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# Evaluation Analysis of Tunisia Training Visit

## RISE ERASMUS+ Project



Modernising Human Resources Management in  
South Mediterranean Higher Education

**Date: 8-10/8/2016**

**Venue: Tunisia - El Mouradi Africa hotel**

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.



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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.

Partner after that started with delivering their 20 minutes presentations about HR planning in their institutes starting with Laghouat, presented by Mr. Ali Sadki then Monastir by Mrs. Saoussen, USMS by Prof. Belaid and MOHE by Dr. Sultan. The presentations were interspersed with several questions and discussions.

Then, 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 a indispensable condition for the success of the management of resources and the achievement of previously set objectives.

The time after that was dedicated to the discussions and questions from the participants, which was very rich indeed with expert interventions and experience of each University.

In last day, each partner prepared a draft of their institutions HR strategy and showed it before the participants whereas it was a very interactive session that let the partner to get benefit from the experts and each other. After wrapping up the whole training, the workshop then was concluded a thanking note from Dr. Walid.

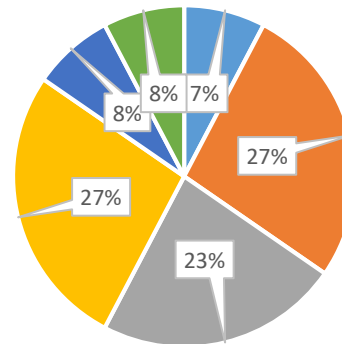


The Evaluation Analysis of Tunis Training Visit is as follow:

## OBJECTIVES

1. To what extent do you feel the learning objectives have been achieved?

As we can see that 7% answered 6 which means that they fully agreed, 27% answered 5, 23% answered 4, 27% answered 3, 8% answered 2, and 8% answered 1 which means that they do not agree at all.



2. Which of the above objectives were not adequately met and why?

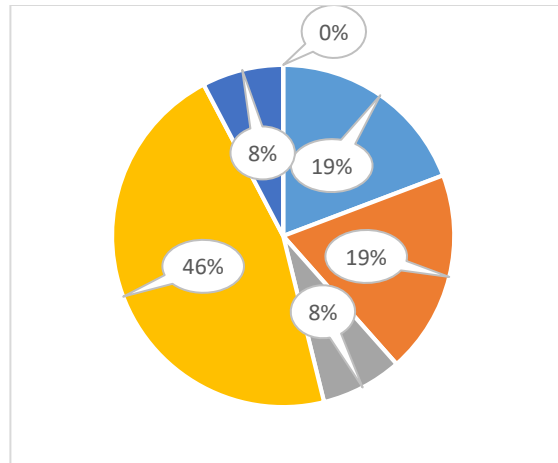
- Detailed presentation on strategy planning of HR is needed
- The technical presentation was very difficult according to how implement ERP
- second day
- third day
- training
- learning because of language sometimes
- What are they?
- more details about which process are to be supported by IT/ERP
- Quality of training
- planning human resources strategy
- Ideas are not cleared
- Ideas are not cleared
- Ideas are not cleared

3. To what extent did the following meet the objectives?



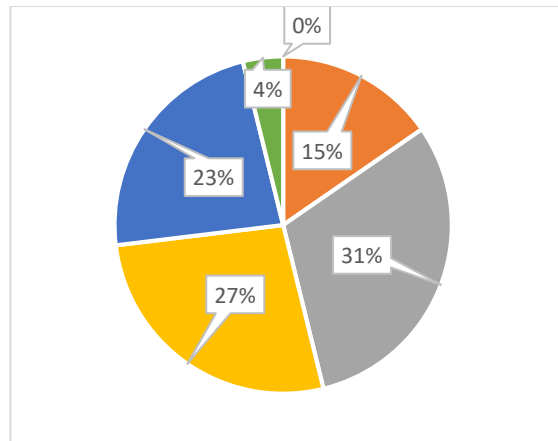
i) Speaker/facilitator 1 ;

As we can see that 19% answered 6 which means that they fully agreed, 19% answered 5, 8% answered 4, 46% answered 3, 8% answered 2, and 0% answered 1 which means that they do not agree at all.



ii) Speaker/facilitator 2 ;

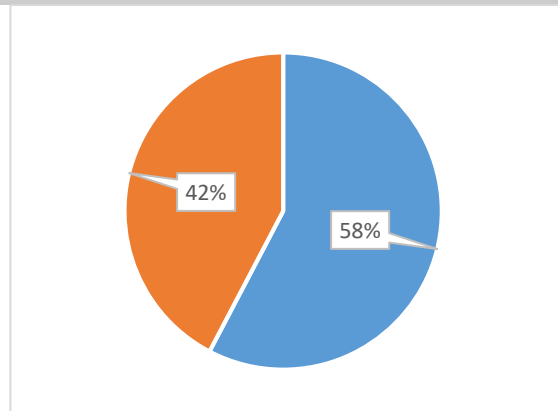
As we can see that 0% answered 6 which means that they fully agreed, 15% answered 5, 31% answered 4, 27% answered 3, 23% answered 2, and 4% answered 1 which means that they do not agree at all.



## TRAINING DELIVERY

4. Did you feel the training delivery and format were appropriate?

As we can see that 58% answered Yes, and 42% answered No.



How could they be improved?

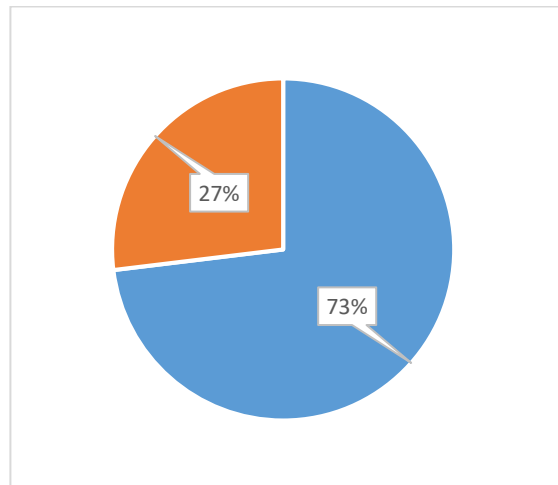
- physical meeting
- some countries speaker based only on French language, try to specialize the training



- by using appropriate style and media
- I think we can improve this training if we split the groups and work little task groups. Each group has another topic
- we prefer that the training speaking about more practical activities in HR management
- subject of training + expert
- HR indicator
- we need a good translation
- communication with others is poor
- the language was the main problem

5. Do you feel that the training materials will be useful, particularly for future reference?

As we can see that 73% answered Yes, and 27% answered No.



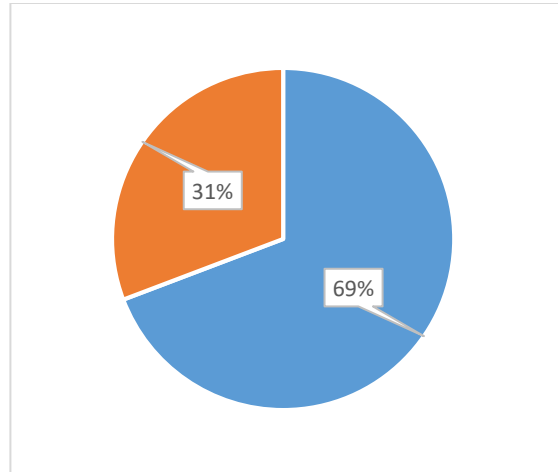
How could they be improved?

- using more high tech, to improve
- by means of sessions in the future
- connecting training programs and actual needs
- no training materials
- there were no materials
- quality of printing
- no certain extent

6. Will you be able to share today's learning (and materials) with your colleagues?



As we can see that 69% answered Yes, and 31% answered No.

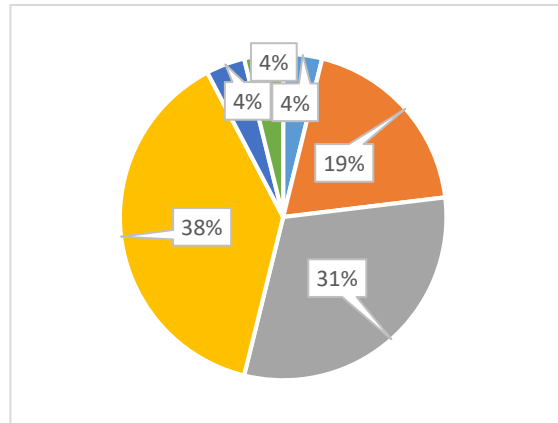


If not please tell us why:

- because there was no materials of the training
- I don't understand the support of training
- no materials
- we presented our strategic plan we don't have a model on what we must work

7. Considering your role, how useful were the contents of the training?

As we can see that 4% answered 6 which means very useful, 19% answered 5, 31% answered 4, 38% answered 3, 4% answered 2, and 4% answered 1 which means little use.



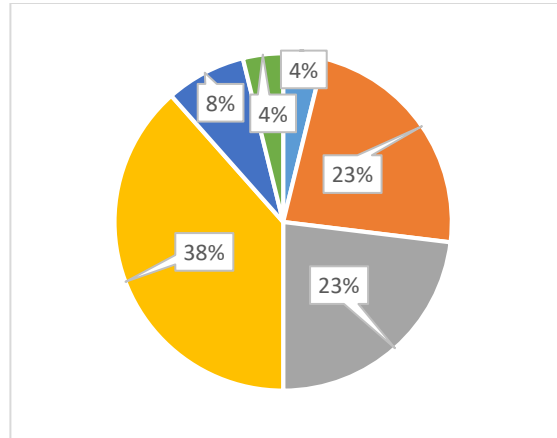
Comments:

- more focus
- learn about other strategies
- be more specified

8. How would you rate the training overall?

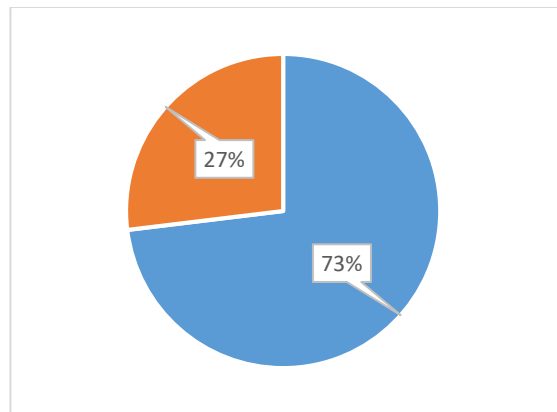


As we can see that 4% answered 6 which means very useful, 23% answered 5, 23% answered 4, 38% answered 3, 8% answered 2, and 4% answered 1 which means little use.



9. Would you recommend the training to others?

As we can see that 73% answered Yes, and 27% answered No.



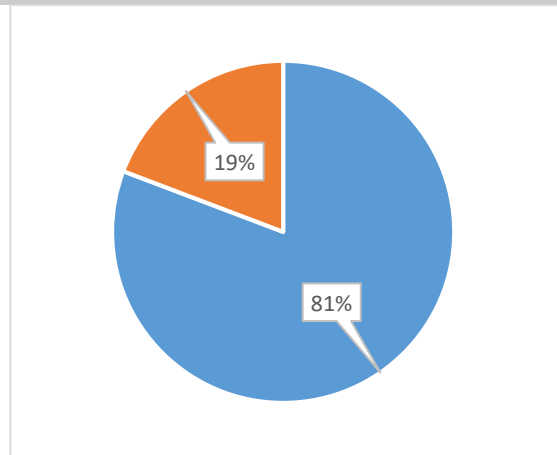
Comments:

- the content is not clear

### VENUE

10. Were the venue and facilities satisfactory

As we can see that 81% answered Yes, and 19% answered No.



### OTHER



12. Are there any other training issues you would like to bring to attention of the Project Management?

We got these issues:

- training for competencies management international (HRM) and development
- how do we determine staff training needs
- HR staff skills
- how we can develop the employees skills in their jobs
- I do recommend that summary meeting concerning the coming up meetings
- evaluation process, ow to modern IT infrastructure
- expect systems in HR
- we would like to have a training systems in GPFG, institutional evaluation, practical training and samples of pther partners
- HR management indicators, HR performance indicators
- HR indicators, stress management, building HR chart values
- planning strategy
- technology is a must in management
- audit RH, GPEC, pilotage social
- computerized management
- technology is a must in management, computerization of HR department
- how to improve the competencies of HR employees
- how to improve the HR employees skills

13. Any other comments:

We got these comments:

- I would like to be the training very precise and concise, it means just one indicator of (HRM)
- I would thank the president project and Dr. Nizar for the facilities and they do the best. Actually very good thank you
- more facilities for the participants pleas
- One language not different languages. We loss too many information through the translation
- the subject is very important but the content is not clear