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ACTUAL ATTITUDES OF DEMANDS FOR SPECIALISTS IN TRANSPORT SECTOR

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Competitive ability of the companies is closely bound with effectiveness of company's management activity to have new opinions of management. If the transport companies actually care for to form competitive companies personal, they must consequently apply all opportunities to change the manner of managers' management. Nowadays the main attention must be concentrated on the qualitative personal preparation. Reaching this purpose, high schools must appreciate market's demands and regularize them with studies programs. In this article demands of transport market for preparation of qualified personal are studied.

Keywords: *transport market, transport management, specialist, demands, preparation*

1. Introduction

Transport is a significant sector of the Lithuanian economy and its importance continues to grow with Lithuania becoming a "border" country of the EU. This is reflected also in national long-term strategic objectives of economic development. The increasing number of transport companies and their capacity are creating favourable prospects for specialists, who are able to manage the resources in this field. Also, in the public sector, both at municipal and national level, there is a need for proper coordination, planning and control of transport-related services [1].

Everybody understands that education and training process is really difficult and has relations with different problems and challenges. Understanding that people have to learn not only in the one's early days but all the life becomes more actually. And it is normal situation because the rising technologies require new knowledge and skills from workers. Situation changes really quickly and knowledge which were acquired in the past become scarce. Some authors are saying that new 21st century is a century of knowledge and person who can use knowledge is more acceptable. This task is very important for the transport activities because recognition of situation, technology and possibilities made correct decision in the fast situation is very important [2].

Nowadays economic is twisted by liberty of the activity and personal initiative. Work – means human resource, i.e. human's possibilities to create manufacturing and other functions; labour market is integral part of social factors' [3]. Gap between demand of specialists', preparation of them, study process organization and systematic teaching programs topicality are the main problems with which enterprises and universities are confronted. Thus transport companies are lack of various kind management specialists, and at the same time 30-40 % of these specialists after graduation can't find work according to speciality. This situation causes young people migration [4].

One should not leave out of consideration that substantial elements of European knowledge's society are people education, development of lifelong learning system, creation and spreading of knowledge and technologies, international cooperation in all information networks. Mission of higher education is to promote to lifelong learning, preparing qualified specialists and responsible citizens, which are able to respond to demands of well-informed society. It is necessary to develop abilities concerned with employment and enterprise, not only the ability for the graduates getting job but also to keep it and change it according to the increasing working mobility in EU labour market [5]. The results of labour market working depend on reciprocity of the offer and demand of labour force. Inadequacy of these structures is one of the main reasons of unemployment. Trying to decrease it, the main role must be given to form quantitative and qualitative labour force not only at this moment, but also in the future. Thus one of the fields that must be appreciated analysing demands of market of transport management specialists' is opinion of transport companies.

2. The topics of transport specialists' preparation and the results of the study of transport companies

The ranks of reasons which stimulate training processes in transport management and logistics are as follows [1]:

- Integration into EU and globalisation;
- Company's management structures;
- New technologies;
- Business performance;
- Better relationships with the customers and competitors;
- Competitive advantage;
- Logistics service development.

When we are talking about the problems in the transport management and logistics training processes, especially when this process is organized for adult or employee, we can find four groups of problems which arise in this process [1]:

- psychological influence and life experience;
- person's relations with other persons;
- commercialisation of the training activity;
- motivation.

These problems are related with the following [1]:

- insufficient teaching methodology;
- insufficient flexibility;
- bad understanding of the structured knowledge's role in the education process;
- bad understanding of knowledge's benefits in the practical life.

Nowadays it is very important to analyse labour market and to see what the main demands of labour market are for young transport management specialists.

The main purpose of the transport companies' researching is the analysis of what is the point of view of transport companies in the preparation transport management specialists and what characteristics they have to describe, that transport management specialists can satisfy expectation of transport companies' owners.

In the research (which took part in 2007-2008 years), first of all, it was important to clear up, if the transport companies owners were satisfied with qualification of transport specialists. According to the results, 75 % of owners were satisfied with their personal employees' qualification, but analysing the problems about the transport specialists' preparation level, the results were as follows (see Figure 1).

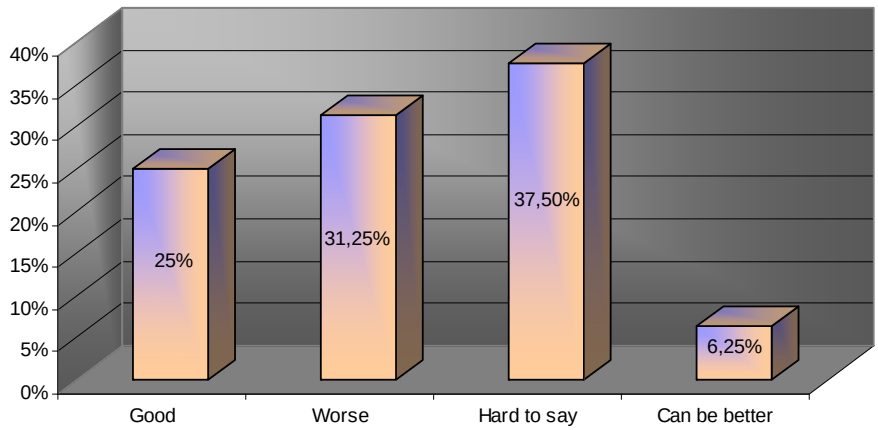

Figure 1. *This indicates the preparing level of transport specialists*

The biggest part of transport companies' owners note that it isn't good enough for transport specialists' preparation level, so, they agree that high schools preparing specialists have to cooperate with transport companies' owners and foresee what the main demands are (see Figure 2) for transport specialists' qualification.

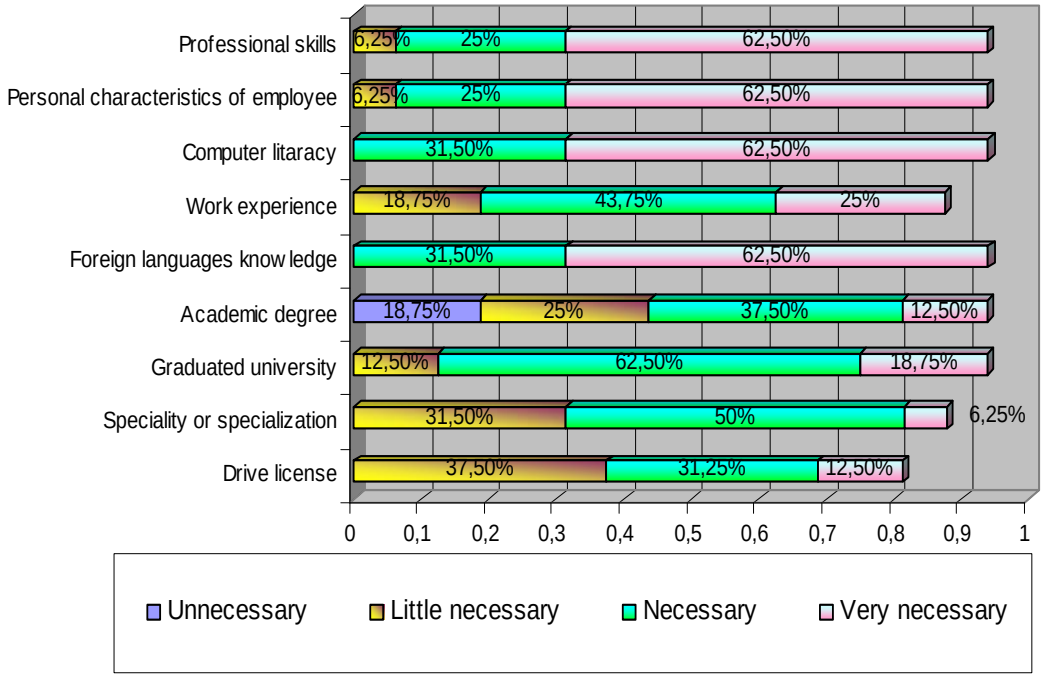

Figure 2. *The main criteria that are important for the transport specialists' qualification*

As we can see, the main criteria that are very important (62,50 %), are the following:

- work with computer,
- personal characteristics of employee;
- professional skills.

Considering to this, transport companies' owners indicate the main characteristics of employees (see Figure 3).

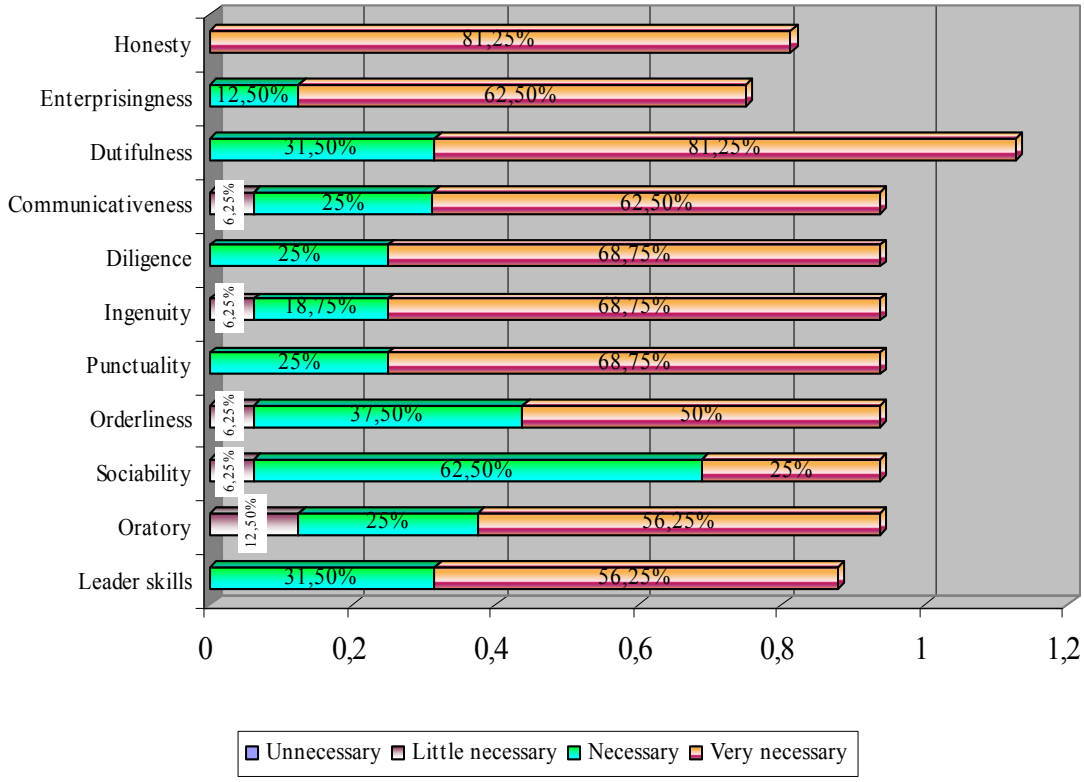

Figure 3. *The indicators of the main characteristics of employees*

Without all these positive characteristics, which must be typical to good transport specialists, transport companies' owners have mentioned the main lacks, which make difficulties in business:

- Inability to find and analyse, and solve the arising problems (75 %);
- Inability to plan activity (50 %);
- Poor knowledge about company's practical activity (31,25 %);
- Unformed some personal peculiarities (12,5 %);
- Insufficient knowledge of the foreign languages (37,5 %);
- Inability to work with computer (12,5 %);
- Lack of theoretical speciality skills (6,25 %).

Also transport companies' owners indicate that practical skills the students are mostly missing are as follows:

- Negotiation practice (81,25 %);
- Business ethics (68,75 %);
- Speaking practice (18,75 %);
- Behaviour manners (18,75 %).

As a lack one transport company owner mentioned that the students graduating universities are not able to understand the real work in transport companies at all, because they are missing practical skills and they want to earn much money immediately, but don't want to work hard. Transport companies' owners understand that if they want to have well-prepared transport specialist in the company, they have to motivate them. This could be done by the following:

- Giving good working conditions and motivation;
- High payment;
- Well-projected work;
- Carrier possibilities, etc.

Looking to the future perspectives, companies see problems with mobility of employees: old personal, vicissitude of personal, lack of young employees. It seems that in future, demands of employers can't correspond to qualification of employees and that's why, some of the companies can confront with the lack of particular specialists. Thus employers marked actual problem for them – keeping the qualified specialists from outgoing to other Lithuania companies, also – abroad. Value judgment, the obstacle of employees keeping from the outgoing can be a tendency of payment in our country, limited opportunities of companies to pay high salary, lack of employees' motivation, problems of companies inside organization, etc. Therefore to keep good specialist companies must motivate them.

So, the employers quite critically appreciated graduates of high school, their preparation to work in modern economical labour market and especially their practical preparation. Practical preparation for labour market is a topical subject for employers, and for graduates. So employers' free workplaces, graduates with higher education, try to fill up employees' with experience. Moreover for the higher school graduates it is necessary to have much time for getting experience. This inadequacy of high qualification specialists' supply and demand has paradoxical sense: the essence of high schools is to give universal (theory) knowledge, but not practical skills. Considering to this, it's necessary for Lithuania to study other countries' experience in specialist preparation and their integration into the labour market. This problem can be solved by personal graduates' features, such as: enterprisingness, organization, responsibility, intercourse, self-confidence, creativeness, independence, loyalty, honesty, motivation, fast adaptation to the company's activity and innovation.

One of the main recommendations in specialists preparing is to particularize the labour market demands and tendencies in the country. To reach this purpose it must be harmonized high and professional education, and in this process the high schools and employers must participate. Various study programs must be offered, in which the missing graduates' knowledge and skills (foreign languages, economical, management, law skills, analytical thinking etc.) should be considered. Also, one of the recommendations could be – investiture of qualification degree only after one year practical work after graduation.

Together observed, that high schools must not attach to the present labour demands. Because, as tendencies of nowadays show, escalation of situation in transport sector, transport companies and transport sector in Lithuania are entering to the crisis. That's way, presumptive, that demand of specialists' will decrease. To protect high schools of students' number decreasing, it is necessary to be orientated to various competences such as: general competencies, management competencies and logistic competencies. If we want that students after graduating transport speciality are able to work in other fields, it is necessary to educate competencies of wide spectrum.

4. Conclusions

1. The results of the study show that transport specialist don't have enough practical knowledge, which is the main lack in the labour market. So trying to solve this problem, study programs must be revised and the possibilities of teaching new subjects (foreign languages, economical, management, law skills, analytical thinking etc.) discussed, considering to new technologies, demands of labour market and tendencies in our country. Also by solving this problem it's necessary for high schools to prepare specialists, cooperate with transport companies' owners (accept 81,84 % of respondents).
2. Practices must be regularized and organized and thus their quality should be improved. It can be made by using various means: encouragement employers for accepting students to practice, in other way, stimulate students responsibly during their practical training.
3. The results of the study show the main causes of the lack of transport specialists, which rise problems in business, and they are as follows: inability to find, analyse and solve the arising problems (75 %), inability to plan activity (50 %), poor knowledge of company's practical activity (31,25 %), unformed some personal peculiarities (12,5 %), insufficient foreign languages knowledge (37,5 %), inability to work with computer (12,5 %), lack of theoretical speciality skills' (6,25 %). For the solving this problem, transport companies' owners suggest to involve negotiation practice (81,25 %), business ethics (68,75 %), speaking practice (18,75 %), behaviour manners (18,75 %) disciplines into the study programs.
4. Considering to existing and prognosis of labour demand of transport management specialists, expedient to do higher schools and transport companies cooperation, for preparing of transport specialists: evaluate labour market demands and tendencies, actively cooperating with social partners, improving quality of studies, creating conditions for the students at the study process to get practical knowledge, more to inform employers about preparing specialists, so secure for specialists placement and preservation. These purposes can be done by motivating financially, and using organization and administrating implements.
5. It is necessary to educate specialists with wide spectrum of competencies, for possibilities to adjust in another business fields, because it depends on non-stable situation in the transport business field.

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