

Modernising Human Resources Management in South Mediterranean Higher Education

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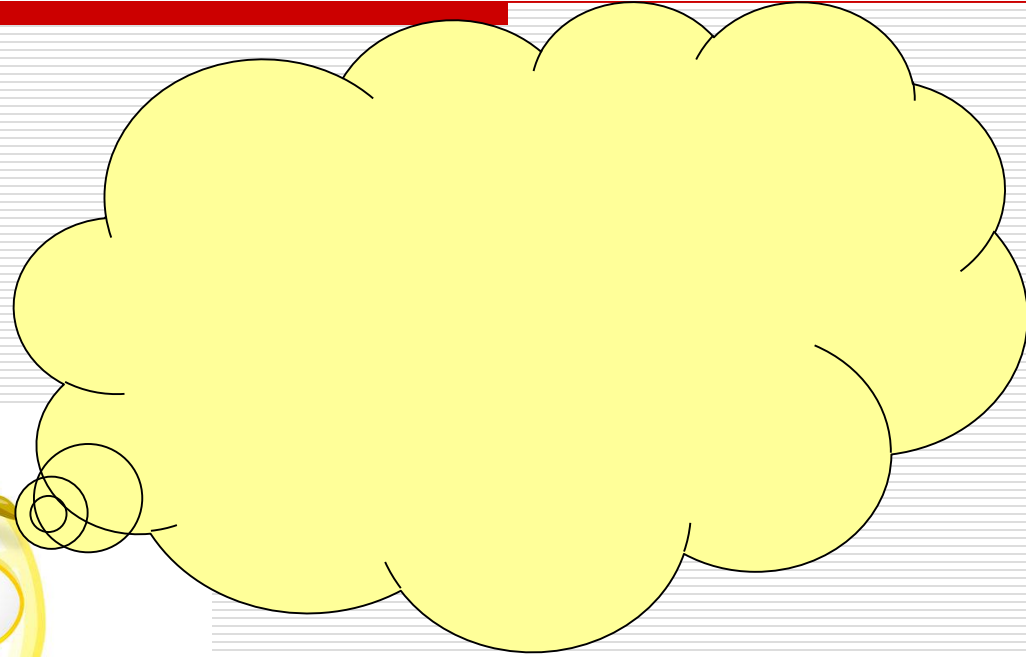
Funded by the
Erasmus+ Programme
of the European Union

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- SUA Nitra -
https://youtu.be/BkdG0AP3_FM
 - Introduction of audience
 - Objectives of the training
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Objectives of the training

- Job Descriptions
 - Recruitment
 - Selection & Hiring
 - Hiring an Executive Director
 - Orientation
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Expectations of the training



Recruitment process at SUA

- Professor / 5 year circle***
 - Academic title profesor
 - Responsible for research, development and education in study field
 - Head of research teams
 - Responsible for organizing conferences
 - CV
 - List of publications
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Professor

- Pedagogical requirements:
- Conducting lectures, seminars, guarantor of seminar
- Supervisor of PHD., diploma and bachelor thesis
- Active in habilitation, doctoral committees
- One textbook in 5 years
- ~~Coordinator of 1 education project~~

Professor

Research requirements:

- Active in research, coordinator of 2 scientific project
 - Membership of scientific committees, scientific boards, editorial boards of scientific journals, evaluating of projects
 - 2 Scientific monograph, 2 outputs of A category publication, 2 outputs of B category, 4 outputs of C category
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Recruitment process at SUA

Associate professor

- ❑ Academic title associate professor
 - ❑ Teaching practice in selectes branch
 - ❑ Supervise bachelor, diploma and PhD. thesis
 - ❑ Active in research and publish teaching and scientific publication
 - ❑ CV
 - ❑ List of publications
-

Associate professor

Pedagogical requirements:

- ❑ Conducting lectures, seminars, guarantor of seminar
 - ❑ Supervisor of PHD., diploma and bachelor thesis
 - ❑ Active in habilitation, doctoral committees
 - ❑ One textbook in 5 years
 - ❑ Coordinator of 1 education project
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Associate Professor

Research requirements:

- Active in research, coordinator of 1 scientific project
 - Membership of scientific committees, scientific boards, editorial boards of scientific journals, evaluating of projects
 - 1 Scientific monograph, 1 output of A category publication, 1 output of B category, 4 outputs of C category
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Recruitment process at SUA

Assistant

- Academic title PhD.
 - Teaching practice in selectes branch
 - Supervise bachelor and diploma
 - Active in research and publish teaching and scientific publication
 - CV
 - List of publications
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Asistant

Pedagogical requirements:

- Conducting lectures, seminars,
 - Supervisor diploma and bachelor thesis
 - Active in master and bachelor committees
 - One textbook in 5 years
 - Coordinator of 1 education project
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Assistant Research requirements:

- Active in research, member of 1 scientific project research team
 - 3 outputs of B category publication, 5 outputs of C category
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Full Time Permanent Agreement

- Administrative staff – secretaries, project managers, cleaning women
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Current data at SUA

Position	Average Age	2014/2015
Professors	59,54	72
Assoc. Prof.	50,57	112
Assistants	39,85	273

What SUA offers...???



- Library – database, registry of citation, articles
 - Education courses
 - Teambuilding activities
 - Social and cultural events
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Personality of Managers

- MBTI test 90-120 min
 - XY test 90 min
 - Assertivity, persuasion 60 min
 - Team work 45 min
 - Orientation / onboarding 45 min
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