



Co-funded by the  
Erasmus+ Programme  
of the European Union

This project has been funded with support from the European Commission. This publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein



agora

institute for knowledge  
management



Modernising Human  
Resources Management  
In South Mediterranean  
Higher Education



Princess Sumaya University for Technology  
Amman, Jordan





## Modernising Human Resources Management In South Mediterranean Higher Education

There is a worldwide consensus today on the relevance of quality human resource management (HRM) for the optimisation of Higher Education Institutions' performance. HEIs are facing increasingly complex contexts, which require HRM models able to respond to new challenges in the selection, development and motivation of their staff. HR approaches focused on staff recruitment, organisation of employment contracts and salary payment are completely superseded by the necessity to take account of new issues, such as training, promotion and encouragement, development support and strategic planning for future needs

In South Mediterranean countries, aspects such as the socio-political climate and the level of state expenditure in education influence the capacity of HEIs to address these challenges, calling for supporting actions in this regard. Against this background, RISE's main goal is to contribute to South Mediterranean HE Reform Agenda through the modernization of People Management. This global purpose will be targeted by means of three specific objectives:

**Build up** capacities and skills in HRM on target South Mediterranean HEIs for stronger organisational efficiency

**Create** a regional network on HRM as a forum for exchange of good practices

**Conceive and develop** institutional HR strategies in South Mediterranean HEIs.

These objectives will be pursued by a set of interrelated and focused activities, starting with an in-depth analysis of the target HEIs' HR practices and needs to shape the rest of interventions. A range of skills enhancement actions will follow, including tailor-made training (on-site/online), upgrading of HR technical tools, and drafting and publication of a Guide on Good Practices on HRM. Targeted dissemination and sustainability actions will optimize exploitation of results, helping the consortium multiply and extend the benefits of the outputs generated to other HEIs in the region.

