

RISE Questionnaire on Human Resource Management in South Mediterranean HEIs

This questionnaire aims at mapping current practice and needs as regards Human Resource Management in South Mediterranean universities from Algeria, Jordan, Morocco and Tunisia.

For ease of reference, questions are grouped under the following sections:

1. Policy
2. HRM general practice
3. Recruitment
4. Motivation & promotion
5. Benefits
6. Labour unions

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|-------------------------------------|-----------------|-------------------------------|
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Policy

1. Does Human Resource Management (HRM) constitutes a strategic priority for your university?

-Yes

No

2. Have any HRM reforms been approved/implemented in your university/ in your country in the last 5 years?

- Yes, in my university

-Yes, in my country

No

If yes, please, indicate those reforms:

3. What are the main HRM priorities for your university for the upcoming years?

- Training staff- Skills development and human performance

- Involvement in decision making

- Motivation of human resources

4. What are the main priorities in the area of HRM in Higher Education in your country?

-Encourage scientific research

-Opening on social and economic environment

-Involvement of the HR in decision making

HRM general practice

5. Does your university have written policies in the area of HRM?

-yes

No

If yes, please, specify which of the following HR aspects are included:

- + **Recruitment**
- + **Attendance**
- + Scheduling
- + **Leave entitlement** (e.g. holidays, maternity...)
- + **Performance evaluation**
- Health and safety
- + Other. Please, specify: **continuing training, Advancement and Promotion**

6. Does your university use a computer-based system for HRM?

No

If yes, please, specify which of the following HR functions are IT-supported:

- + Recruitment
- + Attendance
- + Scheduling
- + Leave entitlement (e.g. holidays, maternity...)
- + Performance evaluation
- + Benefits administration
- + Other. Please, specify: **financial management**

7. How is communication with employees made?

+ **E-mail**

+ Newsletter

+ **Face-to-face**

Other. Please, specify:

8. Does the university have a formal protocol for health and safety?

Yes

+ No

9. Does the university provide health and safety training for employees?

Yes

Yes, to certain employees only. Please, specify:

+ No

10. Please indicate which of the following aspects constitutes a HRM priority for your university: Please, tick only one option.

- Evaluation of employees' performance
- Measurement of occupational safety
- Keeping track of essential factors for university success
- + Students' satisfaction
- Employees' absenteeism
- Gender balance
- Other. Please, specify:

11. Do you consider that gender balance exists in your university staff?

+ Yes

No

Recruitment

12. Do you consider that your university attracts essential employees at the academic and administrative levels?

+ Yes

No

If no, please indicate why:

13. How does your university recruit its staff? Please, tick all that apply.

+ Ministerial online adverts

+ University online adverts

+ Newspaper adverts

Employment agencies

Referrals from current staff

+ Other. Please, specify: the public employment gate web site: www.emploispublic.ma

14. Does selection in your university emphasise characteristics and abilities required for providing high quality services?

+ Yes

No

15. Does selection processes in your university use behavioural-based interviews to identify applicants' strategic competencies?

+ Yes

No

16. Are values of the university and relevant faculties discussed with applicants in selection processes?

+ Yes

No

17. What percentage of the university staff is assigned to a job which has undergone a formal job analysis?

100%

18. Do you consider that the academic staff has the skills and knowledge necessary to carry out their job in the best way?

- Yes

No

If no, please indicate why:

Low standards in recruitment criteria

Lack of incentives

Other. Please, specify:

19. Do you consider that administrative staff has the necessary skills and knowledge to carry out their job in the best way?

Yes

+ No

If no, please indicate why:

+ Low standards in recruitment criteria

- Lack of training to improve
- Lack of incentives
- Other. Please, specify:

20. Do you consider that management staff has the necessary skills and knowledge to carry out their job in the best way?

Yes

+No

- If no, please indicate why:
- Low standards in recruitment criteria
 - Lack of training to improve
 - Lack of incentives
 - Other. Please, specify:

21. Could you, please, rate the following skills of your university staff? (where 5 means: most of the staff have the relevant skill, and 1 means: most of the staff do not have the relevant skill)

| Skills | Academic staff | Administrative staff | Management |
|----------------------------------|----------------|----------------------|------------|
| Communication skills | 4 | 4 | 4 |
| Computer literacy | 4 | 4 | 4 |
| Leadership | 3 | 3 | 3 |
| Team-working skills | 4 | 4 | 4 |
| Willingness to implement changes | 4 | 4 | 4 |
| Command of foreign languages | 4 | 4 | 4 |

Motivation & promotion

22. Do you consider that academic staff in your university is sufficiently motivated to carry out their tasks and improve their performance?

Yes

- No

If no, please, specify why:

- Low salaries
- Too many hours of work
- Lack of career perspectives
- Lack of research opportunities
- Lack of reward mechanisms
- Other. Please, indicate:

23. Do you consider that administrative staff in your university is sufficiently motivated to carry out their tasks and improve their performance?

Yes

- No

If no, please, specify why:

- Low salaries
- Too many hours of work
- Lack of career perspectives
- Lack of training options
- Lack of reward mechanisms

Other. Please, indicate:

24. Do you consider that management staff in your university is sufficiently motivated to carry out their tasks and improve their performance?

+ Yes

No

If no, please, specify why:

Low salaries

Too many hours of work

Lack of training options

Lack of reward mechanisms

Other. Please, indicate:

25. Does your university carry out job performance evaluations?

Yes

No

If yes, please indicate the purpose. Please, tick all that apply.

+ Validate procedures

+ Determine compensation (HR promotion)

+ Identify training needs

Develop employees

Other. Please, specify:

26. Please indicate the regularity of evaluations:

+ Yearly

+ Every two years

Other. Please, specify: **it depends from the type of the HR evaluated (academic staff or administrative staff)**

27. Please indicate who is involved in the evaluations:

+ Dean/head of administration

+ Rector

Peers

Other. Please, specify:

- **Joint commissions (commissions paritaires)**

- **And scientific commissions**

28. In job performance evaluations, please indicate whether any of the following applies:

+ Feedback is given to employees for improvement

Evaluation bases on multiple sources (supervisors, self-reporting, co-workers, students' surveys, etc.)

+ Evaluation bases on quantifiable objectives

+ Employees' personal goals are taken into consideration

29. Does your university measure employees' satisfaction in any way?

+ Yes (work in progress)

No

If yes, please, specify how:

30. Does your university promote any of the following? Please, tick all that apply.

+ Team building

- + Employees' training
- + Autonomous decision-making
- + Involvement in decision-making at all levels
- + Problem-solving teams
- + Gender balance
- + Inclusion of groups with specific difficulties

31. Does your university provide or support employees' training in-house/outside of the workplace?

- + Yes, both
- Only in-house
- No

32. What type of training options does your university offer to its staff?

- None
- + Foreign languages
- + Computer related knowledge
- + Pedagogy
- + Research methodology
- + Transversal skills (e.g. communication abilities, leadership, team building...)
- + Project management
- + Institutional management (e.g. strategy, finance, HR...)
- Other. Please, specify:

33. Do employees have good opportunities for promotion in your university?

- + Yes
- No

34. Which of the following promotion decisions is applied in your university more often?

- Merit or performance rating alone
- Seniority only if merit is equal
- Seniority
- Personal relations
- Management determines on a case-by-case basis

35. Do you consider that your university is able to retain essential employees at the academic and administrative levels?

- + Yes
- No
- If no, please indicate why:

36. Do you consider that private HEIs constitute more attractive institutions to work at in your country in comparison with public HEIs?

- + Yes
- No
- If yes, please indicate why:

37. Do you consider that companies constitute more attractive places to work at in your country in comparison with public HEIs?

- + Yes
- No

If yes, please indicate why:

Benefits

38. Is social protection included in your remuneration?

+Yes

No

If yes, please indicate whether it comprises:

+Health insurance

+Pension plan

+Maternity leave

Please indicate the duration of the maternity leave (number of weeks):

14 weeks

39. Please indicate which of the following benefits are offered to employees in your university:

Life insurance

Tuition assistance

+Child care assistance

Salary premium instead of benefits

Do employees share the costs in this case?

Yes

No

Subsidised meals

+Free or subsidised housing

Other. Please, specify:

None

Labour unions

40. Are there labour unions in your university?

+Yes

No

If yes, please indicate whether, in your opinion, labour unions contribute to: Please, tick all that apply.

+Raising managers' awareness about HR related issues and problems

+Raising policy makers' awareness about HR related issues and problems in public HE

+Reforms at the institutional level

+Reforms at the national level

41. Do you consider that labour unions can play a more significant role in HRM?

+Yes

No

I don't know

If yes, please, specify:

contribute to the improvement of working conditions and performance of human resources

42. Please state any further comment you may have in relation to HRM in your university and country

Moroccan public administration should review its recruitment strategy, compensation and

promotion in order to attract develop and retain its human resources

THANK YOU!