

ORGANIZATION AREA PEOPLE



PERSONNEL POLICY – phase 1

- Comments: We work according to the Bologna process but we are not still ready for it (incompatibility in practice)
- Workpoints: insist on the Amendments to the Law of Higher education, bring a unique rulebook on the minimal conditions for the election to the position
- Opportunities: quality control and improvement through exchange of experiences (teaching and non-teaching staff mobility through the Academy)
- Urgent demand: Precise defining of competences in accordance with the work positions (unifying the surveys)

Tasks, responsibilities and competences-Phase 1

- Comments: We do not have defined competences
- Work points: unification through the integrated institutions -Academy, unification of legal acts related to rewarding and motivation of staff members
- Opportunities: Pedagogical and methodological knowledge-possibility of improvement of the methods
- Urgent demand: to develop competences of university and vocational professors

Follow up and promotion of employees' performance- Phase 2

- Comments: we have regular reports and analysis of the teaching process and its quality control
- Work points: determine the national framework of qualifications within the Academy and follow up the career of graduated students
- Opportunities: exchange of experience and cooperation with the workfield
- Urgent demand: forming a unique ALUMNI base for student monitoring

Training- Phase 2

- Comments: to determine the annual plan for the training of employees
- Workpoints: recognition of the employees' qualities by the management
- Opportunities: wide variety of courses, trainings, seminars, conferences, which are in compliance with the tendencies in economy development
- Urgent demand: to introduce the system of incentives for professional development

THANK YOU

