

The Annual Survey of Management Challenges and the Development of Organizations in 2018

Summary of results

The Annual Survey, conducted by Danis Consulting with the support of the Faculty of Business at the Babeş-Bolyai University, is a research study that investigates the life of Romanian organizations. For the present edition, 7.023 individuals from all Romanian counties were invited to take part in our research. Out of these, 93 people responded to our survey, with the following proportional dispersion: 61,3% from Ardeal, 12,9% from the Southern region, 5,4% from Bucharest and 5,4% from Moldova.

The main areas covered by this year's research included:

- **General information about the organization;**
- **The economic climate and its' influence on the organization;**
- **Key aspects of the organizational life;**
- **Management characteristics;**
- **Demographic data of the respondent.**

Compared to the 2017 edition, the results of the present research indicate that the organizations' relationship with the economic climate remains a challenging one. 67,8% of the respondents consider that organizations are negatively influenced by the economic climate they are part of, a value that has increased by more than 10% compared to last year's edition. Most respondents (50,6%) also believe that the negative impact will increase even further by 2019.

Our research also captured the multiple challenges organizations have been facing, as follows: the low quality of the workforce (50.6%), followed by the difficulty in attracting employees (41.9%). Thirdly and for the first time in the top of the response rates, the adjustment to legislative changes was seen by 41.4% of the respondents as a significant challenge.

When referring to organisational life, climate and teamwork, over one third of the respondents considered that the main disfunction in the organization was not knowing their colleagues' opinion about their own performance; about 39% of respondents believe that their colleagues know very little or none at all about their performance at work.

In relation to the most important motivating factors at the workplace in the organization, our respondents referred to the importance of their work (97.1%), reaching individual targets (91%) and the opportunities for development which play an important role in motivating employees (89.5%).

Our research also collected the views of the respondents in regard to the most demotivating factors at the workplace, as follows: the relationship with their colleagues or superiors (64.2%), bureaucracy and income (56.7) and the delay or lack of relevant information (46.3%).

In the 2018 research as well, similar to the previous editions, the respondents acting as managers in their organizations are mostly between 40 and 60 years old. 86% of the respondents are General managers or Department managers, and 77.6% of them have participated in various forms of managerial training.

An overall conclusion.

Given that most organizations have underwent substantial changes in order to successfully adjust to the current economic landscape, we believe that now follow a more stable phase where the focus should be on developing the employees. Staff training should also be prioritized in order to increase employees' preparedness and fitness for the future labour market needs, especially considering that there is no indication of an increase of the workforce quality in the near future.