



# “RISE News”

## May 2017

### RISE Kick-Off Meeting

February 22nd/ 2016.; and February 23rd/ 2016

Under the patronage of PSUT president, Prof. Mashhoor Alrefai, RISE project was launched. RISE is the acronym of “Modernising Human Resource management In South Mediterranean higher Education” and it is a project funded by the EU program Erasmus+.



The project aims at building up capacities and skills in HRM on target South Mediter-ranean HEIs for stronger organisational efficiency; creating a regional network on HRM as a forum for exchange of good practices and To conceive and develop institu-tional HR strategies in South Mediterranean HEIs.



Jordan attended the kick-off meeting held in Amman at PSUT for two days.

RISE partners from Germany, Estonia, France, Spain, Algeria, Morocco, Tunisia and

### Rouen Training Visit

May 10th/ 2016. ; And May 13th/ 2016.



RISE partners participated in the training visit held in Rouen for three days from 10 to

13 May 2016. The visit was dedicated for WP1 in the project, which handle the in-depth analysis subdivided into Benchmarking Study and the Need Analysis.

The meeting started with a welcome speech delivered by the vice president of University of Rouen followed with a welcome note delivered by Prof. Walid Salameh, the project coordinator, in which he spoke about RISE in general and highlighted the main objectives of this project.



The training started with a session about recruitment delivered by University of Rouen HR team. This training covered many topics as how to evaluate the staff, who recruits, is it a centralized management,

the different types of personnel in your facility, the mechanism and tools of recruitment.

### Tunisia Training Visit



August 8<sup>th</sup>  
– 10<sup>th</sup> /  
2016.

A training  
workshop  
has been  
held for  
RISE  
partners in  
Tunisia on

8-10 August 2016.

Tunisia visit was organised to discuss Strategic HR planning in Higher Education Institutions. Since Strategic HR planning is an important component of strategic HR management; It links HR management directly to the strategic plan of HEIs. Based on the strategic plan, an institution can develop a strategic HR plan that will allow making HR management decisions now to support the future direction of the institution.

Prof. Walid Salameh, the project coordinator, welcomed all the participants and officially opened the workshop. He reviewed the program of the visit and wished them a fruitful engagement during the training and that their commitment and their skills will enhance the project success.

Prof. Hedi Belhadjsalah, the vice president of Monastir University, delivered a keynote speech and welcomed the participants. He introduced the University of Monastir and its role in building the skills and

enhancing the qualifications of the students as well as the staff to meet the needs of higher education standards.



Mr. Stefan Hart from OTTO-Magdeburg started his training about "Steps of implementation of ERP" which defines ERP system, shows the steps of implementation and the role of Human Resources in SAP ERP.

On the next day Prof. Youcef Bousalham from Rouen University, started his training about the human resources strategy, he stressed the importance of planning human resources and considers that this is an indispensable condition for the success of the management of resources and the achievement of previously set objectives.

### Morocco Training Visit

October 24<sup>th</sup> - 26<sup>th</sup> /2016

RISE partners attended a new training workshop in Morocco on 24-26 October 2016.



Morocco training was dedicated to discuss Recruitment in Higher Education institutions. Recruitments provide opportunities to departments to fit out staff skill sets to initiatives and goals, and for departmental and individual growth. Appropriate planning and evaluation of the need will lead to employing the right person in the right place.

Recruitments process contains; vacancies, Job Analysis, recruiting announcement, interviews, tests, position description, copy of ads (including where and when they were placed); list of recruitment sources, applications; resumes; reference letters, supplemental questionnaires and rating forms;

interview notes (include the names of note takers); reference check notes; documentation of work samples ...etc.

Prof. Walid Salameh, the project coordinator, welcomed all the participants and officially opened the workshop. Then Prof. Mashhoor Alrefai, PSUT president, delivered a welcome speech and reviewed PSUT achievements; after that Prof. Abdellatif Miraoui, the president of Cadi Ayyad University, delivered a keynote speech and welcomed the participants. He introduced the University (students, departments, employees) and its role in building the skills and enhancing the qualifications of the students as well as the staff.



Prof. Youcef Bousalham from Rouen University started his training on three sessions about Recruitment process at the University of Rouen and covered the following subjects:

- Importance of HR and knowledge transfer in Rise project
- Recruitment process at Rouen University
- The errors in candidate files
- Recruitment steps

Second session was about "Recruitment job interview and social biases":

- Elements of the humanitarian impact on the interview
- Goals of interview
- Effects on appointment like the look and feeling

Third session covered:

- Psychological issues for HR staff

- A case study about the psychological issues
- Discussion of a research paper for Dr. Youcef about Recruitments

Prof. Veronika Hrda and Prof. Zuzana Kapsdorferová from Slovak University of Agriculture delivered a training on about "Job Descriptions, Selection and Hiring that covered the following subjects:

- Country and university
- Objectives of the presentation
- Recruitments process at SUA
- The conditions for Rec Requirements for recruitments/academic staff
- Requirements for recruitments/non-Academic staff recruitments in SUA for each academic rank

Prof. Veronika Hrda delivered the session about personality of managers and explained in depth the following tests:-

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

Finally, the participants were divided into groups to answer the questionnaire that is related to personality test for the employment.

The last day was dedicated for discussions, recommendations, suggestions and questions then the workshop was evaluated.

## **Tallinn Scientific Visit**

April 3<sup>rd</sup> – 5<sup>th</sup> /2017

A scientific visit to Tallinn-Estonia was conducted for all RISE partners from 3 to 5 April 2017.

The visit theme was about "Recruitment, promotion and retention of





academic staff at HEIs” and covered Employee Engagement & Retention, Employee Recognition, Performance Management, Supervision, Discipline, Employment Termination and Exit Interviews.

Prof. Walid Salameh welcomed the participants and reviewed the project progress then allowed Prof. Olav to start his session.

Prof. Olav presented the education in Estonia and types of institutions in addition to structure of higher education staff. Then he reviewed the Recruitment, promotion and retention of academic staff at Estonian HEI-s and prof. Veronika Hrda reviewed the same for the academic staff at Slovak HEI-s.



Next session covered the Academic career model (ACM) which describes recruitment, promotion and retention of academic staff at

higher education institutions (HEIs) presented by Olav then prof. Veronika Hrda delivered a presentation about “Requirements for Hiring HEI employees”.

The second day 5 April was very active, started with Prof. Zuzanne speaking about the figure and number of research, researchers and students abroad, and reviewed the test conducted in Morocco visit saying that the results were positive.

Mc Gregor’s XY Theory on Personality and Testing was the next activity led by Veronika, in which a test paper was distributed to all participants in order fill and extract the results then the participants were divided into groups in order to work together on “how to implement what we learned? Regarding the Recruitment, promotion and retention of academic staff at HEI-s, the session was coordinated by prof. Veronika Hrda and prof. Olav Aarna.

The last day was dedicated to discuss the working groups’ presentations and Prof. Veronika resumed the Mc Gregor’s XY Theory test.

Finally, the partners evaluated the workshop and visited HR section at Estonian Business School.

At EBS, a steering committee meeting was held to discuss the deliverables, the progress of the project, the next steps and activities.

## Partners of RISE Project

1	Princess Sumaya University for Technology (PSUT)	<a href="http://www.psut.edu.jo/">http://www.psut.edu.jo/</a>	
2	Agora Institute For Knowledge Management & Development	<a href="http://agora-institute-for-knowledge-management-and-development.pymes.com/">http://agora-institute-for-knowledge-management-and-development.pymes.com/</a>	
3	Estonian Business School (EBS)	<a href="http://www.ebs.ee/en/">http://www.ebs.ee/en/</a>	
4	Ministry Of Higher Education And Scientific Research (MOHE)	<a href="http://www.mohe.gov.jo/ar/Pages/default.aspx">http://www.mohe.gov.jo/ar/Pages/default.aspx</a>	
5	Mutah University LTD	<a href="https://www.mutah.edu.jo/index.php?lang=en">https://www.mutah.edu.jo/index.php?lang=en</a>	
6	OTTO-Von-Guericke-Universitaet Magdeburg	<a href="https://www.uni-magdeburg.de/">https://www.uni-magdeburg.de/</a>	
7	Slovenska Polnohospodarska Univerzita V Nitre	<a href="http://www.uniag.sk/en/">http://www.uniag.sk/en/</a>	
8	Tafila Technical University (TTU)	<a href="http://www.ttu.edu.jo/index.php/en/">http://www.ttu.edu.jo/index.php/en/</a>	
9	Universite Cadi Ayyad (UCA)	<a href="https://www.uca.ma/">https://www.uca.ma/</a>	
10	Universite De Gabes	<a href="http://www.univgb.rnu.tn/En/home_46_3">http://www.univgb.rnu.tn/En/home_46_3</a>	
11	Universite De La Formation Continue (UFC)	<a href="http://www.ufc.dz/">http://www.ufc.dz/</a>	
12	Universite De Rouen	<a href="http://www.univ-rouen.fr/">http://www.univ-rouen.fr/</a>	
13	Universite Sultan Moulay Slimane Abeni-Mellal (USMS)	<a href="http://fp.usms.ac.ma/">http://fp.usms.ac.ma/</a>	
14	University Amar Telidji - Laghouat	<a href="http://www.lagh-univ.dz/">http://www.lagh-univ.dz/</a>	
15	University Of Monastir	<a href="http://www.um.rnu.tn/">http://www.um.rnu.tn/</a>	