THE IMPACT OF COLLECTIVE BARGAINING AT NATIONAL AND BRANCH LEVEL ON WAGES POLICY OF ECONOMIC AGENTS. RESULTS OF RESEARCH SAMPLING

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1. Wages policy of economic agents

One of the main instruments necessary for the achievement of macroeconomic or microeconomic objectives is the salary policy. The wages policy objectives, at national level, can be economics or socials.

Economic objectives can be of macroeconomic nature(economic growth, labour force employment increase, inflation reduction, equilibrium of balance of payments, labour productivity increase) and also of microeconomic nature(engagement and labour force motivation improvement, an elder labour efficiency, labour mobility improvement in view of unemployment decreasing, productivity increasing at microeconomic level).

Social objectives of salary policy concerns:

- social services quality and quantity in areas like education, heath and culture
- influence of income tax policies have on livelihood level
- avoidance of population purchasing power wearing generated by prices increasing(wages and others incomes indexation)
- priority supports of the most unprivileged categories of population like: young man, pensioners, unemployed
- minimum wage regulation on economy
- unwaged sampling from employers for social insurance, pensions, family allowance, habitation price subsidy
- Legislative framework generation and the stimulation of population private insurance process, mostly of employees with a view to decrease state social expenditures.

At firm level, salary policy objectives are:

- employees motivation growth
- career evolution scheme
- wage equity
- assurance of labour force mobility in the firm
- productivity improvement generally, and work efficiency improvement specially
- avoidance of wage condensation
- control of global wage cost
- reinforcement of concurrencies position in rapport with other firms or with public sector in view of qualitative labour force recruitment
- wage differentiation between workers, functionaries, professors
- employee qualification, competence and performance remuneration.
- occupational improvement
- remuneration flexibility achievement
- high qualified labour force recruitment
- achieving incitement of quality production through proper bonus
- personal performance evaluation with a view to determine promotion velocity in career
- firm wage alignment at those on labour market
- maintenance of wage purchasing power

The practical implementation of wage policy objectives is achieved by post remuneration, individual performance remuneration and also other particular aspects of production activity (increase for work condition, for occupations or poor specialization, wage indexation).

1.1. Possible objectives of wage policy on firm

During the month of February 2007, The National Scientific Research Institute For Labour And Social Protection has developed an survey for 841 of firms grouped in three classes:small, midlle and large.In the class of small firms are included enterprises with an number of employees between 10 and 49; amidlle firms are the enterprises with a number of employees between 50 and 249;large firms have over than 250 employees.using the research sampling, the study has proposed to identify the point of view of economic agents regarding the wage policy and also improvement of wage collective bargainig.

In the sampling questionnaire, it was specified 20 main objectives of wage policy at the firm level.Each firm was requested to chose from this list of the main objectives three objectives that considers the most important and also to order those taking into account their importance.

We presents an analysis of those responses of the firms for each objective severally, taking into account the first level of importance(Table 1.1).

Table 1.1.Wage policy objectives on first level of importance

No.	Possible objectives of wage policy on firm	Small Enterprises	Middle Enterprises	Large Enterprises
1	Employee motivation growth	29,9	28,2	23,3
2	Structure of career evolution	3,1	2,2	4,0
3	Wage equity	7,6	7,5	9,3
4	Achievement of employee mobility in the firm	4,0	4,8	6,0
5	Improvement of labour productivity	24,1	24,7	32,0
6	Avoidance of wage condensation	1,8	1,8	2,0
7	Control of global wage cost	3,1	6,2	6,0
8	Reinforcement of firm position for a better recruitment	4,5	6,6	6,0
9	Wage differentiation between workers, functionaries, professors	1,3	3,5	1,3
10	Employee qualification, competence and performance remuneration	13,4	16,3	20,7
11	Professional improvement	5,4	5,3	6,0
12	Achievement of wages flexibility	1,3	2,6	4,0
13	Recruitment of high qualified labour force	3,6	7,9	8,0
14	Incitement of achieving an production of quality through adequate bonus	3,6	4,0	4,0
15	Stimulating labour efficiency	6,3	5,7	6,7
16	Employee performance evaluation with the view to determine promotion velocity in career	3,1	2,2	4,0
17	Alignment of firm wages at a uniform level existent on labour market	5,4	4,4	4,0
18	Maintenance of purchasing power of wages	2,2	4,4	3,3
19	Other specific objectives of firm?	0,4	0,0	0,7
20	Our firm doesn’t pursues such objectives	8,9	6,2	5,3

1.1.1. Analysis of responses for small enterprises

Ordering the objectives by firm dimension, in the range of small firms it was observed the following aspects (Table 1.1.1):

- On the first place, in the classification of wage policy objectives who have been chosen by the most small enterprises (29,9%) on the first level of importance, it's the employee motivation growth.
- The second place is occupied by the improvement of labour productivity, objective selected on the first level of importance by 24,1% of small enterprises.
- Employee qualification, competence and performance remuneration is an objective chosen by 13,4% of small enterprises as first level of importance, being thus on the third place in the classification of wage policy objectives.

Others objectives of wage policy at enterprise level have registered percentages under 10% for the first importance level.

The following places of classification have been occupied by objectives like: wage equity (fifth position, with an weight of 7,6%) and stimulating of labour efficiency(objective chosen on the first level of importance by 6,3% of small firms, sixth position).

Table 1.1.1.Ordering of wage policy objectives of small enterprises in accordance with percentage of their selection on the first level of importance

No.	Possible objectives of wage policy on firm	Small Enterprises
1	Employee motivation growth	29,9
2	Improvement of labour productivity	24,1
3	Employee qualification, competence and performance remuneration	13,4
4	Our firm doesn't pursues such objectives	8,9
5	Wage equity	7,6
6	Stimulating labour efficiency	6,3
7	Professional improvement	5,4
8	Alignment of firm wages at a uniform level existent on labour market	5,4
9	Reinforcement of firm position for a better recruitment	4,5
10	Achievement of employee mobility in the firm	4,0
11	Recruitment of high qualified labour force	3,6
12	Incitement of achieving an production of quality through adequate bonus	3,6
13	Structure of career evolution	3,1
14	Control of global wage cost	3,1
15	Employee performance evaluation with the view to determine promotion velocity in career	3,1
16	Maintenance of purchasing power of wages	2,2
17	Avoidance of wage condensation	1,8
18	Wage differentiation between workers, functionaries, professors	1,3
19	Achievement of wages flexibility	1,3
20	Other specific objectives of firm?	0,4

1.1.2. Analysis of responses for middle enterprises

Middle enterprises situate employee motivation growth on the first site in wage policy objectives classification, which has been chosen on first level of importance (Table 1.1.2.).The weight recorded by this objective is 28,2%.

On the second place in wage policy objectives top, chosen by 24,7% of middle enterprises on first level of importance, it's the objective of labour productivity improvement.

Employee qualification, competence and performance remuneration is an objective chosen by 16,3% of middle firms as first level of importance, being thus on third place in the top of salary policy objectives.

On the following positions of wage policy objectives top were funded:

- Recruitment of high qualified labour force (fourth position, with an percentage of 7,9% of middle firms that have chosen this objective on first level of importance);
- Wage equity (objective situated on fifth position, being selected on first level of importance by 7,5% of middle enterprises).

Table 1.1.2. Ordering of wage policy objectives of middle enterprises in accordance with percentage of their selection on the first level of importance

No.	Possible objectives of wage policy on firm	Middle Enterprises
1	Employee motivation growth	28,2
2	Improvement of labour productivity	24,7
3	Employee qualification, competence and performance remuneration	16,3
4	Recruitment of high qualified labour force	7,9
5	Wage equity	7,5
6	Reinforcement of firm position for a better recruitment	6,6
7	Our firm doesn't pursues such objectives	6,2
8	Control of global wage cost	6,2
9	Stimulating labour efficiency	5,7
10	Professional improvement	5,3
11	Achievement of employee mobility in the firm	4,8
12	Alignment of firm wages at a uniform level existent on labour market	4,4
13	Maintenance of purchasing power of wages	4,4
14	Incitement of achieving an production of quality through adequate bonus	4,0
15	Wage differentiation between workers, functionaries, professors	3,5
16	Achievement of wages flexibility	2,6
17	Structure of career evolution	2,2
18	Employee performance evaluation with the view to determine promotion velocity in career	2,2
19	Avoidance of wage condensation	1,8
20	Other specific objectives of firm?	0,0

1.1.3. Analysis of responses for large enterprises

On the first place in wage policy objectives top is placed labour productivity improvement, objective chosen by 32% from large enterprises on first level of importance (table 1.1.3).

Employee motivation growth is the objective considered the most important by 23,3% from large enterprises, being thus on the second place in the classification of large firm wage policy objectives.

The third place of the classification is occupied by employee qualification, competence and performance remuneration, objective positioned on the first level of importance by 20,7% among large enterprises.

On fourth position in the top of wage policy objectives we recovered the wage equity, objective estimated as being the most important by 9,3% among large enterprises.

Recruitment of high qualified labour force has accumulated a percentage of 8% for first level of importance, situating thus on the fifth place in the top of large enterprises wage policy objectives.

Table 1.1.3. Ordering of wage policy objectives of middle enterprises in accordance with percentage of their selection on the first level of importance

No.	Possible objectives of wage policy on firm	Large Enterprises
1	Improvement of labour productivity	32,0
2	Employee motivation growth	23,3
3	Employee qualification, competence and performance remuneration	20,7
4	Wage equity	9,3
5	Recruitment of high qualified labour force	8,0
6	Stimulating labour efficiency	6,7
7	Professional improvement	6,0
8	Reinforcement of firm position for a better recruitment	6,0
9	Achievement of employee mobility in the firm	6,0
10	Control of global wage cost	6,0
11	Our firm doesn't pursues such objectives	5,3
12	Alignment of firm wages at a uniform level existent on labour market	4,0
13	Incitement of achieving an production of quality through adequate bonus	4,0
14	Structure of career evolution	4,0
15	Employee performance evaluation with the view to determine promotion velocity in career	4,0
16	Achievement of wages flexibility	4,0
17	Maintenance of purchasing power of wages	3,3
18	Avoidance of wage condensation	2,0
19	Wage differentiation between workers, functionaries, professors	1,3
20	Other specific objectives of firm?	0,7

It remarks the fact that, regardless of firm dimension, the main objectives of wage policy, occupants of the first three places of top, are employee motivation growth, labour productivity improvement and employee qualification, competence and performance remuneration. Middle and small enterprises considers that the major objective of wage policy is employee motivation growth, while large enterprises have estimated that, the most important objective of salary policy is labour productivity improvement.

1.2. Implementation level of wage policy objectives

In the questionnaire, have been specified nineteen objectives of salary policy in firm. Each firm must choose from this list three objectives that she considers the most important, orders those objectives as importance and also specifies the implementation level of those objectives.

The responses are available on three variants:

- unsatisfactory level
- satisfactory level
- Good level

1.2.1. Analysis of responses for small enterprises

Among the enterprises who have situated the objective of employee motivation growth on the first three positions as importance, an percentage of 27,7% considers that this objective has an satisfactory level of implementation in the firm(table 1.2.1).Also, the implementation of this objective is supposed at good level by o proportion of 20,3% from small enterprises. An unsatisfactory level is registered by 2,5% of those.

The improvement of labour productivity objective has a good level of implementation by 22% of small enterprises which have situated this objective on the first three positions in the order of importance.

For 18,6% of these firms, improvement of labour productivity has been implemented at satisfactory level, while 4,5% of small enterprises asserts that this objective is implemented at an unsatisfactory level.

The employee qualification, competence and performance remuneration is an objective with a good level of implementation for 17,2% of small firms who situates this objective among the first three as importance. A proportion of 18,1% from this firms assess that the implementation level of this objective is satisfactory.

Table 1.2.1.Implementation level of wage policy objectives in order of their importance, in percentages

No	Possible objectives of wage policy in small enterprises	Unsatisfactory level	Satisfactory level	Good level	TOTAL (first three objectives)
1	Employee motivation growth	2,5	27,7	20,3	50,4
2	Improvement of labour productivity	4,5	18,6	22,0	45,1
3	Employee qualification, competence and performance remuneration	0,0	18,1	17,2	35,3
4	Stimulating labour efficiency	1,8	12,3	10,5	24,6
5	Alignment of firm wages at a uniform level existent on labour market	1,3	12,2	7,9	21,4
6	Wage equity	0,5	9,0	10,6	20,1

7	Professional improvement	3,2	8,3	6,8	18,3
8	Recruitment of high qualified labour force	4,1	7,8	5,5	17,4
9	Reinforcement of firm position for a better recruitment	2,8	6,9	7,3	17,0
10	Maintenance of purchasing power of wages	1,4	7,8	6,0	15,2
11	Incitement of achieving an production of quality through adequate bonus	0,6	6,3	6,9	13,8
12	Control of global wage cost	1,0	7,9	4,0	12,9
13	Achievement of employee mobility in the firm	1,9	5,6	3,7	11,2
14	Wage differentiation between workers, functionaries, professors	0,9	5,8	4,5	11,2
15	Employee performance evaluation with the view to determine promotion velocity in career	0,9	3,8	2,9	7,6
16	Structure of career evolution	0,8	3,5	2,0	6,3
17	Avoidance of wage condensation	0,5	3,6	2,2	6,3
18	Achievement of wages flexibility	1,8	3,6	0,9	6,3
19	Other specific objectives of firm?	0,3	0,3	0,7	1,3

1.2.2. Analysis of responses for middle enterprises

The implementation level of the objective of employee motivation growth is supposed good by 21,1% from middle enterprises who have chosen this objective on the first three positions in the top of importance, satisfactory by 23,6% from this firms and unsatisfactory from 5,1% from these(Table 1.2.2).

As regards labour productivity improvement objective, a proportion of 22,5% from middle enterprises who have situated this objective on the first three places in the order of importance, considers that this objective is implemented at an satisfactory level. A good level of implementation is declared by 21, 45 % from middle enterprises, and an unsatisfactory level by 4, 6% from those.

A percentage of 21, 1% of middle enterprises consider that the objective of employee qualification, competence and performance remuneration has a good level of implementation in the firm. Also, the implementation of this objective is supposed satisfactory by a proportion of 18,6% of middle enterprises who have situated this objective on the first three levels in order of importance. An unsatisfactory level is registered by 2, 9% of middle enterprises.

Table 1.2.2. Level of implementation of wage policy objectives in order of their importance, in percentages

No	Possible objectives of wage policy in middle enterprises	Unsatisfactory level	Satisfactory level	Good level	TOTAL (first three objectives)
1	Employee motivation growth	5,1	23,6	21,1	49,8
2	Improvement of labour productivity	4,6	22,5	21,4	48,5
3	Employee qualification, competence and performance remuneration	2,9	18,7	21,1	42,7
4	Recruitment of high qualified labour force	2,4	9,0	7,1	18,5

5	Stimulating labour efficiency	2,4	7,1	9,0	18,5
6	Alignment of firm wages at a uniform level existent on labour market	1,0	10,3	7,2	18,5
7	Wage equity	1,4	8,2	6,7	16,3
8	Incitement of achieving an production of quality through adequate bonus	2,9	7,0	6,4	16,3
9	Reinforcement of firm position for a better recruitment	0,0	8,7	7,2	15,9
10	Professional improvement	1,4	6,8	6,8	15,0
11	Maintenance of purchasing power of wages	0,5	8,0	5,2	13,7
12	Wage differentiation between workers, functionaries, professors	1,0	5,1	7,1	13,2
13	Control of global wage cost	0,5	4,5	5,1	10,1
14	Avoidance of wage condensation	2,4	5,5	1,8	9,7
15	Structure of career evolution	1,1	4,2	2,6	7,9
16	Achievement of employee mobility in the firm	0,8	5,4	1,7	7,9
17	Achievement of wages flexibility	1,4	3,3	1,9	6,6
18	Employee performance evaluation with the view to determine promotion velocity in career	0,0	4,5	2,1	6,6
19	Other specific objectives of firm?	0,0	0,0	0,0	0,0

1.2.3. Analysis of responses for large enterprises

The implementation level of labour productivity improvement objective is appreciated to be good by 31,6% of large enterprises who have situated this objective on the first three places in classification of importance(Table 1.2.3.).Also, this objective has an satisfactory level of implementation for 16,9% of large enterprises and an unsatisfactory level for 4,2% of those.

As regards the employee motivation growth objective, it remarks that it's provides a good level of implementation for 21,6% of large enterprises and an satisfactory level by 19,4% of those. An unsatisfactory level it's provided by 5% of large firms.

Taking into account the employee qualification, competence and performance remuneration, its remarks the follows aspects:

- An percentage of 27,8% of large enterprises, who have situated this objective on the first three positions as importance, considers that this objective has a good implementation level;
- 11,5% of large enterprises appreciates the implementation level as being satisfactory.
- A proportion of 1, 4% of large firms indicate an unsatisfactory implementation level of this objective.

Table 1.2.3. Level of implementation of wage policy objectives in order of their importance, in percentages

No.	Possible objectives of wage policy in middle enterprises	Unsatisfactory level	Satisfactory level	Good level	TOTAL (first three objectives)
1	Improvement of labour productivity	4,2	16,9	31,6	52,7
2	Employee motivation growth	5,0	19,4	21,6	46,0
3	Employee qualification, competence and performance remuneration	1,4	11,5	27,8	40,7
4	Stimulating labour efficiency	0,8	7,4	17,1	25,3
5	Professional improvement	1,6	9,8	10,6	22,0
6	Wage equity	0,7	10,0	10,0	20,7
7	Control of global wage cost	0,8	8,5	10,0	19,3
8	Alignment of firm wages at a uniform level existent on labour market	0,0	5,3	12,7	18,0
9	Recruitment of high qualified labour force	0,7	6,5	10,1	17,3
10	Reinforcement of firm position for a better recruitment	1,3	6,7	7,3	15,3
11	Incitement of achieving an production of quality through adequate bonus	3,3	3,3	8,1	14,7
12	Achievement of employee mobility in the firm	3,1	3,9	2,3	9,3
13	Wage differentiation between workers, functionaries, professors	0,7	4,3	4,3	9,3
14	Maintenance of purchasing power of wages	0,0	5,7	3,6	9,3
15	Avoidance of wage condensation	1,8	3,1	3,1	8,0
16	Employee performance evaluation with the view to determine promotion velocity in career	0,0	4,6	2,7	7,3
17	Achievement of wages flexibility	0,0	2,0	4,0	6,0
18	Structure of career evolution	0,6	1,2	3,5	5,3
19	Other specific objectives of firm?	0,0	0,0	0,7	0,7

2.Collective bargaining of wages at level firm

2.1. Collective bargaining

Collective bargaining consists of negotiations between an employer and a group of employees that determine the conditions of employment. The result of collective bargaining procedure is called the collective bargaining agreement or CBA. Often employees are represented in the bargaining by a union or other labour organisation. Collective bargaining is governed by federal and state statutory law, administrative agency regulations, and judicial decisions.

At national and branch level, it negotiates various problems between employer and union, and the results of those negotiations must be inserted in collective agreements of economic agents. Using the questionnaire of research sampling for 841 of firms, we studies problems negotiated at national and branch level that influence negatively the interviewed enterprises, and also we want cu quantifyy the measurement in which the firms are affected by the negotiated problems.

We present an analysis of enterprises responses for each negotiated problems (Table 2.1).

Table 2.1. The size in which the enterprises are afected by problems negociated at national and branch level(%)

No.	Problems negotiated at national and branch level	Yes (Enterprises are affected)			In large and very large size		
		Small Enterp.	Middle Enterp.	Large Enterp.	Small Enterp.	Middle Enterp.	Large Enterp.
1	Duration of weekly working time	62,5	67,0	74,0	14,2	17,2	18,7
2	Working conditions and labour protection	68,3	74,0	77,3	16,5	17,6	17,6
3	Explanations regarding labour quotes	67,9	67,4	74,0	15,8	14,2	14,7
4	Classification of workplaces with different conditions	45,1	50,7	62,7	9,2	11	10,3
5	Classification of workplaces with special conditions	42,0	48,0	58,0	8,3	9,7	11,3
6	Minimum coefficients of hierarchisation from Collective Agreement unique at national level for the period 2007-2010	54,5	63,4	72,7	7,7	12,6	15,3
7	Minimum coefficients of hierarchisation from Collective Agreement at national level	48,2	60,8	66,7	7,5	11,6	11,8
8	Minimum supplementary allowances scheduled for special, heavy working conditions and danger.	44,2	56,8	68,0	9,2	11,6	15,6
9	Minimum supplementary allowances scheduled for noxious working conditions	43,3	54,6	64,0	9,7	10,5	13,8
10	Allowances for supplementary hours	62,5	70,5	80,7	14,7	20,3	21,3
11	Allowance for work seniority	55,4	60,4	70,0	10,1	15,5	15,3
12	Additions to base wage	58,9	64,8	72,0	11,8	11,9	21,0
13	Profit Quota that it distributes to employees	41,1	48,0	55,3	5,1	6,6	10,2
14	Settlement regarding employees leave	67,9	73,6	73,3	10,0	13,6	10,9
15	Minimum wage level	70,1	78,9	77,3	15,9	18,4	18,5
16	Juridical settlement of individual labour contract conclusion	62,5	69,6	74,7	11,5	15,2	14,5
17	Juridical settlement of individual labour contract cessation	62,9	70,9	74,7	13,8	15,7	11,1
18	Settlement of personnel dismissal in situation of activity limitation, automatization and robotisation	52,7	62,6	68,7	8,5	14,7	14,4
19	Settlement of professional formation	53,1	62,1	72,0	7,3	16,5	15,7
20	Settlement of continuous professional formation	49,6	56,4	68,7	8,8	14,0	10,9
21	Settlement of collective labour conflicts intercession	50,9	59,9	70,0	9,7	13,8	14,4
22	Other problems	14,3	12,3	20,0	0,5	2,2	3,8

2.1.1. Analysis of responses for small enterprises

Ordering the problems negotiated at national and branch level in function of the cumulated percentage obtained by variants in large size and in very large size, it observes that the problem which afects the most small enterprises (16,5% of those) is negociation of working conditions and labour protection.

Negotiation of allowances for supplementary hours influence in large and very large size 15,9% from small enterprises participants to sampling. A similar percentage (15,8% from small enterprises) has been obtained also in the case of negotiation of explanations regarding labour quotes.

An weight of 14,7% from small enterprises has declared that they are affected in large and very large measure by the negotiation of duration of weekly working time, and 14,2% of these considers that minimum wage level negotiation represents a problem that influence in large and very large measure.

Other problems tacked into account in the questionnaire affects less than 14% of small enterprises, percentages obtained by each of those problems can been followed in Table 2.1.

2.1.2. Analysis of responses for middle enterprises

In table 2.1.2. are inserted the percentages obtained for the response variants in large measure and very large measure, problems negotiated at national and branch level being increasing ordered in function of those percentages.

The biggest weight (20,3% from middle enterprises) has been obtained by negotiation of allowances for supplementary hours. Minimum wage level negotiation affects in large and very large measure middle enterprises interviewed, while the negotiation regarding working conditions and labour protection is considered a problem by 17,6% of middle firms.

The problem of weekly working time duration influences negatively in large and very large size 17,2% of middle enterprises participants at survey, and the settlement of professional formation constitutes a problem perceived by 16,5% of middle firms that have been interrogated.

The others problems negotiated at national and branch level, tacked into account by the questionnaire, affects less than 16% of middle enterprises, the percentages obtained by each of those problems can be followed in table 2.1.

2.1.3. Analysis of responses for large enterprises

In the wake of ordering the problems negotiated at national or branch level by cumulated percentage obtained by variants in large and very large measure, it observes that that problem that affects the most large enterprises (21,3% of those) is the negotiation of allowances for supplementary hours. Also, the additions to basis wage influences in large and very large measurement 21% of large enterprises participants at survey.

An percentage of 18,7% from large enterprises opines that the duration of weekly working time represents a problem that affects them and it must be negotiated at national or branch level.

An weight of 18,5% of large enterprises have asserted that they are affected in large and very large measure by the minimum wage level negotiation and 17,6% of these considers that working conditions and labour protection represents a problem that affects them in large and very large measure.

The others problems negotiated at national and branch level, tacked into account by the questionnaire, affects less than 16% of middle enterprises, the percentages obtained by each of those problems can be followed in table 2.1.

The allowances for supplementary hours represents the main problem bargained at national or branch level that affects small enterprises(21,3% of these) and also middle enterprises(20,3% of these).As regards small enterprises, an percentage of 15,9% of these considers that are affected by allowances negotiation for supplementary hours, being the second problem as importance.

The problem of working conditions and labour protection is situated on the first place by an percentage of 16,5% of small enterprises. Bargaining of this problem affects equally (in proportion of 17,6%) middle and large enterprises, difference consists in order of importance of this aspect: the third place as importance for middle enterprises and the fifth place for large enterprises.

The situation of minimum wage level is considered by middle enterprises the second problem, as importance, bargained at national and branch level, while large enterprises places on second place the problem of basis wage additions.

The third position in order of importance is occupied by:

- *Explanations regarding labour quotes,* in the case of small enterprises, with an percentage of 15,8%;
- *Working conditions and labour protection, for middle enterprises, with an percentage of 17,6%;*
- *Duration of weekly working time, if we take into account large enterprises (18,7%).*

Also, it can observe that, percentages registered by large enterprises are arisen to the small and middle enterprises, which denote the fact that, the problems negotiated at national and branch levels have a powerful impact on large enterprises.

Conclusions

The study remarks the fact that, regardless of firm dimension, the main objectives of wage policy, occupants of the first three places of top, are employee motivation growth, labour productivity improvement and employee qualification, competence and performance remuneration. Middle and small enterprises considers that the major objective of wage policy is employee motivation growth, while large enterprises have estimated that, the most important objective of salary policy is labour productivity improvement.

From the point of view of implementation level, the employee motivation growth objective is supposed having an satisfactory level of implementation by 27,7% of small enterprises, 23,6% of middle enterprises and by 19,4% of large enterprises.

The labour productivity improvement has a satisfactory level by 18,6% of small firms, 22,5% of middle enterprises and 16,9% of large enterprises.

Employee qualification, competence and performance remuneration is an objective with a good level of implementation for 18,1% of small firms who situates this objective among the first three as importance. Also, the implementation of this objective is supposed satisfactory by a proportion of 18,6% of middle enterprises and by 11,5% of large enterprises.

As regards collective bargaining of wages on firm allowances for supplementary hours represents the main problem bargained at national or branch level that affects small enterprises(21,3% of these) and also middle enterprises(20,3% of these). The problem of working conditions and labour protection is situated on the first place by an percentage of 16,5% of small enterprises.

The situation of minimum wage level is considered by middle enterprises the second problem, as importance, bargained at national and branch level, while large enterprises places on second place the problem of basis wage additions.

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