



STRATEGIC HUMAN RESOURCES MANAGEMENT FOR SOUTHEAST ASIAN UNIVERSITIES

SVAY RIENG UNIVERSITY

4 JUNE 2021

ZOOM

DINA PEN

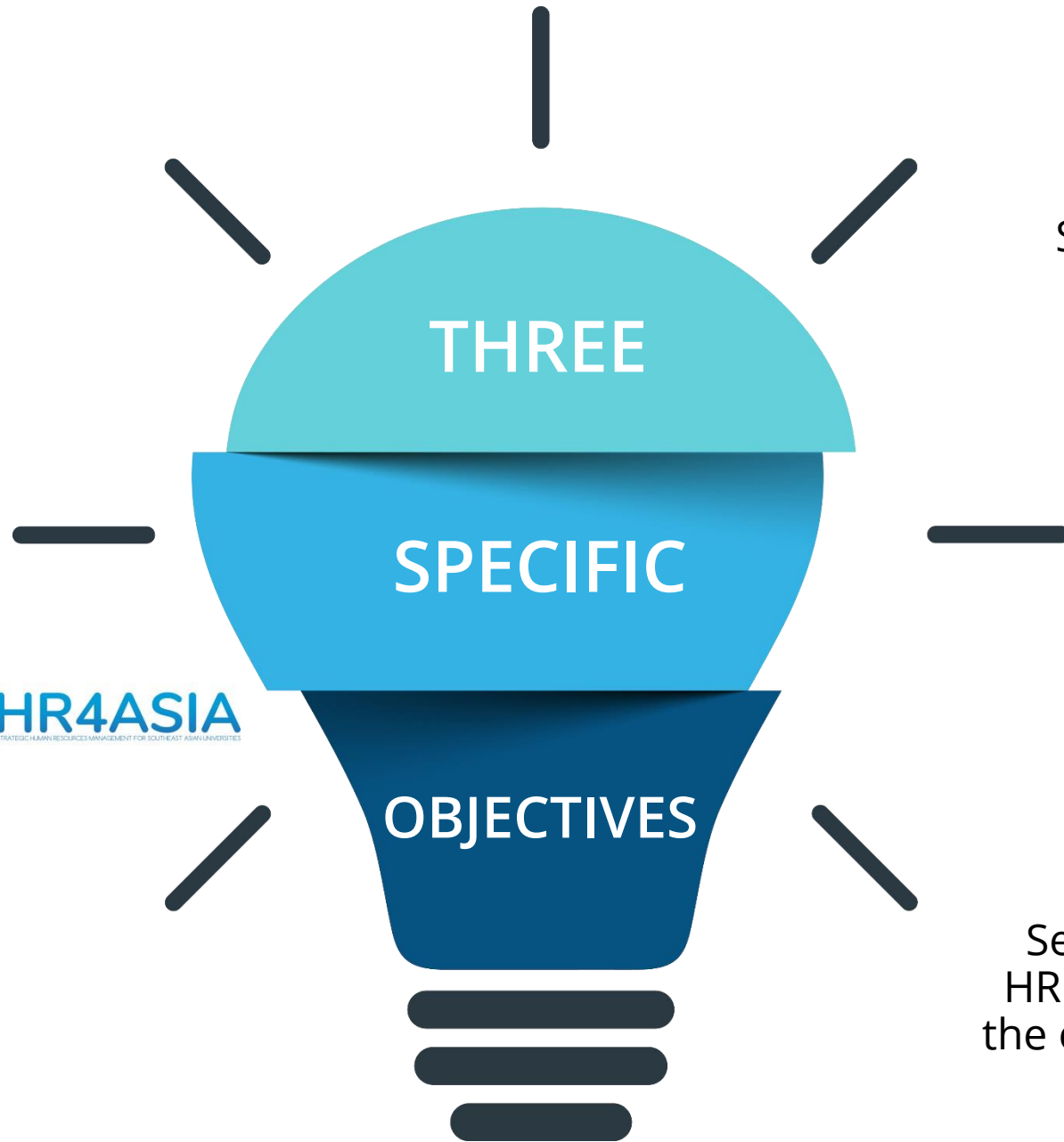
011 333 876 | pen_dina@sru.edu.kh



“HEIs face increasingly complex academic contexts which require HRM models able to respond to new challenges in the selection, development and motivation of their staff. In Southeast Asian countries, HR approaches need to be far more efficient and be shaped to current labour and societal needs. HEIs need to take account of new issues concerning their HR, such as training, promotion and encouragement, evaluation, development support and systematic planning for future needs.”



“Against this background, HR4Asia aims at contributing to Higher Education organisational reform in Southeast Asia by improving HRM at the target HEIs from Cambodia, Lao PDR, Vietnam and Thailand.”



OBJ 1

Building capacity in HRM at Southeast Asian HEIs to enhance organizational performance



OBJ 2

Improving HRM Strategic plans for more staffing autonomy;



OBJ 3

Setting up of the ASEAN University HR Network as a regional forum for the of knowledge and best practices.



2020-

2019

2018

2017

- 2 Round Tables with MGT
- Dissemination Final draft, Jan 2019
- 5th Steering Committee Meeting, Alicante -Spain, March 2019
- Closing conference, QNU, VN Oct 2019



- Kickoff meeting University of Danang, Mar 2017
- Benchmarking Visits Italian and Portugal, Jun 2017
- First training workshop on HRM in Thailand Nov, 2017



- 2nd training workshop, Lao PDR, Jan 2018
- Weekly meeting after ward
- Consultative Workshop, Mar 2018
- 3rd training workshop (missing)
- 4th training workshop, RUPP, Jun 2018 & PAULO visit, defining competence model
- Internal Conference, T U, Oct 2018



VISION

Participate in the development of the Human Resource of Svay Rieng University into a fully accredited higher education institution based on students, professors, curriculum staff and community services.

1

MISSION

To recruit, maintenance and develop staff and teachers to enable the achievement of the university's vision.

2

GOALS

7 goals have been set up

3



6

STRUCTURE

New organizational structure has been proposed to be implemented in the HR office

5

ACTION PLAN

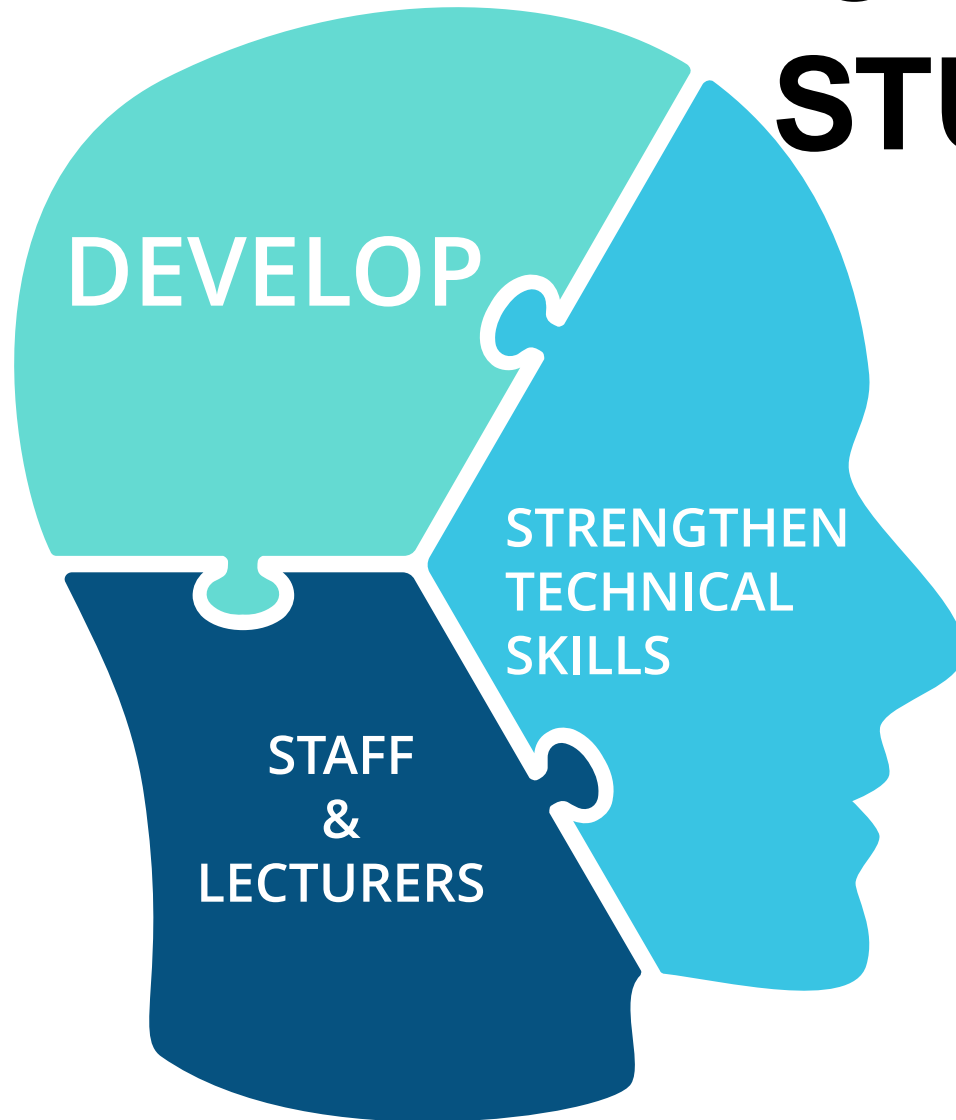
Main activities, Sub-activities and Expected Results

4

STRATEGIC

SRU has issued the strategic responding to each goal

CASE STUDY



OBJ 1

To identify the training needs of staff and teachers and to respond properly



OBJ 2

To enhance capacity of staff and lecturers to write the research proposal and implement research projects



OBJ 3

To improve and develop the capacity of staff, lecturers and researchers



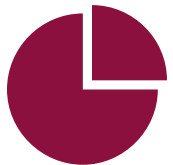
International Conference on Human Resource Management And Network Signing & Launching Ceremony
2-3 Oct 2019 , Quy Nhon University, Vietnam

AUN.HRM OBJECTIVES



OBJ 1

Share knowledge, information, and best practices among members



OBJ 2

Assist universities in building capacity to promote HR functions



Asean University Network for Human Resources Management



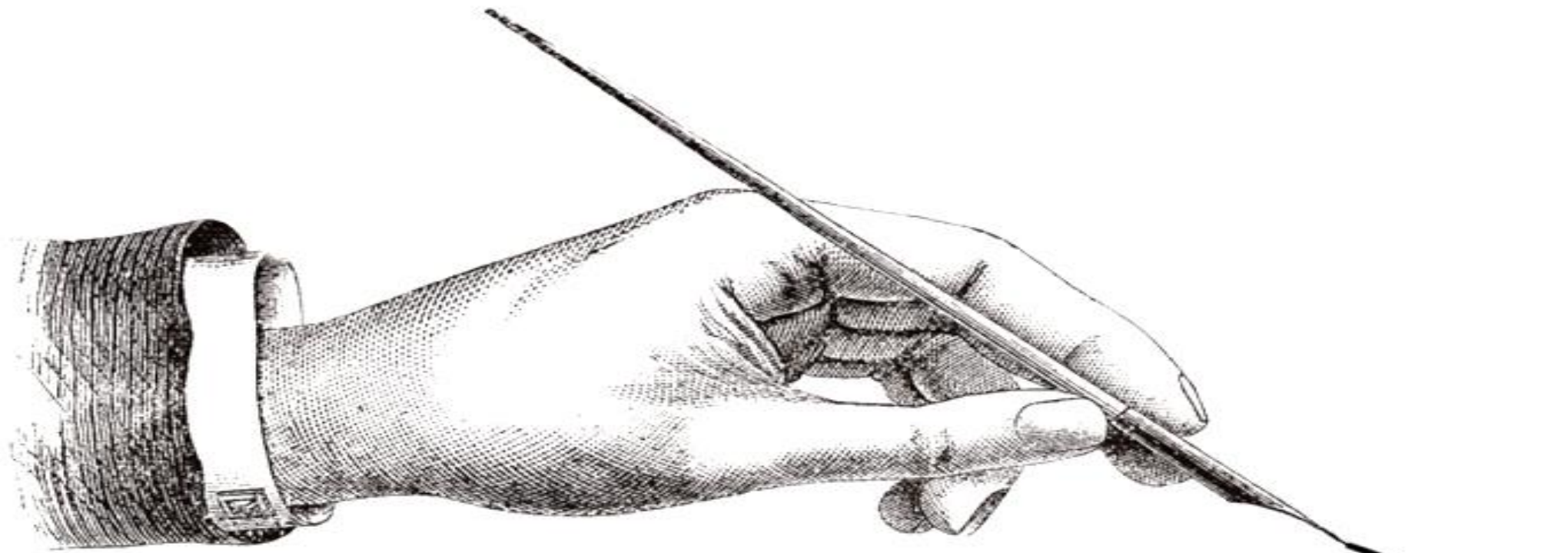
OBJ 3

Provide linkages between universities, organizations and leaders interested in improving their HR Management



OBJ 4

Promote policies that support the use of and best practices for HR function



Thank You