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## Survey on the Transfer of Experience Acquired by Romanian Public Representatives from EU Countries Including Greece

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### **Abstract**

*Starting from the assumption that local governments have a strong potential to become "community leaders" in the context of post-EU accession, in recent years a large number of political leaders and officials in Romania have participated in programs such as trade experience or training programs conducted by representatives of EU countries, including Greece.*

*In this paper I present the results of a marketing research survey conducted by the survey method, among local public representatives in Romania who have participated in exchanges of experience or training, especially in Greece. So I tried to find out the extent to which these programs had a real impact on the role of "community leaders" that local government must have regarding the implementation of EU policies.*

**Keywords:** *experience training programs, public representatives*

**JEL Classification:** *M39*

### **Research objectives:**

The objectives of this research are related to obtaining information about the utility of programs such as exchange of experience and training received, but also of the benefits of participation in such programs and actual impact in the workplace.

The extent to which participants considered the following aspects of exchange programs and training: volume of information received, the variety of information, the applicability of knowledge into practice, the usefulness of training received, the actual impact on business activity.

Determining the extent in which the participants considered that the institution they represent, shall enjoy the following benefits of their participation in this program: modeling projects under the EU offers funding, increasing capacity to absorb EU funds, the development of project proposals in context of sustainable partnerships, increased ability to maximize the implementation of projects, develop professional skills of employees.

Measuring the impact that participation in such programs has on obtaining the necessary knowledge to develop programs to be successfully completed.

Determining whether the participants considered to have acquired the following skills / abilities / qualifications by participating in this training program: organizational, communication, teamwork, ability to be trainers, exercise leadership qualities.

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Measuring the impact that participation in such programs has on achieving change within organizations.

Determining whether the participants in the training program intended to make changes within the organization they represent as a result of participation in such programs.

Determining whether the participants have completed projects by participating in this program. Finding the number of implemented projects, implementation status and their type.

## **Research design**

### Research subject population

Research subject population consists of political leaders or government officials of Romania, who attended at least one training program or programs such as exchange of experience, organized in partnership with local government representatives from EU countries.

### Considerations on the research methods used

To conduct this study taking into account the nature of decisional problem and achieve the objectives set, a descriptive research was conducted using the poll method.

On the basis of a survey questionnaire was a high level of structuring. Data collection was done by self-questionnaire, accessing the site:

<http://www.san.ro/chestionar/>.

Previously, components of the target group were contacted through e-mail and those who have not responded within the first 5 days were contacted by telephone. Duration of data collection was 8 calendar days from July 21 to 29, 2009.

On basis of attendance at events such as exchanges of experience or training during the last three years (2007-2009), a random sample of 85 people was determined. At the end of data collection were obtained 73 questionnaires that were completed which constituted the object of result analysis.

### Quantitative research results obtained

Being asked to assess the overall organizing of the training programs and exchange experiences on adopting community policies attended, as is presented in table and chart below, of the respondents, 65.8%, representing most, appreciated the organization as being very good, considering that the remaining 34.2% was good. We refer such that the options "neither good nor bad", "stupid" or "very bad" were not shown by any respondent.

**Statistics**

**Participants' views on the organization of the program**

<b>N</b>	<b>Valid</b>	73
	<b>Missing</b>	0
<b>Mean</b>		<b>4.6575</b>
<b>Median</b>		5.0000
<b>Mode</b>		5.00

		<b>Frequency</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
<b>Valid</b>	<b>Good</b>	25	34.2	34.2	34.2
	<b>Very good</b>	48	65.8	65.8	100.0
	<b>Total</b>	<b>73</b>	<b>100.0</b>	<b>100.0</b>	



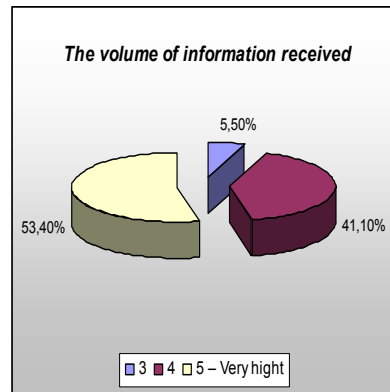
Most respondents, namely 39 out of 73 (53.4%) appreciated the volume of information received in exchange programs or training as very high, at rather short distance followed by the response option "high volume of information received" by 30 respondents (41.1% respectively), the remaining four respondents, representing a 5.5% rate of response option indicating "satisfactory volume of information received."

On a scale of 1 to 5, where level 1 represents a "very low" and 5 representing a wide "very high", the average score obtained by this analysis is 4.4795, indicating a good to very good assessment of volume information received under these programs.

## Statistics

### The volume of information received

<b>N</b>	<b>Valid</b>	73
	<b>Missing</b>	0
<b>Mean</b>		<b>4.4795</b>
<b>Std. Error of Mean</b>		7.063E-02
<b>Median</b>		5.0000
<b>Mode</b>		5.00
<b>Std. Deviation</b>		.6035
<b>Variance</b>		.3642



		Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>3</b>	4	5.5	5.5	5.5
	<b>4</b>	30	41.1	41.1	46.6
	<b>5 – Very high</b>	39	53.4	53.4	100.0
	<b>Total</b>	<b>73</b>	<b>100.0</b>	<b>100.0</b>	

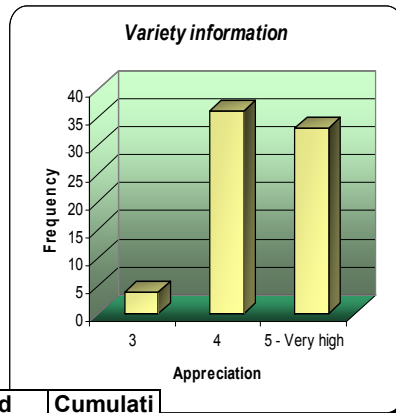
Regarding the variety of information provided in training programs attended, most respondents, 49.3% respectively, in absolute 36 out of 73 people have chosen response number 4 on a scale from 1 to 5 where 1 means that the variety of information was very limited and level 5 meaning the variety of information is estimated to be very high, followed at a short distance by the 45.2% of respondents who consider that the variety of information acquired in this program is very high and the remaining 5.5% indicating response option 3.

Average score obtained by this analysis is 4.3973, indicating a good to very good appreciation of the variety of information received in these training program

**Statistics**

**Variety information**

<b>N</b>	<b>Valid</b>	73
	<b>Missing</b>	0
<b>Mean</b>		<b>4.3973</b>
<b>Std. Error of Mean</b>		6.963E-02
<b>Median</b>		4.0000
<b>Mode</b>		4.00
<b>Std. Deviation</b>		.5949
<b>Variance</b>		.3539



		Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>3</b>	4	5.5	5.5	5.5
	<b>4</b>	36	49.3	49.3	54.8
	<b>5 – Very high</b>	33	45.2	45.2	100.0
	<b>Total</b>	<b>73</b>	<b>100.0</b>	<b>100.0</b>	

Regarding the applicability of acquired knowledge into practice by participating in training programs, the review conducted showed that on a scale from 1, which means that the applicability in practice the knowledge acquired in training programs is reduced, to 5, equivalent to assessing this issue as very high, considering equal distances between scale levels of the 73 respondents, 31 people were chosen the response variant 4, representing a rate of 42.5% followed by assessing the applicability of knowledge gained as very high by 25 respondents, 34.2% respectively, and the remaining respondents divided opinions among the options 3 – a number of 14 persons (19.2%) and the options 2, the remaining 3 persons, representing a rate of 4.1%.

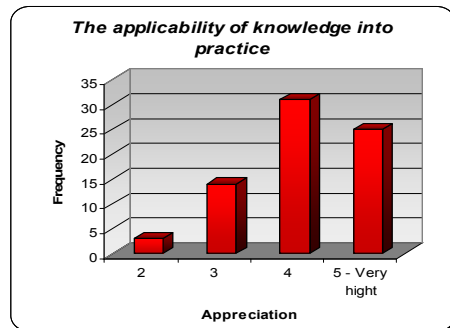
Average score obtained by this analysis is 4.0685, indicating a better appreciation of the applicability of knowledge into practice.

## Statistics

### The applicability of knowledge into practice

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	4.1	4.1	4.1
	3	14	19.2	19.2	23.3
	4	31	42.5	42.5	65.8
	5 - Very high	25	34.2	34.2	100.0
	<b>Total</b>	<b>73</b>	<b>100.0</b>	<b>100.0</b>	

<b>N</b>	<b>Valid</b>	73
	<b>Missing</b>	0
<b>Mean</b>		4.0685
<b>Std. Error of Mean</b>		9.817E-02
<b>Median</b>		4.0000
<b>Mode</b>		4.00
<b>Std. Deviation</b>		.8388
<b>Variance</b>		.7036



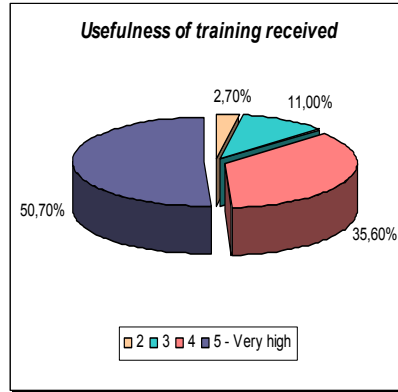
Regarding the usefulness of training received under these programs, most respondents, respectively 50.7% (37 of 73 people who were interviewed) believe that it is very high, followed by option 4 that was indicated by 35.6% of respondents, and smaller percentages of response for options 3 by 11% of respondents and 8 people and in very small percentage the option 2 representing a percentage of 2.7%.

On a scale of 1-5, where level 1 represents a "very low" and 5 representing a wide "very high" average score obtained by this analysis is 4.3425, indicating a good to very good appreciation of the usefulness of training received.

**Statistics**

**Usefulness of training received**

<b>N</b>	<b>Valid</b>	73
	<b>Missing</b>	0
<b>Mean</b>		<b>4.3425</b>
<b>Std. Error of Mean</b>		9.195E-02
<b>Median</b>		5.0000
<b>Mode</b>		5.00
<b>Std. Deviation</b>		.7856
<b>Variance</b>		.6172

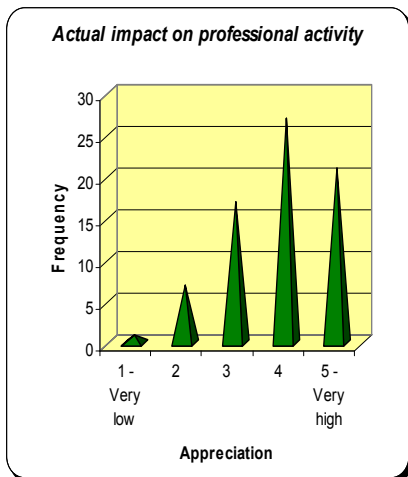


		<b>Frequency</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
<b>Valid</b>	<b>2</b>	2	2.7	2.7	2.7
	<b>3</b>	8	11.0	11.0	13.7
	<b>4</b>	26	35.6	35.6	49.3
	<b>5 - Very high</b>	37	50.7	50.7	100.0
	<b>Total</b>	<b>73</b>	<b>100.0</b>	<b>100.0</b>	

Being asked to assess the real impact these training programs have had on their work, respondents gave different answers, most of them, 37% respectively, in absolute value representing 27 of the 73 people polled chose the 4 option, closely followed by 5 response option which means that the impact on business activity was very high. 23.3% of those polled indicated response option 3, which represents the position of uncertainty, falling to mid-scale, 9.6% chosed the response option 2, while the remaining 1.4% believed that the impact of this program on his business is very low.

On a scale of 1 to 5, where level 1 represents a "very low" and 5 representing a "very high", the average score obtained by this analysis is 3.8219, indicating a neutral to good appreciation of the real impact of the training of this program have had on business activity.

#### Statistics Actual impact on professional activity



		Frequ ency	Percent	Valid Percent	Cumulative Percent
Valid	1 - Very low	1	1.4	1.4	1.4
	2	7	9.6	9.6	11.0
	3	17	23.3	23.3	34.2
	4	27	37.0	37.0	71.2
	5 - Very high	21	28.8	28.8	100.0
	<b>Total</b>	<b>73</b>	<b>100.0</b>	<b>100.0</b>	

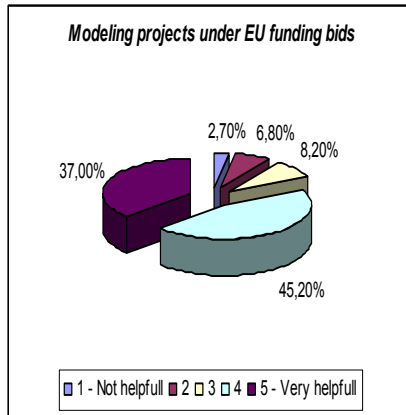
Respondents also considered that among the tangible benefits of the institutions whose representatives participated in these training programs is project modeling conforming EU funding bids. After analyzing the answers given, showed that on a scale from 1, which means that this benefit is felt very little, to 5, the equivalent benefiting heavily, considering equal distances between scale levels, from the 73 respondents, 33 persons (45.2%) chose response option 4, followed by response option that states that modeling projects under EU funding is being felt heavily in the institution they are representing - 27 people, 37%, respectively. The remaining respondents divided between the options 3 (8.2%), 2 (6.8%) and 1 (2.7%), as we see, in minor percentages.

Average score obtained by this analysis is 4.0685, indicating that modeling projects under EU funding bids is considered a real benefit of this training program.



**Statistics Modeling projects under EU funding bids**

<b>N</b>	<b>Valid</b>	73
	<b>Missing</b>	0
<b>Mean</b>		<b>4.0685</b>
<b>Std. Error of Mean</b>		.1159
<b>Median</b>		4.0000
<b>Mode</b>		4.00
<b>Std. Deviation</b>		.9906
<b>Variance</b>		.9814



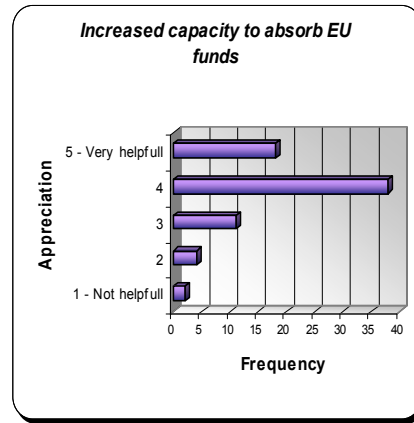
		Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>1 – Not helpfull</b>	2	2.7	2.7	2.7
	<b>2</b>	5	6.8	6.8	9.6
	<b>3</b>	6	8.2	8.2	17.8
	<b>4</b>	33	45.2	45.2	63.0
	<b>5 - Very helpfull</b>	27	37.0	37.0	100.0
	<b>Total</b>	<b>73</b>	<b>100.0</b>	<b>100.0</b>	

Another benefit of participation in such training programs is to increase capacity to absorb EU funds. In this case, most respondents, 52.1%, representing 38 out of 73 people have opted for response option 4, followed by option 5 chosen by 24.7% of respondents or 18 people, who consider that this benefit is felt heavily in the institutions they represent, the rest of respondents opting for either of the options 3, 2 and 1, aggregating very few answers.

Average score obtained by this analysis is 3.9041, which indicates that the question "Increasing the capacity to absorb European funds is considered a real benefit of this type of training program.

**Statistics**  
**Increased capacity to absorb EU funds**

<b>N</b>	<b>Valid</b>	73
	<b>Missing</b>	0
<b>Mean</b>		<b>3.9041</b>
<b>Std. Error of Mean</b>		.1089
<b>Median</b>		4.0000
<b>Mode</b>		4.00
<b>Std. Deviation</b>		.9304
<b>Variance</b>		.8657



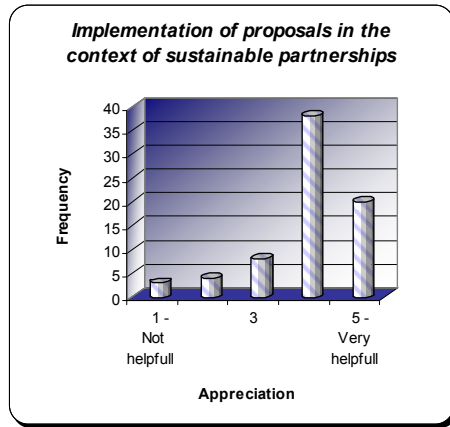
		Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>1 - Not helpfull</b>	2	2.7	2.7	2.7
	<b>2</b>	4	5.5	5.5	8.2
	<b>3</b>	11	15.1	15.1	23.3
	<b>4</b>	38	52.1	52.1	75.3
	<b>5 - Very helpfull</b>	18	24.7	24.7	100.0
	<b>Total</b>	73	100.0	100.0	

Implementation of proposals in the context of sustainable partnerships is also a practical benefit felt by institutions whose representatives participated in the training programs, appreciated by most respondents, 52.1% situated on level 4 on a scale from 1, which means that very little is being felt to 5 equivalent to assessing this benefit heavily. Response option 5 was chosen by 27.4% of respondents, the remaining respondents chose one of the other response options, but in small percentages: 11% chose option 3, 5.5% representing four people have opted for option 2 and remaining 4.1% representing three people believe that the benefit is very little.

Average score obtained by this analysis is 3.9315, which indicates that the question "Implementation of proposals in the context of sustainable partnerships" is considered a real benefit of this training program.

**Statistics**  
**Implementation of proposals**  
**in the context of sustainable**  
**partnerships**

<b>N</b>	<b>Valid</b>	73
	<b>Missing</b>	0
<b>Mean</b>		<b>3.9315</b>
<b>Std. Error of Mean</b>		.1159
<b>Median</b>		4.0000
<b>Mode</b>		4.00
<b>Std. Deviation</b>		.9906
<b>Variance</b>		.9814



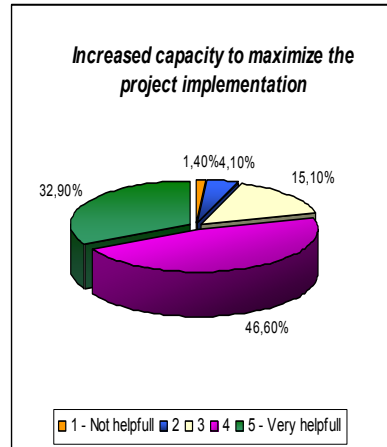
		Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>1 - Not helpfull</b>	3	4.1	4.1	4.1
	<b>2</b>	4	5.5	5.5	9.6
	<b>3</b>	8	11.0	11.0	20.5
	<b>4</b>	38	52.1	52.1	72.6
	<b>5 - Very helpfull</b>	20	27.4	27.4	100.0
	<b>Total</b>	73	100.0	100.0	

As regards the increasing of the capacity to maximize the results of project implementation due to participation in these training programs, most respondents, 46.6%, chose response option 4, followed by response option 5, chosen by 32.9% of those polled, which means that this benefit is felt heavily. A percentage of 15.1% consider a benefit of middle level on a scale of 1 to 5, 4.1% chose response option 2 and very small percentage, 1.4% or a single person believes that the benefit is felt very little.

Average score obtained by this analysis is 4.0548, which indicates that the question "Increasing of the capacity to maximize the results of project implementation" is considered a real benefit of this training program.

**Statistics**  
**Increased capacity to maximize the project implementation**

<b>N</b>	<b>Valid</b>	73
	<b>Missing</b>	0
<b>Mean</b>		<b>4.0548</b>
<b>Std. Error of Mean</b>		.1030
<b>Median</b>		4.0000
<b>Mode</b>		4.00
<b>Std. Deviation</b>		.8802
<b>Variance</b>		.7747



		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 – Not helpfull	1	1.4	1.4	1.4
	2	3	4.1	4.1	5.5
	3	11	15.1	15.1	20.5
	4	34	46.6	46.6	67.1
	5 – Very helpfull	24	32.9	32.9	100.0
	<b>Total</b>	<b>73</b>	<b>100.0</b>	<b>100.0</b>	

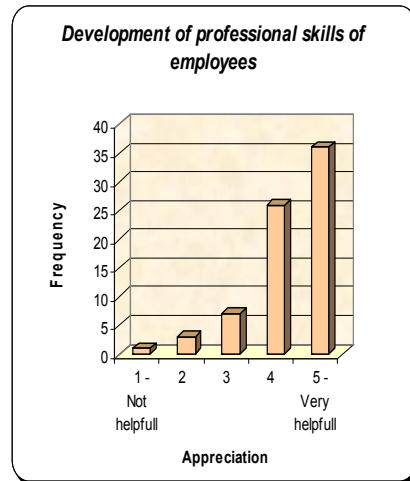
Professional skills of the employees is a specific benefit for institutions whose representatives participated in these training programs, being appreciated by most respondents, 36 out of 73, representing a rate of 49.3%, as a benefit that felt heavily, followed by response option 4, chosen by 35.6% of the respondents. The others choosing the options 3, 2 and 1, but in very small percent, respectively 9.6%, 4.1% and 1.4%.

Average score obtained by this analysis is 4.2740, which indicates that the aspect of "Developing the professional skills of employees" is considered a real benefit of this training program.

**Statistics**

**Development of professional skills of employees**

<b>N</b>	<b>Valid</b>	73
	<b>Missing</b>	0
<b>Mean</b>		<b>4.2740</b>
<b>Std. Error of Mean</b>		.1055
<b>Median</b>		4.0000
<b>Mode</b>		5.00
<b>Std. Deviation</b>		.9015
<b>Variance</b>		.8128

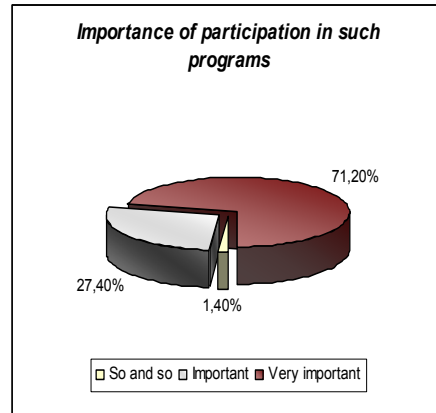


		Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>1 - Not helpfull</b>	1	1.4	1.4	1.4
	<b>2</b>	3	4.1	4.1	5.5
	<b>3</b>	7	9.6	9.6	15.1
	<b>4</b>	26	35.6	35.6	50.7
	<b>5 - Very helpfull</b>	36	49.3	49.3	100.0
	<b>Total</b>	<b>73</b>	<b>100.0</b>	<b>100.0</b>	

Following examining the question "How important do you consider participation in such programs in order to obtain the necessary knowledge to develop programs to be successfully completed?" it was shown that most respondents, namely 71.2%, considered very important participation in such training programs to obtain the necessary knowledge to develop successful projects, 27.4% consider participation in such programs as important, while the remaining 1.4%, representing an extremely small percentage, consider that it is neither important nor unimportant to participate in training programs.

**Statistics****Importance of participation in such programs**

<b>N</b>	<b>Valid</b>	73
	<b>Missing</b>	0
<b>Mean</b>		<b>4.6986</b>
<b>Median</b>		5.0000
<b>Mode</b>		5.00



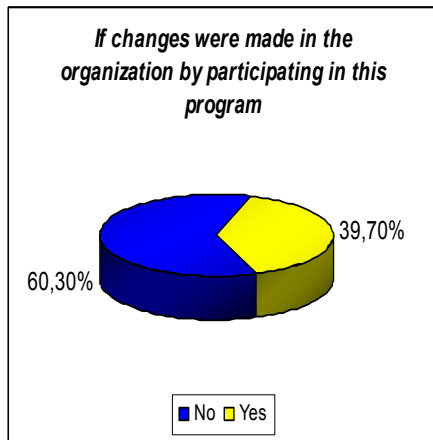
		Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>So and so</b>	1	1.4	1.4	1.4
	<b>Important</b>	20	27.4	27.4	28.8
	<b>Very important</b>	52	71.2	71.2	100.0
	<b>Total</b>	<b>73</b>	<b>100.0</b>	<b>100.0</b>	

The research also showed that participants in such training programs have made changes in the organization they belong due to the experience gained from participation in such training programs. According to the results obtained 39.7% of respondents say that.

**Statistics: If changes were made in the organization by participating in this program**

<b>N</b>	<b>Valid</b>	73
	<b>Missing</b>	0

		Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>No</b>	44	60.3	60.3	60.3
	<b>Yes</b>	29	39.7	39.7	100.0
	<b>Total</b>	<b>73</b>	<b>100.0</b>	<b>100.0</b>	

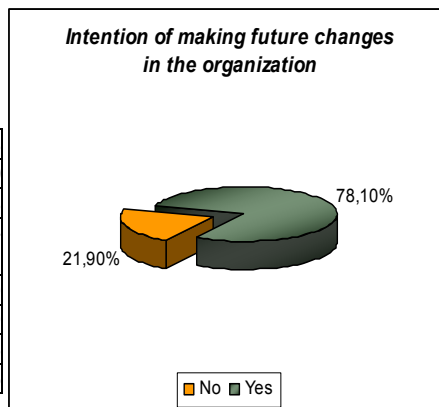


According to the results of the analysis, most respondents, namely 60.3% - 44 people of 73 have not made changes in the organization in part by participating in this training program, the remaining 39.7% being represented by those who have made changes.

To note is the fact that a large proportion of those who, until the completion this study, have not initiated improvements in the organizations they belong to, respectively 78.1% and in absolute value 57 of the 73 respondents, declared their intention of making changes within their organizations in the future.

**Statistics Intention of making future changes in the organization**

<b>N</b>	<b>Valid</b>	73
	<b>Missing</b>	0
<b>Mean</b>		.7808
<b>Std. Error of Mean</b>		4.875E-02
<b>Median</b>		1.0000
<b>Mode</b>		1.00
<b>Std. Deviation</b>		.4166
<b>Variance</b>		.1735



		Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>No</b>	16	21.9	21.9	21.9
	<b>Yes</b>	57	78.1	78.1	100.0
	<b>Total</b>	<b>73</b>	<b>100.0</b>	<b>100.0</b>	

### General conclusions of quantitative research

After analyzing and interpreting research results, relevant information were obtained regarding the assessing of the effectiveness of training programs and exchange involving local political leaders or civil servants in order to take as much from the experience of older EU Member regarding the correct application of Community policies and enforcement or implementation of structural programs but also to act as "community leaders".

Most of the respondents said that the usefulness of the received training in these programs is very high with real impact on their business.

One tangible benefit of the institutions whose representatives participated in this training program is modeling projects conforming EU funding, but also offers increased capacity to absorb EU funds. Implementation of proposals in the context of sustainable partnerships and increased ability to maximize the project implementation are also tangible benefits experienced by institutions whose representatives participated in the exchange programs.

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