THE USE OF REVISAL PLATFORM PROGRAM
IN THE HUMAN RESOURCES MANAGEMENT ACTIVITY

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The legislative changes, specific for the personnel sector with significant impact on the national level, have triggered the adoption of a new strategy regarding the system of personnel's inventory. Starting from these considerations, the public institutions and also private institutions using labour force had to adapt to the program of integrated personnel management, generically called Revisal.

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Literally, *to manage* means, the measure to align some already existent variables of entrance in regard to some criteria specified in the analysis and classification undertaking. This activity is necessary for any time of organization regardless of its organization form because it regards a better structuring of specific activities and also of information.

Practically, to manage signifies to classify but also to set an order. Presently, the techniques of classification are increasingly used for the analysis of the historical data collected in large databases. Each registration in the database is described by a set of predictor attributes and a target attribute (dependent variable). The result of those techniques use consists in obtaining a pattern represented by a set of rules. These rules allow the analysis of data from different perspectives and resume the results as useful information for the decisional process[1],[2].

The impact of the national legislative-normative framework in regard to the efficient management of personnel determined the adaptation of the

military institution to the practices used in the human resources activity. Along the modifications and completions brought to the Labour Code in force since 2003[3], the System of employees' general inventory was implemented, thus, recalling the legislation over the labour card[4] being in force since 1976.

The novelty brought by the implementation of the System of employees' general inventory consisted in the transition from a written inventory of the employees to a centralized system of management (by electronic inventory). For a better functionality and efficient implementation, these two systems functioned in parallel until June 2011.

The implementation of program platform became compulsory for all the juridical persons employers in Romania employing personnel for their ongoing activities, who have the obligation to fill in the General Register of Personnel's Inventory at least until the previous day of employees beginning activity (the data when the individual contract of labour produces effects).

In order to put into practice this initiative, the Ministry of Labour, Family and Social Protection constructed a reliable program for personnel's management, which was distributed by the Territorial Inspectorates of Labour[5]. On this occasion, the national program for employees' inventory, suggestively called Revisal, was created.

The manner of working with this program platform is relatively easy because it can be accessed from the Territorial Inspectorate of Labour of the municipality in whose range the employer undergoes its activity. Until the moment of compulsory completion and transmission to the General Register of Personnel's Inventory, the employers handed in to the Territorial Inspectorates of Labour an inventory of the employees materialized in salaries sheets together with the payment orders attesting the payment of the contribution regarding the completion commission of labour cards. A positive aspect noticed with the entering in force of these human resources' means of management is the fact that no type of employers' contribution for the management activity and taxpayers' reports analysis is settled and paid.

In its evolution, the program had many versions greatly owed to the improvements brought at users' suggestion. The first version of Revisal program became usable starting to 2007 grounding the regulations comprised[6] in the moment's legislation. The legislative framework had a significant role in the enhancement of Revisal program functioning.

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[3] *Legea nr. 40/2011 pentru modificarea şi completarea Legii nr. 53/2003 – Codul Muncii.*
[4] *Decretul mr.92/1976 privind carnetul de muncă.*
[5] www.itmb.ro
[6] Hotărârea de Guvern nr. 161 din 3 februarie 2006 privind întocmirea şi completarea registrului general de evidenţă a salariaţilor.

For the exemplification, we mention the legislation allowing the approval of the structure over the Classification of professions in Romania in conformity with the International Standard Classification[7] or of activity field as the Classification of activities in the National Economy[8]. The program functioned in its initial version[9] until the moment of the apparition of a new version in 2011[10]. Even if many draft versions existed before, the functionality remained the same, meaning a databases system which offered pertinent and timely information when it is interrogated by a user.

Thus, starting with the compulsoriness to register the individual contract of labour, following the steps of the support program forces us to go through the different modifications appearing as regards to the respective employee professional curricula, all operated in this program.
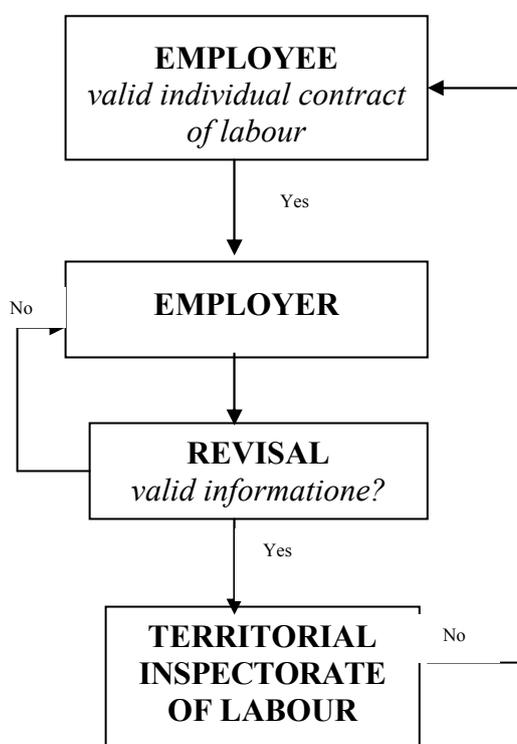
Fig. 1: *The phases of registering a valid individual contract of labour*

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[7] *Hotărârea nr. 1352 / 23.12. 2010 privind aprobarea structurii Clasificării ocupațiilor din România - nivel grupă de bază, conform Clasificării internaționale standard a ocupațiilor - ISCO 08.*

[8] Ordin nr. 337/2007 - privind actualizarea Clasificării activităților din economia națională – CAEN.

[9] *Hotărârea de Guvern nr. 500/2011 privind registrul general de evidență a salariaților.*

[10] *Hotărârea de Guvern nr. 1.105/2011 prin care sunt modificate prevederile Hotărârii de Guvern nr. 500/2011 privind registrul general de evidență a salariaților.*

Among the benefits brought by the Revisal platform program, we list:
- Timely registering of the individual contracts of labour for the new employees;
- Multiple inventory of activities specific for human resources management;
- Activities operating over the contractual terms;
- Correlation with the stipulations provisioned in the Labour Code in regard to the effectuated operations;
- Correspondence with the Classification of Professions in Romania;
- Correspondence with the Classification of Activities in the National Economy;
- Import of data from other databases then those are stocked in files created with other programs of support assistance;
- Export of databases in other formats in order to facilitate the access, modification and deletion of data by using other applications.

We can state that the Revisal program platform was built to answer the requirements of the most exigent inspectors of personnel thus being used particularly by the units registering a big number of personnel and which, confronts with the mobility of a significant labour force.

In the database construction, the totally diverse activity of the personnel compartment, with which the platform program was set to operate, was also regarded. The military organization – the integrated-type organization, well constituted and prepared for actions under extreme risk conditions[11]– is also part of this registry as user.

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Decretul nr. 92/1976 privind carnetul de muncă.

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[11] Tania Stoean, Factori cauzali privind configurarea structurilor informale organizaționale, Bulletin of „Carol I" National Defence University nr.3/2012, pp. 64-68.