Gantt Chart - HR Award

Gantt Chart - HR Award								Highlighted			Plan du			🕅 Re				7	6 finis	Π	- "	Ĩ		the plan)
ROPOSAL	ANTICIPATED START OF PROPOSAL	ASP - which month should the proposal start in	ANTICIPATED END OF PROPOSAL	AEP - Number of months during which the proposal should	REAL START OF PROPOSAL	RSP - which month does the proposal starts in	REAL END OF PROPOSAL	REP - which month does the proposal ends in	2020 6	2021	2021	2021	2021	2021	2021	2021	2022	2022	2022	2022	2022	2022	202	inc prony
				be conducted					12/2	N 01/2	4 03/2 un 04/2 m 05/2	100/2	0 08/2	7/01 10 11	12	E 12/2 = 01/2	= 02/2 = 03/2	m 04/2	m 06/2	m 07/2 m 08/2	un 09/2 un 10/2	m 11/2	m 12/2	
Strengthening of recruitment and selection process (1)	01/2021	2	06/2022	18	12/2020	1		6											3/2			Н		
trengthening of recruitment and selection by OTM-R requirements, creation of a recruitment and selection																						П		
trengtmening of recruimment and selection by OTN-K requirements, creation of a recruitment and selection handbook for department heads, adjustments in advertisement templote, adjustments in the candidate aluation form for higher transparency, taking into consideration situation of applicants from abroad, official	01/2021		09/2021		12/2020																	Ш		
nplementation of principles 16-20 from the Charter and Code into the handbook, question on the perception of the gender equality solutions in the warkplace, posting job advertisement on the Euraxess (1a)					,																	Ш		
																						Ш		
Cooperation on university's OTM-R policy (1b)	01/2021	2	09/2021	9	02/2021	1		6																
Cooperation on Adjustments of Regulations on Competitive Selection Procedures - according to OTM-R (1c)	01/2021	2	06/2022	9	02/2021	2		5														Н		
(Post)doctoral school (2)	12/2020	2	09/2022	18	12/2020	2		5														H		
Promotion of (post)doctoral school and participation of early-stage researchers, creation of (post)doctoral website and other documents, general definition of dissertation topics according to department profiles,													T									li		
website and other documents, general definition of dissertation topics according to department profiles, comprehensive presentation of PhD studies (presentations online and offine), support PhD students and postdoctoral researchers in departmental and faculty meetings and support them in sharing (2a)	12/2020		06/2021		12/2020																	Ш		
		1		7		1		6												Н		Н		
Support of the emerging (post)doctoral school, setting up and realization of the Publishing Skills course, upport in discussions about self-presentation and self-education, support in improving English skills for PhD students, development of the memoring system for PhD students and postdoctoral researchers - HR Award																						П		
team members will share best practice in (past)dactoral school with specialists from other universities, approaching supervisors to participate in workshap for supervisors, familiarization of PhD students and	12/2020		06/2022		12/2020																	П		
postdoctoral researchers with new nations and platform of research at the FoE MU (2b)		1		19		1		6																
Design and piloting of the conception of support for the professional guidance of early-stage researchers (career development plan, publication portfolio, etc.)	01/2021		09/2022		01/2021																			
and setting rules for the appointment of post-doctoral positions (2c) Creation of the new approach to the onboarding process (3)	03/2021	2	09/2022	19	01/2021	2		5														11		
		4		19		2		5														H		
mproving of the approach to the onboarding, checklist creation for heads of department and employees for easier checking of the onboarding process, familiarization with important information related to the job,													11											
introduction to the activities of support departments and basic conception of their activities, creation of Buddy/Mentaring system for quick workplace induction, monitoring of ISO (International support office) support office)	03/2021		12/2021		01/2021																			
services (3a)		4		10		2		5																
Creation of a handbook for new heads of departments as a part of the aboarding to the new role (3b)	08/2021	9	12/2022	17																				
Improving the quality of the employee evaluation process (4)	01/2021	2	09/2022	21	02/2021	3		4																
improving the quality of the employee evaluation process, creation of internal document for connection of													11											
racesses of remuneration, motivation, learning and development with the employee evaluation, creation and ammunication of the overview of parameters of employee evaluation, including information about employee	12/2020		09/2022		02/2021																			
valuation to the adjusted anboarding process, heads of departments and HR employees will undergo training in employee evaluation (4)																								
		2		21		3		4		1			11											
Strengthening employee knowledge and skills through training (5) raining in leadership and management skills for heads of academic departments, managerial skills, effective	12/2020	1	09/2022	22	12/2020	1		6																
aining in ieaaersnip ana management sinis for neaas of actaemic aepartments, managenia sixiis, effective leadership, employee evaluation (Sa)	12/2020	1	09/2022	22	12/2020	2		5																
Project management training (5b)	12/2020	1	03/2021	4	12/2020	1		6																
Publishing skills training for early-stage researchers (Sc)	12/2020	1	09/2021	10	12/2020	1		6														11		
Training in recruitment and selection (5d) Gender equality awareness training (5e)	12/2020 10/2021	1	03/2021 03/2022	4	01/2021	2	-	5				8										Н		
Public relations training (Sf)	04/2021	5	09/2021	6	01/2021	2		5														11		
oft skills training for heads of departments, effective communication, presentation, time-management (5g)	04/2021	5	09/2022	18	01/2021	2		5																
Higher education legislation training (Sh) Human resources training (employee motivation, employee evaluation, effective communication) (Si)	12/2020	1	03/2021	4	12/2020	1	01/2021	2																
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	12/2020 12/2020	1	09/2022	22	01/2021	2		5														Тİ	- 1 C	
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