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Elena UNGURU

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Review for the volume: *Supervizarea si dezvoltarea profesionala a asistentilor sociali*. Iasi, Romania: LUMEN Publishing, 2017, author: Ana Frunza

Elena UNGURU[1]

Abstract: In the volume titled "Supervision and Professional Development of Social Workers" published in 2017 by LUMEN Publishing House, the author Ana Frunza performs a practical analysis of supervision, as it is done within an organization that offers social services. Professional supervision is an important element in the field of social assistance, and is dedicated to the staff directly involved in delivering social services to the beneficiaries.

Keywords: supervision, professional development, social workers, specialists, Ana Frunza.

Introduction

In the volume entitled "Supervision and Professional Development of Social Workers", published in 2017 at LUMEN Publishing House, author Ana Frunza performs a practical analysis of supervision as it is done within an organization that offers social services. Professional supervision is an important element in the field of social assistance and is dedicated to the staff directly involved in delivering social services to the beneficiaries.

The practice of supervising social services

The practice of supervising social services is an area that allows the transfer of knowledge from an experienced professional, to one without experience, supporting the professional development of the members of the organization. The effects of supervising practice are observed both at the level of the motivated professional, in the offer of quality services and at the level of the entire organization, by increasing the effectiveness of the work of those involved, as well as by increasing the quality of the services offered

[1] Ph.D Student, Doctoral School in Sociology, University of Oradea, Romania & Lumen Research Center in Social and Humanistic Sciences, Iasi, Romania.

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to the beneficiaries themselves. Considering the need to provide the highest quality social services, we consider the author's preoccupation with the supervision approach, in the absence of which we cannot talk about evolution and quality.

According to Ana Frunza, the need to explore the topic of supervision results from the fact that it is a topical theme, which deals with a phenomenon still in development in the Romanian social context. The continuous training and development of specialists in the field of social assistance is directly related to the qualitative results in working with the beneficiary (Frunza, 2017).

Supervision is the work of the designated staff, which aims to promote both personal and professional development. The supervision process is based on providing learning opportunities in order to improve the quality of the work done. The author believes that supervision aims at raising awareness over the roles and responsibilities of social workers, as well as increasing people's understanding, problems, and professional situations in the organization (Frunza, 2017).

The volume is structured in three chapters, as follows: the first chapter deals with the importance of the supervision relationship in the professional development of the specialists, while the second chapter substantiates the methodological frameworks of the research through the Grounded Theory method, and the third chapter presents the results of the qualitative research in the field of supervision of social assistance services, provided within a private organization, offering social services, from a locality in N.-E. area of Romania.

Among the most important results of the research conducted by Ana Frunza, we mention: the social workers perceive the supervision as part of the intervention, the supervisor being himself an agent of change. In the explored organization, as the author shows, there is a paternal model of supervision. The supervisor is invested with authority, which transforms his position into a managerial one. Surveillance thus interferes predominantly on the administrative side, at the expense of the supportive and educational one. This paternalist model of supervision implies an increased professional competence of the supervisor, which is supposed to be transferred to supervisors (Frunza, 2017). This transfer process can create a form of dependence, due to the assignment by the supervised of the merits of their own successes. This practice may be, in some situations, limiting for the

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empowerment process, depending on the personality of the supervisor (Frunza, 2017).

Conclusions

The importance of the volume is both theoretical and practical for social assistance specialists interested in the supervision practice, but also for other social scientists interested in the concrete way of applying Grounded Theory to field social research.

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