

Diseminacijski seminar

Modernizacija visokih učilišta putem unapređenja funkcije upravljanja ljudskim potencijalima (HRMinHEI) 2016.-2018.

Europska perspektiva: Treba li HRM visokim učilištima?

Erasmus + Programme: Ključna aktivnost 2 – Strateška partnerstva u području visokog obrazovanja

Ref. Project: 2016-1-HR01-KA203-022196



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Struktura

- O projektu
- Što kaže 2011 EU Modernisation Agenda?
- Što kaže Eurydice izvješće *Modernisation of Higher Education in Europe: Academic Staff – 2017?*
- Što kažu *Standards and Guidelines for Quality Assurance in the European Higher Education Area (ESG)*. (2015). Brussels, Belgium.



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Opće informacije

- *Datum početka:* 15/09/2016
- *Trajanje:* 24 mjeseca
- *Nositelj projekta:* AZVO
- *Partneri:*

Filozofski fakultet Sveučilišta u Rijeci

Visoko učiliste Algebra

Danube University Krems, Austrija

University of Tampere, Finska



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Rezultati aktivnosti / outputi projekta

• 1. SASTAVNICA

- A. Pregled suvremenih europskih i nacionalnih politika upravljanja ljudskim potencijalima na visokim učilištima u Europskom prostoru visokog obrazovanja (Overview of recent European and national policies in regard to human resources management (HRM) in higher education institutions (HEIs) within European Higher Education Area) <https://hrminhei.azvo.hr/results/>
- B. Konstrukcija i primjena instrumenta organizacijske dijagnostike na visokim učilištima u državama partnerima (Preparing and conducting HRM organizational diagnostic survey at HEIs in participating countries)
- C. Smjernice za razvoj funkcije upravljanja ljudskim potencijalima na VU – 3 nacionalna dokumenta (National Guidelines for developing HRM in HEIs in Croatia)



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• 2. SASTAVNICA

A. Razvoj funkcije upravljanja ljudskim potencijalima na visokim učilištima partnerima u projektu (odabrani procesi i alati) (Developing new HRM processes at partner HEIs)

1. Strategija i planiranje ljudskih potencijala
2. Zahtjevi radnog mjesta
3. Pribavljanje i odabir
4. Mjerenje radnog učinka
5. Osposobljavanje i razvoj
6. Karijerno napredovanje
7. Materijalno i nematerijalno nagrađivanje
8. Analize i izvještavanje o ljudskim potencijalima
9. Posebne teme LJP u IVO
10. Informacijski sustav i kadrovska administracija



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• 3. SASTAVNICA

A. Razvoj online alata samoprocjene kao otvorenog obrazovnog sadržaja (OER) u svrhu sustavnog vrednovanja i komparativne analize HR procesa na europskim visokim učilištima (Development of an online self-assessment tool as an open educational resource (OER) for benchmarking HRM processes at European HEIs)



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Agenda for the modernisation of Europe's higher education systems (2011)*

2.2. Improving the quality and relevance of higher education

The reform and modernisation of Europe's higher education depends on the competence and motivation of teachers and researchers. Yet teaching and research staffing has often not kept pace with expanding student numbers which puts pressure on already strained capacities. Better working conditions including transparent and fair recruitment procedures¹⁶, better initial and continuing professional development, and better recognition and reward of teaching and research excellence are essential to ensure that Europe produces, attracts and retains the high quality academic staff it needs.

*Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions: Supporting growth and jobs – an agenda for the modernisation of Europe's higher education systems, {SEC(2011) 1063 final} Brussels, 20.9.2011. COM(2011) 567 final



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2.5. Improving governance and funding

Key policy issues for Member States and higher education institutions:

- Support the development of strategic and professional higher education leaders, and ensure that higher education institutions have the **autonomy to set strategic direction**, manage income streams, reward performance to attract the best teaching and research staff, set admissions policies and introduce new curricula
- Encourage institutions to modernise their **human resource management** and obtain the HR Excellence in Research logo and to implement the recommendations of the Helsinki Group on Women in Science²⁸.

Modernisation of Higher Education in Europe: Academic Staff – 2017. Eurydice Report.*

1.2 Upravljanje visokim učilištem i planiranje ljudskih potencijala

- trend smanjenja državne regulacije djelatnosti visokih učilišta
- uloga države : definiranje nacionalnih ciljeva, s kojima se VU trebaju uskladiti, te praćenje transparentnosti institucionalnih politika kao i različitih mehanizama odgovornosti (*accountability*) VU-a i njihovih zaposlenika u cilju osiguranja najučinkovitijeg korištenja javnih i privatnih sredstava
- strateško planiranje ljudskih potencijala – VU autonomno donose plan ljudskih potencijala, ali ga usklađuju s najvišim politikama i prioritetima definiranim za sektor visokog obrazovanja

* European Commission/EACEA/Eurydice, 2017. Modernisation of Higher Education in Europe: Academic Staff – 2017. Eurydice Report. Luxembourg: Publications Office of the European Union.



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5.1. *Europski kontekst osiguranja kvalitete*

- Razvoj sustava osiguranja kvalitete u VO u posljednja dva desetljeća
- ESG – ključna područja osiguranja kvalitete – od upravljanje VU-om, infrastrukturom i financiranjem VU-a do izrade nastavnog plana i programa, nastavničkih kompetencija i studentskog stjecanja ishoda učenja

5.2. *Vanjsko vrednovanje kvalitete*

- Kvaliteta nastave jedan od stupova procesa osiguranja kvalitete u VO
- ESG proširuje ovo shvaćanje "kvalitete", naglašavajući važnost podržavajućeg radnog okruženja – jasan, transparentan i pravedan proces zapošljavanja, profesionalnog razvoja, napredovanja u karijeri, odgovarajuće uvjete rada te ravnoteža između poučavanja i istraživanja



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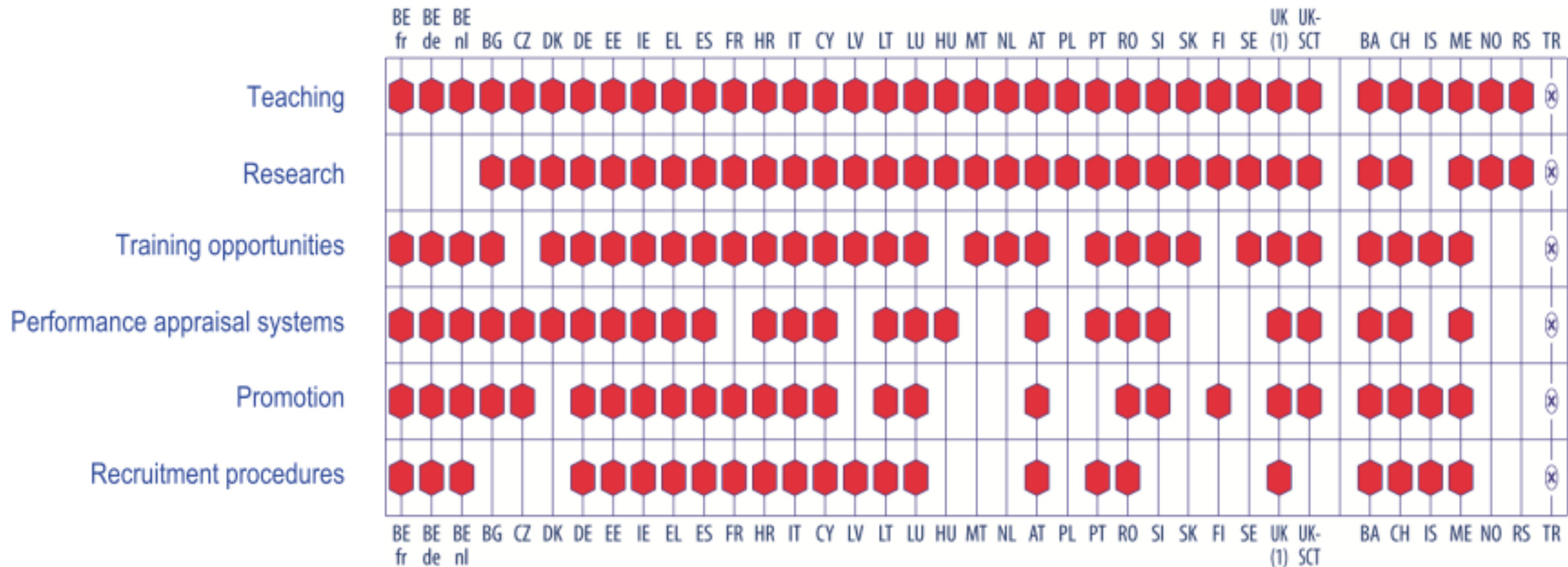


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Slika 5.1: Područja koja uobičajeno predstavljaju predmet vanjskog osiguravanja kvalitete

Figure 5.1: Issues typically covered by the external quality assurance evaluation, 2015/16



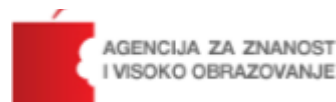
Source: Eurydice.

UK (1) = UK-ENG/WLS/NIR



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LITERATURA:

- Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions: Supporting growth and jobs – an agenda for the modernisation of Europe's higher education systems, {SEC(2011) 1063 final} Brussels, 20.9.2011. COM(2011) 567 final
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