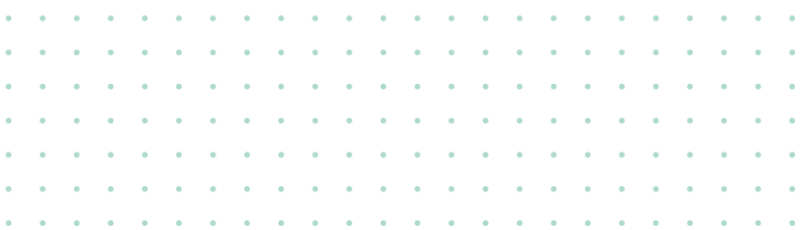


Guidelines for development of human resources 2025



VISION	Interdisciplinary university, competitive at the international level, developing and transferring new knowledge and innovations	GOAL	Ensuring the effective implementation of the University's activities and strengthening the competencies of its human resources
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VALUES	<div>SOCIAL RESPONSIBILITY</div> <div>COOPERATION</div> <div>CONTINUOUS IMPROVEMENT</div>		
STRATEGIC OBJECTIVES	<ul style="list-style-type: none">Strengthen the image of a responsible employerEnsure emotional well-being and work/family balanceCreate an attractive and safe working environment	<ul style="list-style-type: none">Enhance employee adaptationDigitise HR processesDevelop the annual employee performance planning process	<ul style="list-style-type: none">Introduce the competencies moduleProvide conditions for effective employee developmentDevelop leadership and expertise in employees
SUCCESS CRITERIA	<div>↓</div> <ul style="list-style-type: none">Employee satisfaction score - 4.1 out of 5The number of accidents at work – 0Gender ratio of employees in top academic positions - 50/50	<div>↓</div> <ul style="list-style-type: none">Voluntary employee turnover - no more than 10%Cooperation evaluation score – 4Digitised HR processes - 5 units	<div>↓</div> <ul style="list-style-type: none">Education costs as a percentage of the University's annual remuneration fund - 1%The number of academic employees who have upskilled - 60%The number of non-academic employees who have upskilled - 40%

HUMAN SIDE OF TECHNOLOGY

KTU