

MANAGEMENT AND TRAINING OF WORKING GROUP WITHIN THE INSTITUTION

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ABSTRACT

Human resource management is a big challenge and a difficult task in the work of managers, reflects the importance of workers or practitioners as an important source for the organization. In addition, be considered to be part of the process of fulfillment of the objectives realized through research, development and correct use of human resources inside the organization. Managers are also need to know and apply what skills within the organization or institution where done through surveys and different standards. Management of a study on specific groups requires experience, knowledge and practical work. Professional goal of this research paper is managing students in groups classified at the Institute for Environmental Management, Struga, Macedonia, wine research for drinks depending on the percentage of alcohol. Based on this analysis, managers can build a development and training program in the general preparation of the working group for current and future work.

KEYWORDS: Management, Working Groups, Analysis, Development, Qualifying

INTRODUCTION

The most specific method for successful management of workers is the advising method of elementary management. The first step is to ensure that the workers understand their work position and responsibilities based on the review criteria. For example, how many percent of those are based on group work, specific abilities: work knowledge, presentation and analysis?

The way of management with all the workers will evidently affect their ethics, motivation and performance. For workers it is important their training for the next promotions, because it has to do with the inner position of the organization. Nowadays, the business environment is considered very complex and changing. The rapid technological developments and the continuing structural changes, that aims with greater flexibility and opportunity the adaptation with environment, are the main factors that enable the formation and development of human resources to be considered very necessary for the survival of business organizations. Management summarizes the goal achievements, tracking down the work process during its various phases and organization together with the sorting of duties. In order to analyze some work we should know that every project begins with an idea. The idea that has driven us to do this international paper work is the student management in groups, beside Ecology and Technology Institution in Struga, Macedonia in the wine research depending on the alcohol percentage. This study sees it important the evaluation of two main elements: needs and environment. The research relies upon groups with organized, chosen students that have the primary manager-leader, who is responsible for the progress of primary experimental scientific research.

One of the main issues for the economy of R. Macedonia is the determination for open economic market, which means market liberalization and integration, rapid economic progress, improvement of business and investment climate, cheap products, better quality and familiar, which guarantee current problem solution, adding that we nowadays are in the phase of slow recovery, but more of stable growing, which will continue in the following years.

Human resources are the most important dynamic and creative factor of every organization. They create ideas, plan and achieve certain actions within one company. The investment on developing human capital should be considered as an alternative investment in production. One of the most important ways of investment in human capital is the training which raises the work productivity and entrepreneurial abilities. The ongoing advancement and the development of the working group is an important element of strategy realization, not only because it motivates people, but also because they gain new knowledge and abilities necessary for strategy realization. Strategy is the natural choice of the company, which can survive only if they are developed and in a permanent way, maintain their competing position in markets where they are available. The developing strategies of a company can be classified on the basis of several dimensions: the developing economic dimension of agribusiness and market.

Last decades, the big political, economical, technological changes, the state role and competition in the free market, and the business internationalization, have made quite complicated the environment where the businesses operate. Furthermore, it is necessary to be used the strategy of a business organization for the future of this kind of business. Regardless of the environment where the business is operating, specialized for a limited number, they will be the subject of competing pressure; this is the reason why the problems of competing strategy are particularly important for the small and medium economic subjects. Through strategy, the business leaders should answer the questions of where they are, where should they arrive, and what should they undertake to realize the intended goals. In a conceptual way, the strategy determines the market definitions, competition, the consumer needs, technology, demographical changes and a great number of other factors which determine the strategic formulation of action.

OBJECTIVES OF THE STUDY

In the given paper, the objective of the study is establish a knowledge for the students to have an idea how a scientific research should be done from the viewpoint of responsibility, skills and challenges that should be faced.

METHODS

Just like we mentioned in the introduction, the manager's-spokesman's job in the general training of the work group, **in the experimental research** is the appropriate counseling in the student guide. This is one of the challenges in concluding the scientific work. The role of the manager-spokesman is seen in three perspectives:

- The responsibilities we should perform
- The challenges we should face
- The skills we should poses that will lead to a successful work.

Our responsibility as a work group manager is concentration on these main principles: the project, organization, working team. Each of these fields has a different focus, and their roles change accordingly. The manager has to lead in an efficient way the whole research like a good referee, regardless of the different objectives of individuals from the team. Another responsibility attached to the organization is also the one that has to do with managing the collection of information, building a sincere relationship with the organization, outcome preservation in proportion with time and outcomes with precise accuracy. Other responsibility is monitoring the team on the given experiment, being familiar with all the commitments up to the emphasis and performance of every student in a continued, honest and accurate way. Certainly these responsibilities aren't easy and simple because they contain preservation of a steady balance among the among the team's demands and needs as one unit and the research requirements. All these that we mentioned above are

object of work organizing. Thus, in order to use the company resources with effectiveness we should firstly organize the work.

Organizing as a managing element is the one that identifies the working duties, conditions; in order to harmonize the organization mission as a main task. Work organizing is a complex field of activities for which certain disciplines are interested such as: ergonomics, operational leadership, industrial psychology, sociology of work, operational research etc.

ANALYSIS AND EXPLANATION OF RESULTS - HYPOTHESIS AND DISCUSSIONS

From the very beginning of this study, our goal has been to indicate how the usage of alcoholic drinks affects the students' studying-reading results or human society and regional or international market.

In order to test this hypothesis besides the experimental part: general acidity, alcohol percentage and the dry residue and analyzing a survey from the students of the Institute for Ecology-Technology Managing in Struga, Macedonia, have results.

The given results of this survey are given in the table below.

Table 1

Research	Results
General acidity	11,4 g/l
Alcohol percentage	8,97 %
Extract	24,08 g
Volatile materials	0,127 g/l

When we processed the experimental information and the survey, the joint thought of the working group was that the hypothesis we had built was right because alcohol **affects positively the agribusiness** market like a satisfactory financial indicator, which is a super product, it doesn't only satisfy the needs for local economic development, but it is also required for export in trading business, in regional and European places, **whereas it affects negatively** in the results of theory and practice studying of school subject upon students.

CONCLUSIONS AND RECOMMENDATIONS

In the given abstract, the objective of the study is establish a knowledge for the students to have an idea how a scientific research should be done from the viewpoint of responsibility, skills and challenges that should be faced. Based on the information and results, the managers are those who can build an active program of development which includes qualification, education and general preparation of the working group.

The chosen methodology reflects in the general concept of research, economic policy, development of local agribusiness and the organization's mission to orientate in social welfare growth, unemployment mitigation, especially for rural residents, where human resources are the most important dynamic and creative factor of every organization. Recommendations are that the role and development of agribusiness requires composition of a strategic development program for rural entrepreneurship in order to improve the living and working conditions in the establishment of an environment for basic and sustainable rural development.

ACKNOWLEDGEMENTS

The author thanks to Institute for Ecology-Technology Managing in Struga, Macedonia, and student group for completion this research paper.

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APPENDICES - COMPANY PROFILE AMC

The launch of the first signal of mobile telecommunication in Albania, in May 1996, holds AMC's name. Part of the Cosmote Group; AMC has now joined the bigger family of Deutsche Telecom. Being a member of a leader group that operates in Western Europe, Southeast Europe and all the way to the United States, AMC holds as its core philosophy the orientation of all developments towards maximal service to the subscribers. In the beginning of 2012, AMC launched its high speed 3G services in Albania. With contemporary products, relentless innovation in accordance with the most recent technologic developments in the European Union, and competitive prices, AMC has become an important generator of qualitative communication and innovation in Albania.

"Our world, you!" is our philosophy. This means that the philosophy of our work, our Corporate Responsibility, as well as our most basic operations aim to create a real impact and bring values for our subscribers and the entire society.

MANAGEMENT TEAM

The Management Team of AMC is composed of highly dedicated and responsible individuals, who share at the heart of their commitment, the common aim of providing maximum quality of service for the subscriber.

AMC's management team consists of:

- CEO
- Chief Financial Officer
- Technical & IT Director
- HR & Administration Director
- Procurement & Logistic Manager
- Corporate Affairs Office

