**Information about the TEMPUS project**

Karaganda State Medical University has begun work on an International Grant Project «Promoting educational organizations through the development of people» Promoting Educational Organization through PEOPLE (registration No 543657- TEMPUS-1-2013-KZ-TEMPUS-JPGR) within the European Tempus, since 2013.

[](http://erasmus.kgmu.kz/wp-content/uploads/DSC_Lyudi.jpg)

Implementation period: 2013 -2016

The total Project budget – € 745 275.33

Status KSMU – Project Partner

**Project Partners:**

1. Polytechnic University of Catalonia, Barcelona, Spain

2. Instituto Superior Técnico, Lisbon, Portugal

3. Royal Institute of Technology, Stockholm, Sweden

4. Ilia State University, Georgia

5. University of Kutaisi, Georgia

6. Armenian State University of Economics, Armenia

7. Russian-Armenian (Slavic) University, Armenia

8. American University Armenian Fund, Armenia

9. Ryskulov Kazakh University of Economics, Kazakhstan – coordinator

10. Kazakh Academy of Transport and Communications, Kazakhstan

11. Torajgyrov Pavlodar State University, Kazakhstan

**The main objective of the Project:**

Strengthening the competencies of managers of higher education institutions of higher and secondary level through the development of Human Resource Management strategy and staff development aimed at solving problems (challenges) faced by higher education institutions in the partner countries in a process of economic transition and globalization.

**The main objectives of the Project:**

• Audit of HR processes and procedures to identify strengths, weaknesses, opportunities and threats available in this area.

• Identify training needs based on a map of competencies of HR in universities.

• Organization of training activities for trainers (experts in the field of HR in the partner countries), who then will train HR professionals (PTS and staff) in each partner university.

• Training seminars on critical issues HR (identified above) to improve the competencies of senior and mid-level (such as PTS, and administrative and technical staff).

• Development of the strategic development plan of HR at each partner university with taking into account the specific requirements revealed on the basis of the analysis of audit results.

• Introduction of the strategic plan within the second and third years of implementation of the project for identification of deviations and improvement of results.

• Creation of the separate resource centers at each partner university with materials, and also online a platform, for collective use of information on HR.

• To develop and publish the reference book with materials on HR, results of training actions and the standardized processes of HR.

**The project includes the following complex of activities:**

1. Audit of HR processes and map of competences

2. Training for HR managers and employees

3. Strategic Plan of HR Development in each partner-university

4. HR Center

5. The dissemination strategy of the PEOPLE project

6. Project management

7. Project Quality Plan

Project Coordinator (responsible for project implementation in KSMU) – Doskozhin DM, Director of the Center of Human Resources Management of KSMU