



**Állatorvostudományi  
Egyetem**

# **University of Veterinary Medicine Budapest Human Resources Strategy**

Components of the Human Resources Strategy



## Inputs used for developing HR Strategy components

- Institutional Development Plan 2021- 2024
- General operational experiences
- Operational environment (economic, regulatory, labour market)
- UVMB Quality Policy
- UVMB Quality development plans, goals



## Components of the HR Strategy - I

- **Employer branding**
  - Brand the University as an attractive employer in the labour market
  - Develop and maintain high employee satisfaction rate
- **Selection - the right associate for the right place**
  - Provide professional HR support for organizational units throughout the recruitment-selection process to keep a high employee retention (beyond 1 year) rate (90%)
  - Create an applicant database to support successful recruitment
  - Provide internship opportunities for new graduates and students
- **Retention - energetic, motivated associates as the key to success**
  - Reduce harmful fluctuation (employee-initiated termination) and keep it at low level
  - Create and provide transparent and predictable (framework) contracting conditions
  - Develop and maintain a motivating job environment; support professional advancement, career management
  - Onboarding: support the rapid integration of new colleagues, develop and adopt an efficient integration programme into the UVMB employee team



## Components of the HR Strategy - II

- **Remuneration - create a competitive, performance-based remuneration system**
  - Develop transparent and consistent job classification and wage system
  - Adopt performance evaluation system for each organizational unit
  - Develop employee benefit system
  - Ensure the accomplishment of the University's goals through special incentives (e.g., incentivize publication performance, increase international activity, etc.)
- **Training and development – to improve employee efficiency and competences**
  - Within personnel costs, dedicate a budget to implement employee development projects, compile an annual training-development plan, monitor performance
  - Create competence catalogue and vocabulary, adopt competence evaluation, competence development
  - Support the training of employees, further training of instructors/researchers and their participation in international professional activities



## Components of the HR Strategy - III

- Identify key associates, ensure the supply of executives and professionals – for a successful long-term operation
  - Identify key associates and candidates suitable for executive positions in the future
  - Support their professional advancement
  - Evaluate and develop executive competencies
- Streamline and digitalize HR processes
  - Analyze HR processes, streamline them and make them transparent
  - Digitalize HR processes (workflow) and HR documentation