

Sultan Moulay slimane university

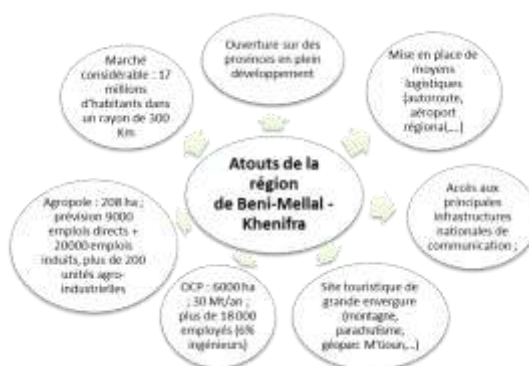
Executive Summary

Presentation of Sultan Moulay Slimane University "USMS":

The USMS was created in 2007, it consists of seven institutions:

- Faculty of Arts and Humanities
- Faculty of Science and Technology, date of creation
- Polydisciplinary Faculty of Beni Mellal
- Polydisciplinary Faculty of Khouribga
- National School of Applied Sciences of Khouribga
- Higher School of Technology of Béni Mellal
- Higher School of Technology of khénifra

Sultan Moulay Slimane University in its environment:





brief overview on the HRM strategy of the USMS :

- * Improvement of governance:
 - Statutes governing the organizational structures created or to be created
- * Methodology and instruments for implementing governance:
 - Basic principles (commitment and values, sustainability, progress);
 - **Quality Control System: PLANNING, ACTING, ENSURING, REACTING.**
- * Governance structure consistent with other universities and consistent with institutions.



HRM: Overview of the Current state

HR division Overview :

The presidency of the university has a human resources management service which works in coordination with the departments of the seven institutions under the university. These eight services manage the administrative affairs of the university's human resources, from recruitment to the end of their service at the university.

Internal Environment

The internal evaluation, which is related to the promotion of HR, is done annually for the administrative staff and every two years for the teacher-researchers, with evaluations every six years or more for a promotion in the rank or in the frame.

External Environment



Created in 2014, the National Agency for Quality Assessment, is an independent organization that ensures the institutional evaluation of universities: Training, research and governance.

Vision, Mission and Values

Vision statement

In order to promote the field of human resources management, the university shows a particular interest in the management of the quality of the university. aiming for ISO 9001 certification.



Mission statement

The implementation within the university, of a quality management system, will be a very effective tool that will keep the organization running smoothly and support its continuous improvement.

MISSION Formulation:

This service does the processing and monitoring of:
The recruitment procedures, treatment of the administrative affairs of staff: promotion, transfer, secondment, missions, regularization of family situations, holidays, sickness certificates, retirement .

The administrative and teaching staff of the university and these institutions.



It is a vital service for the smooth running of the university

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HRM Values

The human resources department: essential to the smooth running of the organization, it ensures managing multiple administrative personnel files, developing action plans to improve working conditions.



Strategic Objectives for Human Resources

S Specific
M Measurable
A Attainable
R Relevant
T Time bound
And
E Evaluate
R Reevaluate

- first of all, we need the commitment of the top management
- formalize the working procedures within this department
- define the task cards of each staff
- establish an action plan of the organization
- define performance measurement indicators
- make internal and external evaluations of the system

ACTION PLAN

OBJECTIVE 1

<i>Title action</i>	<i>Responsible unit</i>	<i>Indicator(s) / KPI(s)</i>
1.1 Analysis and verification of the existing	steering committee coordinated by the quality manager	in progress
1.2 Update of the existing	steering committee coordinated by the quality manager	in progress
1.3 a diagnostic grid according to ISO 9001 v 2015 and realization of the diagnosis	all the administrative staff coordinated by the quality manager	in progress

OBJECTIVE 2

<i>Title action</i>	<i>Responsible unit</i>	<i>Indicator(s) / KPI(s)</i>
2.1 Satisfaction surveys of interested parties	all the administrative staff coordinated by the quality manager	in progress
2.2 Preparation and realization of the management review	all the administrative staff coordinated by the quality manager	in progress

2.3 Preparation of the certification audit		
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OBJECTIVE 3

<i>Title action</i>	<i>Responsible unit</i>	<i>Indicator(s) / KPI(s)</i>
3.1 maintaining the certification label	all the administrative staff coordinated by the quality manager	in progress
3.2		
3.3		

Etc..