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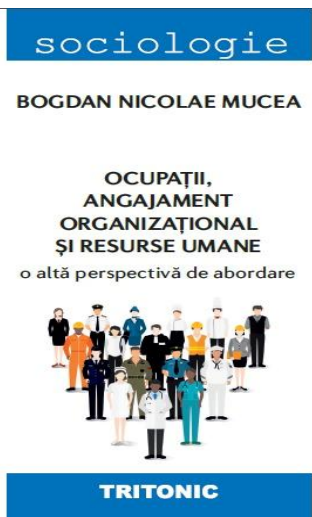
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Marius Sabin MORAR

MA, Student “1 Decembrie 1918” University of Alba Iulia; Research Centre for Social Development and Human Resources (România)
Email: mariusmorars@yahoo.com



The author of this book, Bogdan Nicolae Mucea PhD, is a university lecturer in the Department of Social Sciences within the Faculty of Law and Social Sciences. He combines his academic duties with research in sociology, labour sociology, and human resources, drawing upon extensive expertise in the analysis of organisational commitment and the dynamics of modern occupations. He has conducted numerous specialised studies in the field of occupational sociology, human resources, and labour sociology. Some of the findings of these research endeavours have been compiled in the book called Professional Occupations, Organisational Commitment and Human Resources: An Alternative Approach. This volume incorporates various studies presented at scientific events and

partially published in scholarly journals in recent years.

In this volume, Mucea delves into the intricate relationships between employees and organisations, focusing on organisational commitment and transformations within human resources. The book is structured into two distinct sections, A and B, beginning with a theoretical overview of the concept of organisational commitment and its dimensions, as formulated by Allen and Meyer in the 1990s. This section is followed by an analysis of the author's own research aimed at reinforcing established theories centred on organisational commitment. The presented case studies, particularly two longitudinal analyses: one on former employees of Roșia Montană Gold Corporation (RMGC) and another on the first cohort of students from the dual vocational school in Alba County, class of 2021, are valuable for the volume. The author employs a diverse methodology, integrating qualitative and quantitative perspectives to capture the complexity of factors influencing individuals' perceptions and professional dynamics. The book presents sociological research findings that are particularly beneficial for students studying sociology and human resources, providing a foundational understanding of key concepts. The descriptive analyses serve as a starting point for future generations of researchers.

The first section of the book focuses on organisational commitment, encompassing both theoretical studies and the author's own research on employees in the mining sector, particularly former RMGC employees. The author investigates aspects such as attitudes towards work post-dismissal, the implications of economic restructuring and perceptions of the Roșia Montană mining project. This section also explores the dimensions of organisational commitment, following Allen and Meyer's theory, paying

particular attention to affective commitment (emotional attachment to the organisation), continuity (perceived costs of leaving the job) and normative commitment (a sense of obligation towards the employer). These concepts are applied specifically to the case of Roșia Montană, highlighting the peculiarities of the mining industry and the challenges faced by the workforce due to structural transformations in Romanian society. Additionally, the book presents the findings of longitudinal studies on the organisational commitment of former RMGC employees, conducted in 2015, 2016 and 2019, followed by the social implications of RMGC's restructuring and the closure of the mining project, including effects on the local community and individual perceptions of corporate responsibility and economic policies. The study highlights extrinsic factors that have hindered former RMGC employees and local residents in redefining their economic and professional outlooks.

This section also includes an analysis of the 2012 county-wide referendum on the resumption of mining activities in Roșia Montană. After outlining the context and the way the referendum was organised, the author presents the voting results and offers potential reasons for the referendum's invalidation due to lack of quorum. Special emphasis is placed on the concentric circles model as a primary explanatory factor, alongside the socio-economic status of the localities involved in the referendum.

The second section of the book presents two case studies focusing on adolescents' occupational choices and the causal factors influencing career decisions and school selection after completing secondary education. One of these studies examines a longitudinal analysis of a generation of students from the first dual vocational school in Alba Iulia, exploring students' career perceptions and their labour market integration after graduation. This investigation is particularly noteworthy because the data was collected from students who conducted their studies during the COVID-19 pandemic. The analysis examines factors influencing career choices and the challenges young people faced while entering the labour market. Given that the study period coincided with the pandemic and online schooling, it also captures additional labour market shifts and students' evolving perceptions of education, careers, and employment prospects. The study's insights into post-pandemic occupational choices contribute significantly to understanding generational shifts in students' attitudes. Furthermore, the author addresses generational differences in the workforce and their impact on organisational environments. While the analysis in this section is primarily descriptive, the findings provide a foundation for future studies on students' perspectives regarding vocational counselling, education, and the labour market.

The final chapter briefly outlines the key characteristics of the workforce generations that are currently active in the labour market, from Baby Boomers to Generation Z, including short references to relevant theoretical perspectives.

Published in 2023, this volume includes a bibliography formatted in APA style and includes an annex section at its very end. The annexes contain four detailed appendices featuring extended data from the studies presented in the book.



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