is defined and characterized by major transformation processes in all current spheres of life, and thus the future life strategies of the Macedonian academic youth.

*Keywords: education, young specialists, professional work, labor market*

## 1. Introduction

Characteristic of the present are the changes that occur in the middle of students in higher education, of which significant part are graduates.

### - **Goal**

The research efforts of the author are directed towards the consecration of social welfare and emphasizing the professional adaptation of the young Macedonian academic staff on the current labor market in Macedonia.

### - **Research Method**

To realize this contemporary problem, we will use systematic literature inspired by M. Weber We will formulate a protocol in order to define the research question (s), strategy, selection criteria, quality assessment

### - **Methodology**

The methodology is based on the principle of databases, which allows you to visualize the list of skills needed to address the adaptation of professional work, the differences between the level of specific knowledge of employees in the workplace and the required knowledge, including the updating of new jobs.

At the moment, *S.L. Rubinstein* with his idea that the life of a person can continue as a spontaneous and conscious, creative directional process, and the person's elevation factor can only be, a reasonable projection of his life, is gaining in importance and actuality in the Macedonian scientific circle.

I am certain that there is no coincidence in the present when the life strategies of young people have always been of great interest to the Western, but also to the domestic researchers.

We can not forget the concepts of *M. Webber* – The theory of social action as a tool for explaining the behavior of people. *E. Durkheim*, in that youth life is focused on the context of creating demands from society. The theory of T. Parsons with the concept of strategic behavior, the concept of “life strategies”. A. K. *Mannheim* argues that young people are a group whose societal role depends on the society in which they live.

While *G.A. Cherednichenko* and *V.N. Shubkin* is advocating that life for young people is a process of gaining employment and status. Appropriate significance in the study of values and value orientations was given by *A.G. Zdravomislov*, *B.T. Lisovsky*, *M.N. Rutkevich*.

The problems of adapting young specialists are of an applicable nature. Defining “life strategy” still lacks logical clarity and clarity. It is interpreted either as a system of perspective representations and orientations, or as a system of goals, plans and value orientations. In reference publications, the term “strategy” is defined as “the art of planning for leadership based on correct and far-reaching predictions” [1, p. 582].

This area, with the help of scientific insights, must help specific enterprises, taking a wide range of factors and conditions related to the selection of specialists, their process of living in the work and environment, and ultimately the interaction of enterprises with educational institutions.

Initially, the problem of adapting young professionals was dependent on the activities of the head of staff, and at the first was more rigorous, based on the selection principle for selection of specialists, but also humanistic, based on specialists in diagnostics and counseling – the technological paradigm [2, p. 54].

It is possible to develop impeccable technology for the selection of specialists.

Such an instrument is implemented in the professional psychology of research (work psychology), by concentrating on the study of the details between the profession and the individual characteristics of the person. [3, p. 76]

*N.A. Shlapak* suggests that the life plans themselves are the actuality of the objective reality of the person, by mobilizing, organizing the property and being the ideal means for turning the possibilities into reality [4, p. 140].

The interaction of educational institutions is characterized by low efficiency in the production practice, in that they do not have touch, connection, cohesion or are not related to the place of future work of an expert.

Later, this approach is losing its efficiency with the increased intensification of production technologies, which required constant retraining of specialists, instead of their selection.

Therefore, human resource management has become a specific extension, characterized by choosing the stages in the work with the staff:

- a. recruiting,
- b. selection,
- c. training,
- d. work supervision. [5, p. 74]

At this moment, the changes that are taking place are of particular importance, so hope is preserved by the fact that young people are pragmatically directed to modern living realities and do not know the real experience of social paternalism. The risk is reflected and pointed out that young people find no recognition in raising the so-called legitimate practices, but the choice of education and profession is very much related or depends on the parents with their family financial resources or the residence itself.

Educational opportunities open up the young man and his social and cultural identity, based on his level of thinking and manner of behavior. It is important to know the opinion of the youth about their personal satisfaction with the education received and further life plans.

The comparative nature of this study defines search criteria for the effectiveness of supranational human resource work and national options for their implementation, so it guides the study of psychology at work to reorient a person working for the organization itself. [6, p. 114]

It is known that the school possesses a significant ability to influence the formation of awareness of adolescents. The priority task of each education must be to enable and realize the formation and development of each individual to:

- possesses basic knowledge,
- practical skills;
- possesses a high level of creative and analytical thinking,
- skills in a constructive search for solving personal problems;
- capable of creative self-organization.

Wider popularity began to receive organizational psychology, which is in direct contrast to the psychology of work, since it focused entirely on the problem of managing management techniques and creating the most favorable climate in the team. [7, p. 57]

Almost all young people do not doubt that in order to achieve high social and professional status, their personal vital success requires solid knowledge and therefore they want to be sure that at the end of their studies they will become well-known and educated people. In this regard, an important element is the assessment of the higher education institution.

Therefore, interaction between educational institutions and enterprises is recommended, and the preparation of manuals and training courses for those who are looking for work in the future is especially important. The very responsibility for hiring young professionals began to be seen as the responsibility for training young professionals who led the study of the psychology of labor for the reorientation of the person working for the organization itself.

In the present, the value of young specialists is determined by their new education, the awareness of new technologies, respectively, on the conscience for greater opportunities for their development.

The system thus established acquires an ever-increasing and very special importance of the integrated approach to the criteria for assessing the activities of enterprises, the typification of young professionals, the organization of interaction between the enterprise and the educational institution.

Models of organizing such an interaction are in each case in any case, but it is necessary to specify the specifics of the enterprise itself and the assessment of the higher education institution. This is all possible if the profitability indicators and the methods used to monitor market conditions are determined, as well as the ways to update the staff and many others, which would influence the concrete interaction with the educational institutions. Of course, it must be ascertained how much the enterprise and educational institution are actively involved in solving the problem with the help of beginner specialists. It is the principle that distinguishes management information from “staff” (emphasis on the enterprise) and from the management of “human resources” (emphasis on the institution).

## **2. Market**

The market is an institution or mechanism that brings together buyers (suppliers) and sellers (supplying suppliers) of individual goods and services. Under the modern market, we understand a system that allows buyers and sellers to make free purchase and sale of goods. The structure of the market can perform in various forms. It can be a traditional market of the city square; goods, shares, currency exchange or labor exchange; newspaper ads like “sell-buy”; information and computer systems for the sale of goods, etc. There are many types of markets, whose principality can be grouped according to the following three characteristics:

A graduate of the School of Finance talks to Chase Manhattan’s representatives at a university office and helps graduates get a job.

Such situations, which connect potential buyers with potential sellers, form the markets. As follows from the given examples, some markets are local, while others are of national or international character. Some distinguish personal contact between the wearer and the supplier, others are impersonal – the buyer and the seller are never seen or unknown.

### 3. Labor Market

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The study of the labor market is necessary to determine the amount of employment. Supply and demand for labor relate to the labor market. Balance on the labor market determines full employment and imbalance – either part-time employment (unemployment) or excessive employment. This is natural, because the money was received by people from the sale of many special goods: their own workforce.

The trade of workers with labor is paying workers in a separate market – the labor market.

The labor market – the ways, social mechanisms, and organizations that allow people to find work according to their abilities and skills – and hire employees who need them to organize commercial or other activities.

This market is similar, and is not similar to other commodity markets, supply and demand laws also act here, and the uniform prices of local commodity labor force are formed. These prices are called salaries.

Salary is the amount of the Fee paid to the employee for the performance of a particular task, the amount of work or the performance of his official duties for some time.

The higher the fees that employees demand for their work, the less the employers can hire (the law of demand), the less the payout that employers are willing to pay for doing a particular job, the lower the number of people who want to engage in such work (the law of the proposal). At the intersection of these interests, the work-force balance is born-it is the salary that matches the number of people willing to engage in a certain job and the number of jobs that employers are willing to provide. On the one hand, the interests of employees and employers are contrary. Employees tend to receive as much pay as possible. Employers are directly interested in paying as much as possible and at the expense of this, to increase profits.

On the other hand, everyone needs them to the extreme. Without employees, employers simply can not organize their activities, which means they lose income. But engaged workers without employers face a threat of poverty and hunger.

The social market economy is a social structure in which the state actively supports the development of free competition, facilitates the relaxation of conflicts between employees and employers, and implements extensive programs to support socially vulnerable groups of citizens.

Functionally – the organizational structure of the labor market includes, in a developed market economy, the following elements:

- the principles of state policy in the field of employment and unemployment;
- a training system;
- Employment system, contracting system;
- Fund for support of the unemployed;
- system of retraining and retraining;
- exchange of labor; legal regulation of employment.

Manufacturers are workers who offer their own workforce (job capability), and buyers are labor collectives or individual entrepreneurs who can independently decide how many employees they need.

The Law on Supply and Demand for Labor reflects the discrepancy of vacancies on the composition of workers entering the labor market in terms of quantity and quality.

Previously existed in our country, an administrative-system command in which the state as the owner of fixed assets for production is needed for centrally planned full-time jobs, assigned and redeployed labor resources, completely destroyed the motivation for work.

International experience shows that the labor market can not exist outside a competitive economy based on private property and democratic public institutions. A totalitarian society even theoretically

excludes the possibility of such a market because it does not consider that a person is equal to the rights, legally and economically independent of the state entity. It is not so important for such a state to efficiently use the human potential and according to the personal interests of a person. It is important for him to have a person in full and unconditional submission for any needs and personal interests to meet the minimum, which excludes the economic and social independence of a person.

This provides, though ineffective, but almost complete control of the masses of people.

On the labor market, the following possibilities are realized:

- Free choice of profession, industry and place of activity, encouraged by priority proposals (salary level, opportunities for realization of creative ideas, etc.);
- employment and dismissal, while following the norms of labor legislation that protect the interests of citizens in terms of workplace safety, working conditions and payment;
- independent and at the same time economically driven by labor migration between regions, industries and the professional plan - a qualification group, usually accompanied by improved living and working conditions, by the presence of advanced, widely available high-quality the population housing market of consumer goods of cultural and spiritual values;
- free movement of wages and other income, while maintaining the priority of education and skills, compliance with the legal guaranteed minimum wage living wage, and regulation of the upper income limit through the tax system, based on a progressive scale.

Competitive-market relations reflect deep processes that are constantly occurring in society and determine its progress. Through the labor market, crossing into it, three interrelated evolutionary flows-economic development (material and technical elements and constructions), human development (general and professional culture, creative abilities, moral qualities), the development of social relations (state and class structures, property ownership, production links). They form the basis of progress in society, its main content.

Workforce is a special kind of product, productive creative qualities that fully determine the effectiveness of the competitive economy, its ability to create high quality goods and convenient services, the scope and pace of scientific, technical and organizational transformations. Therefore, the preparation and placing on the labor market of an educated and creatively active workforce, ensuring its qualification and territorial mobility, is one of the basic principles of the vital activity of the national economy. And the higher the overall level of economic development, the more complex problems need to be solved, the greater the need for a highly skilled workforce. This workforce in the developed world in the era of ST is an absolute majority of employers, and state authorities strive to create the best conditions for production and life.

Workforce – a special kind of product is also because it is in the first place, as a rule, the most interested parties in the development of their creative abilities, implemented in the national economy and the expression of the individual, especially the creative abilities of the individual.

The prevailing community of the interests of the “goods” of the labor force and its consumers – the economy and the state are the most important socioeconomic feature of the market economy that creates a solid humanistic basis for the development of the national economy and the whole society.

Undoubtedly, the organized labor market, organized and heavily controlled by the state and supported by the enterprises of the commodity economy, is constantly improving with the development of the national economy. This is one of the vital vital links in the social and economic system of each country.

The ultimate goal of the labor market is, firstly, the satisfaction of the professional-labor and vital interests of the economically active population, including social protection, and to provide the national economy with the necessary staff; secondly, to achieve full and minimal interruptions of employment, taking into account the need for a partial working week, staggering working hours, etc.

As the World Confederation stresses, “the highest form of social adaptation is a professional adaptation”. Unfortunately, we currently have only a handful of ways that help a person at an early stage to choose their business and improve in it.

## 5. Conclusion

In general, it can be concluded that young people are oriented towards a more successful future, which, in fact, is typical of this age category. It tends to maximize its potential for success in life.

In turn, the career prospect is the most important impetus for improving the quality of the workers themselves. In that sense, every company must have answers to a number of questions, namely:

- What vacancies can university graduates declare and what determines the prestige of the institution with which they graduated?
- Who and how to seek requirements for the professional skills, knowledge and individual characteristics of the applicant?
- How to shorten the term and improve the efficiency of the adaptation of a young specialist?
- Is it possible to create a system of individual and targeted support for the career development of already working specialists?
- Is it possible to raise the qualitative level of the personnel policy of the company because of its technological development?

The use of this and similar techniques, in our opinion, can contribute to the creation of holistic lifelong learning programs.

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