

# Evaluation Analysis of Nitra Training Visit

## RISE ERASMUS+ Project



**Date: 2-6/7/2017**

**Venue: Nitra – Slovakia**

A new training workshop was held for RISE partners in Slovak University of Agriculture from 10 to 12 July 2017 whereas the training theme was about "Compensations and Benefits".

The three days training focused on developing the HR forces in the fields of compensation, budget, priorities, resources and employee benefits.

At the beginning of the meeting Prof. Zuzana Kapsdorferová, Vice-Dean of FEM for Science and Research, welcomed then Prof. Mashoor Alrefai, PSUT president, briefly introduced the scientific research and educational activities of PSUT and after that Prof.

Walid Slameh, the project coordinator, thanked SUA for hosting the training and welcomed all participants then reviewed the project's aims and progress.

Prof. Veronika Hrdá, lecturer of the Department of Management of FEM, welcomed the attendants and reviewed the training program.

Many lectures were presented on motivating and evaluation of employees created in cooperation with Ing. Zuzana Brúnaiová, Head of Labour Economics and Accounting Unit. Other lectures provided during the training were held by doc. Ing. Zuzana Kapsdorferová, PhD., Vice-Dean of FEM for Science and Research, and Ing. Veronika Hrdá, PhD., lecturer of the Department of Management of FEM. The Dean of FEM prof. Horská presented the system of motivating and evaluation of employees used at the Faculty. The outcome of project activities aims at the creation of strategic plan of human resources development at universities in partner countries and adoption of an action plan focusing on their modernization.

During the project meeting, participants also visited AgroBioTech Research Centre. Ing. Zuzana Kňazická, PhD and Ing. Eva Tušimová, PhD. presented individual laboratories to the delegation and Ing. Lucia Grešová, PhD. held a lecture on building relationships at national and international levels with both universities and the business sphere.

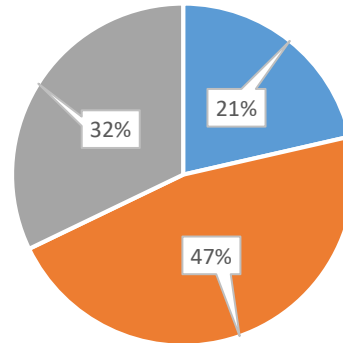
On July 12 a management meeting was held for contact persons to review the progress of the project and deliverable achievements

The Evaluation Analysis of Nitra Training Visit is as follow:

## OBJECTIVES

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

As we can see that 21% answered 6 which means that they fully agreed, 47% answered 5, 32% answered 4, 0% answered 3, 0% answered 2, and 0% answered 1 which means that they do not agree at all.



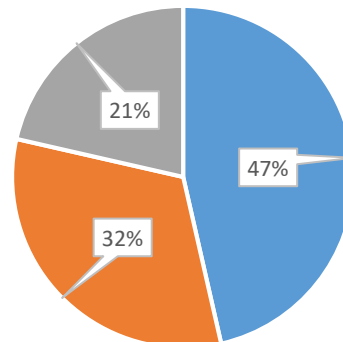
2. Which of the above objectives were not adequately met and why?

- comparison with European standards and standards of participants countries
- need more time because of heavy information

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

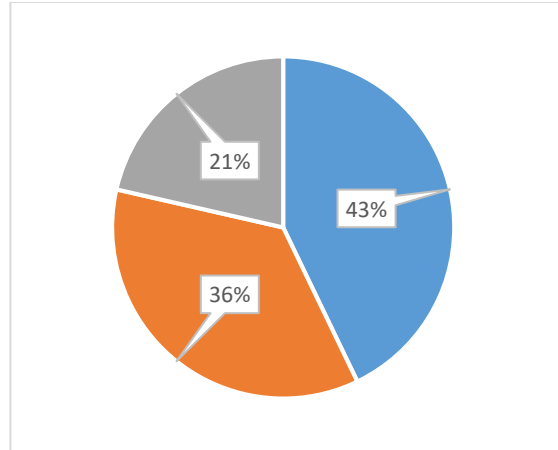
i) Speaker/facilitator 1 ;

As we can see that 47% answered 6 which means that they fully agreed, 32% answered 5, 21% answered 4, 0% answered 3, 0% answered 2, and 0% answered 1 which means that they do not agree at all.



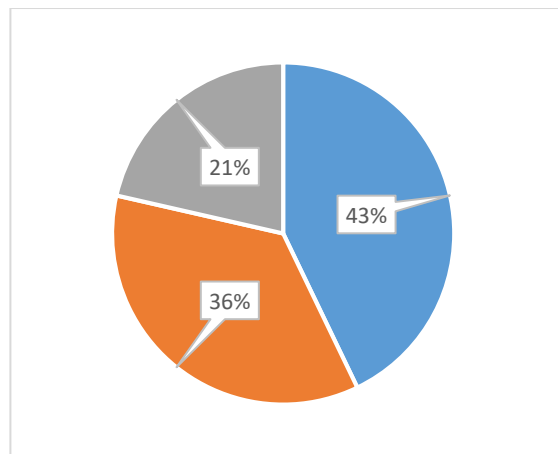
ii) Speaker/facilitator 2 ;

As we can see that 43% answered 6 which means that they fully agreed, 36% answered 5, 21% answered 4, 0% answered 3, 0% answered 2, and 0% answered 1 which means that they do not agree at all.



iii) Speaker/facilitator 3 ;

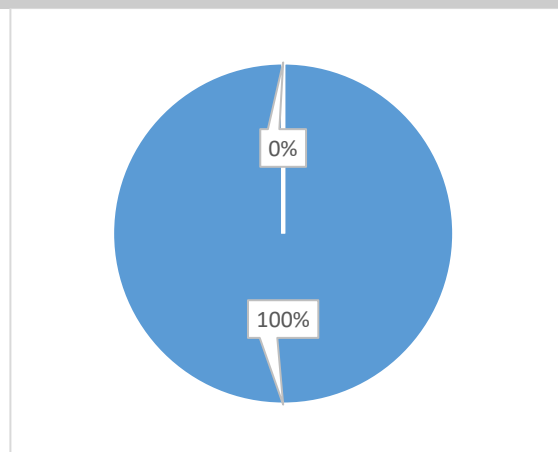
As we can see that 43% answered 6 which means that they fully agreed, 36% answered 5, 21% answered 4, 0% answered 3, 0% answered 2, and 0% answered 1 which means that they do not agree at all.



## TRAINING DELIVERY

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

As we can see that 100% answered Yes, and 0% answered No.



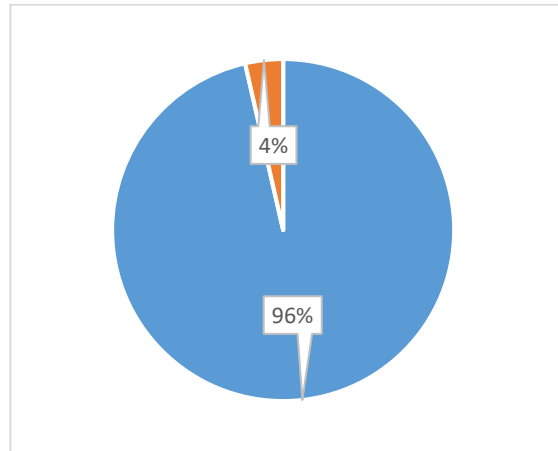
How could they be improved?

- comparative studies to improve our HR management
- more practical case studies
- distance learning will be ok

- distance learning

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

As we can see that 96% answered Yes, and 4% answered No.

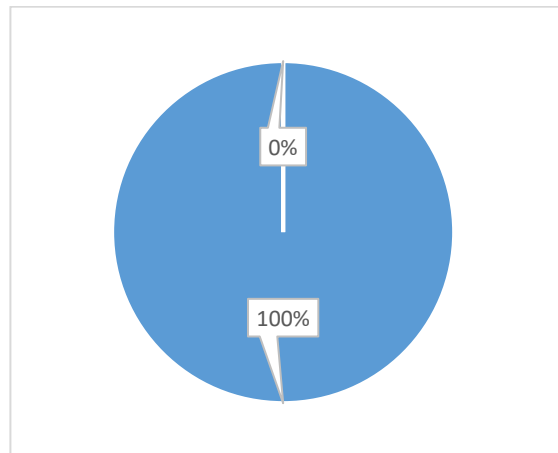


How could they be improved?

- by exchange experience with partnership universities
- by using informatique equipments

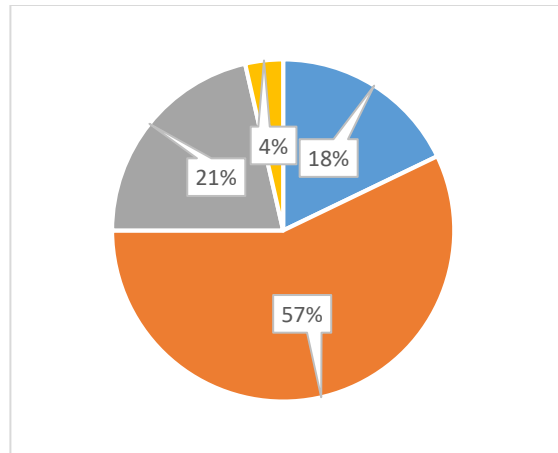
6. Will you be able to share today's learning (and materials) with your colleagues?

As we can see that 100% answered Yes, and 0% answered No.



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

As we can see that 18% answered 6 which means very useful, 57% answered 5, 21% answered 4, 4% answered 3, 0% answered 2, and 0% answered 1 which means little use.

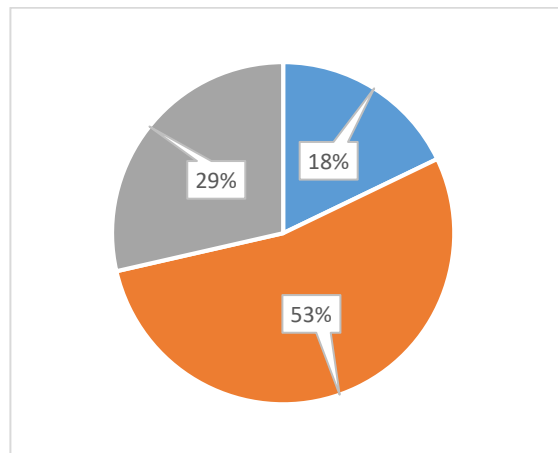


Comments:

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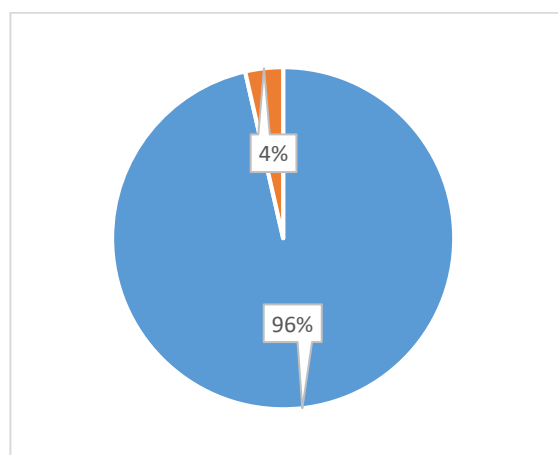
8. How would you rate the training overall?

As we can see that 18% answered 6 which means very useful, 53% answered 5, 29% answered 4, 0% answered 3, 0% answered 2, and 0% answered 1 which means little use.



9. Would you recommend the training to others?

As we can see that 96% answered Yes, and 4% answered No.



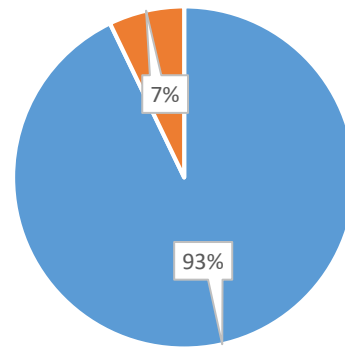
Comments:

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## VENUE

10. Were the venue and facilities satisfactory

As we can see that 93% answered Yes, and 7% 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:

- cooperation between the universities and the external environment
- management of risk
- the assurance quality
- different models of management of human resources
- we want to meet other academic staff ( teachers/proffessors...) to have more information not only about training topic but also to share experience with them
- incentives for research and scientific research in European universities
- more information about the evaluation
- case studies
- performance evaluation
- focus on HR evaluation
- cultural aspects to include in management

13. Any other comments:

We got these comments:

- really appreciate the laboratories visit. It was very fruitful
- thanks for PSUT and SUA for excellent organization

