

## WP1 : HR processes audit and mapping competencies

### HUMAN RESOURCES COMPETENCIES

Under the PEOPLE project, a strategy was set out in order to create a map of training needs. This will contribute to strengthen the technical and behavioral competencies necessary for holding HR management positions at the HEIs.

COMPETENCIES	
TECHNICAL COMPETENCIES	Strategic planning, organizational change and quality Administration and Public management Management of human, financial and property resources Information systems and technologies Management by objectives and performance evaluation Ethics, gender equality, inclusion and environmental policies Labour legislation Public information and communication English
BEHAVIORAL COMPETENCIES	Goal Oriented Planning and Organization Leadership and people Management Resource Optimization Strategic Vision Decision Develop and Motivate Others Innovation and Change Oriented Communication Interpersonal Relationship Negotiation and Persuasion Tolerance to Pressure and Adversity Team Work and Cooperation Safety Oriented

Janeiro 2015



## Promoting Educational Organisation through people

To reinforce **competencies of top and middle managers of higher education institutions by developing a human resource (HR) management and staff development strategy**

2013—2016



## Specific objectives

- To carry out a HR processes and procedures audit in order to find out the strengths, weaknesses, opportunities and threats this domain is currently facing
- To carry out training needs detection throughout a map of competencies on HR in HEIs
- To carry out a training for trainers (experts in the field of HR in the partner countries) which will further train the HR academic and staff people at each partner university
- To carry out training seminars on HR most relevant processes in order to improve the competencies of top and middle managers (both academic and administrative or technical staff)
- To develop a strategic plan for the development of HR in each partner university taking into consideration the specific results of audit analysis
- To implement the strategic plan during the second and the third year of the project in order to follow up deviations and improve results
- To create a specific resources center at each partner university with materials, as well as an online platform with shared information on HR.
- To create a printed handbook of HR materials with the results of the training and the HR standardized processes

## WORKING PACKAGES

WP1: HR processes audit and mapping competencies  
 WP2: Training HR managers and staff  
 WP3: Strategic plan for the development of HR  
 WP4: HR resources center  
 WP5: Dissemination  
 WP6: Management of the Project  
 WP7: Quality Plan

## Partner country institutions

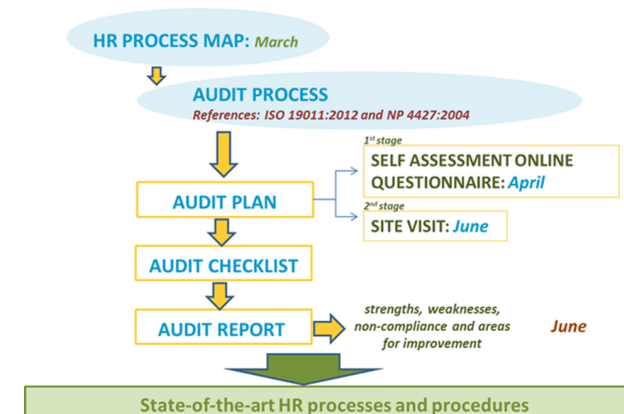
There are 3 Partner Institutions from Armenia, 2 from Georgia, 4 from Kazakhstan and 3 from Europe. The Project Coordinator is the T. Ryskulov Kazakh Economic University, and the other partners contribute to the development of the work of each WP.

	CO	COUNTRY	INSTITUTION	Leader	Acronym
PC		Armenia	Armenian State University of Economics		ASUE
			American University of Armenia		AUA
			Russian-Armenian Slavonic University		RAU
PC		Georgia	Iliia State University		ISU
			Kutaisi University	WP3	KU
PC		Kazakh	S. Toraighyrov Pavlodar State University		PSU
			Karaganda State Medical University		KSMU
			T. Ryskulov Kazakh Economic University	Coordinator	KazEU
			Kazakh Academy of Transport and Communications	WP4, WP6	KazATC
CC		Portugal	Instituto Superior Técnico	WP1	IST
CC		Spain	Universitat Politècnica de Catalunya	WP2, WP3	UPC
CC		Sweden	Royal Institute of Technology	WP7	KTH

\* Caption: PC – Partner Country; CC – EU or Candidate Country

## WP1 : HR processes audit and mapping competencies

### HUMAN RESOURCES AUDIT



HUMAN RESOURCES AUDITS		
Country	Institution	Audit date
Georgia	Iliia State University	03/6/2014
Georgia	Kutaisi University	04/6/2014
Kazakhstan	S. Toraighyrov Pavlodar State University	18/6/2014
Kazakhstan	Karaganda State Medical University	18/6/2014
Kazakhstan	T. Ryskulov Kazakh Economic University	19/6/2014
Kazakhstan	Kazakh Academy of Transport and Communications	19/6/2014
Armenia	Armenian State University of Economics	08/7/2014
Armenia	American University of Armenia	09/7/2014
Armenia	Russian-Armenian Slavonic University	10/7/2014