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TENDENCY IN THE REQUIREMENTS OF QUALIFIED PERSONNEL
FOLLOWING THE PROCESS OF CONCENTRATION AND SPECIALI-
ZATION IN THE MEATPACKING INDUSTRY

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In the age of the scientific-technical revolution, the problem for qualified personnel becomes very actual. The constant production changes, result in labor qualification. Foremost in the labor process become operations involving high qualification, personal properties and a good scientific and technical background.

The introduction of modern technique in the production needs more technical training from the workers in the field of processes, and managment, while skill and mastership would play a secondary role. The transition to a complex mechanization and automation of production evokes consequent changes in the professional division of labor. New professions spring up quickly and they significantly widen the professional profile of labor.

The problems of the mutual relationship between the scientific technical progress and the level of the cultural technical background of labor find a definite place in the development of the meatpacking industry. Their significance is constantly growing with the advance of the process of concentration and specialisation of production in which process the plants are supplied with new complex equipment and machines, wich to a great percent eliminate physical labor.

During the last years in our country the meatpacking industry attained good results. New plants were constructed, old ones were reconstructed, their production profile was adapted to new processes, new, on the line, technologies were introduced improved were the methods of management. In accordance with the needs of the country answering the increased demands of the population, the meatpacking industry is directed to the production of new fresh and processed meat products. At the same time grow the requirements for improving the technological processes, nutritive and biological values of the ready products, outside appearance and packing.

All this makes necessary for the meatpacking industry to solve the problems for rapid introduction in the processing of complex mechanized and automated production lines, introduction of new protein sources, principally new methods for processing and storage of the raw materials, new casings and packing materials and machines. Wide application shall find receipts and technologies related to principally new energy sources, preparations bacterial enzymes and starter cultures, ionizing energy etc.

For the scientific research are put forward the problems related to an increase of the animal fertility, increase of their life weight and mean daily growth, decrease of sicknesses and death rate, increase in the net meat yield, and others.

The specific conditions of production in the meatpacking plants, as well as the peculiar physico-chemical, biochemical and microbiological changes in meat and meat products, put before the veterinary science the problems connected with the hygiene in the processes and the production of high quality products for the consumer.

All this makes necessary for science to advance on a wide front in the meatpacking industry. A great part in this respects pertains to the application aspects of chemistry, biology, biochemistry, microbiology, sanitary veterinary control and other sciences. The fast and correct solving of the scientific problems in the meatpacking industry, makes out of science a production farce. The very close relationship of science with practice ensures the growth of our meatpacking industry to a modern scientific technical level.

The introduction of the technical progress creates possibilities for the implementation of the concentration and specialization of production.

In accordance with the specific conditions existing in the economic regions, are prepared models for optimal types of plants.

The actual production in the meatpacking industry will be concentrated in enlarged plants with a shift capacity of 100-120 tons of slaughtered meat, 15-20 tons processed meat products, 10-12 tons fresh prime cuts and semi-processes products, 12 tons canned products and 12 tons lard.

The specialization in the production will be effected in two directions - for meat in the regions of the big animal forms and complexes and the meat processing in the big cities and industrial centers.

The concentration and specialization of production are immediately related to labor requirements. With an increase of the basic production funds to 2,1, the labor requirements will attain an increase of 2,2. The higher technical equipment for the labor leads to a **higher** manpower output. The positive relationship

between the shown indexes with meatpacking industry is expressed by the potential growth of manpower output, which is increased 3 times. From this fact follows that all investments for mechanization and specialization of production had to an increase of the effectiveness of live labor.

The basic transformation in the production of the meatpacking industry under the influence of the scientific technical progress will change the place and role of manpower. In the professional pattern of the workers, relatively increase the professions involved in mechanized labor and the professions related to services of automation and repair of equipment. Gradually the part of the unqualified hand labor will decrease. Constantly new professions will appear related to the new high production equipment.

The tendency for increasing the part of mechanized labor introduces basic changes in the qualification of labor. This decreases the role of low qualification personnel and increases the role of highly skilled manpower. The analyses of manpower exhibits an increase of intellectual work in management of machines and control for the automated processes.

The qualification side of manpower is characterized by mutual functions and specializations. The man having only one profession, shall be replaced by a new multiple qualified type, who could fulfill more jobs.

The intensification of the production and the technical progress will constantly require an increase in the relative part of specialized labour. Systematically will increase the number of engineering and technological personnel while their specialization will augment. In this respect, an ever growing part of specialists with university training shall work in production.

In the conditions of the speeded scientific technical progress and the introduction of computer techniques for planning and coordinating of production, the relative part of managing and accounting personell systematically shall decrease, while their qualification and specialization shall increase.

As a result of this fast growth of the scientific technical revolution, the structure of the needs for specialized personnell in the meatpacking industry shall have the following proportions and terms

Indices	1970	Plan		Prognoses		
		1975	1980	1985	1990	2000
1. University trained specialists %	4,2	5,0	5,2	5,5	5,5	5,5
2. Technical schools (incl college) trained specialists %	15,6	20,5	23,4	25,9	27,5	27,5
3. Qualified workers and others with prof. education %	63,4	62,5	62,7	60,3	60,3	60,2
4. Non qualified workers and others without training %	16,8	12,0	8,7	8,3	6,7	6,8

To fill the gap created by the increased mends of highly qualified workers for the meat packing plants, the educational system have to answer the necessary requirements. The complex mechanization and automation presents in a new light the qualification of the personnel.

In our country the education of specialists with university training is effected in specialized higher educational institutions for technical, technological and economic personnel. For answering the need of qualified workers, in the country has been created a

vast net of professional-technical schools, in which are trained workers for the meatpacking industry. Other forms for qualification exist also, byway evening and correspondence courses, short term factory courses etc.

These progressive tendencies for qualification of the workers fully relate to the growth of science, techniques and technology.

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