

Приложение А



S. Toraighyrov Pavlodar State
University (PSU), Kazakhstan

Promoting educational organisation through people

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Barcelona, 2014



S. Toraihyrov Pavlodar State University (PSU), Kazakhstan

North Kazakhstan,
Pavlodar region
(population - 752000 people)

Training people for industrial
enterprises (metallurgical
complex, chemical industry,
energy sector, the pharmaceutical
industry, agriculture complex)



Fundamental basis of
scientific and cultural
development in the region



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Priority areas for action



**Professional training (66 - bachelor;
46 - master; 4 - PhD)**

9 faculties:

- Faculty of Finance and Economics;
- Agrotechnological faculty;
- Faculty of Energy;
- Faculty of Humanities and Education;
- Faculty of History and Law;
- Faculty of Metallurgy Engineering and Transport;
- Faculty of Physics, Mathematics and Information Technology;
- Faculty of Chemical technology and Natural sciences;
- Faculty of Architecture and Civil Engineering.

Research work

- energy-saving technologies;
- biotechnology;
- nano-technology;
- chemical technology;
- sustainable economic development.



**Human
resources**

- **teaching staff - 567 ;**
- **students - more than - 8000.**



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The main problems in the field of human resource management

Imperfection of human resources management system



High level of hierarchical subordination and duplication of functional units. Low level of responsiveness performed duties. Uneven load structural units of time. Lack of clear delegation of responsibility built system.

Lack of effective mechanisms of recruiting personnel, planning and personnel development



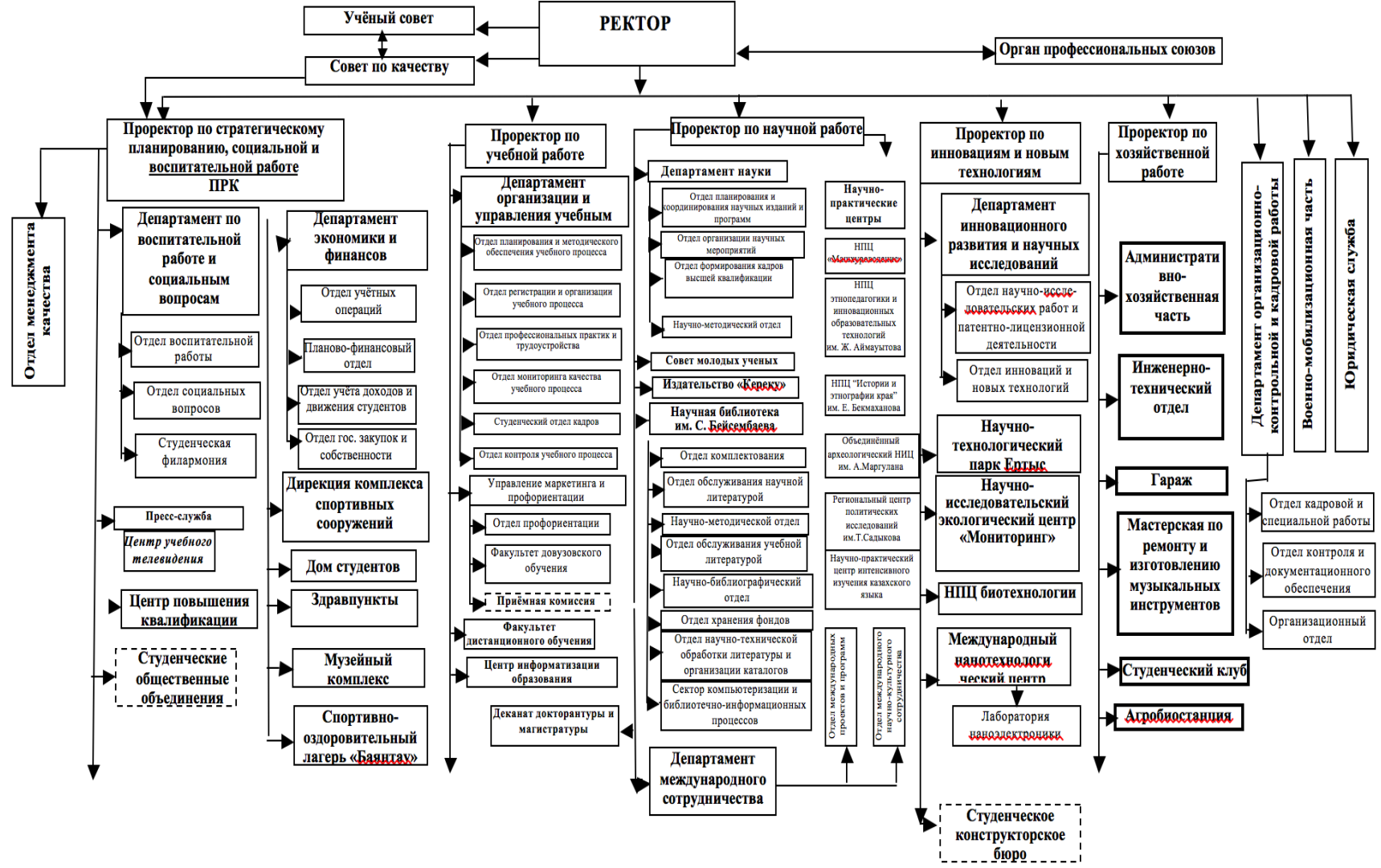
Lack of transparent and effective system of recruitment. The absence of effective staff development. Formalization of the system of certification of personnel. Lack of waste incentive schemes.

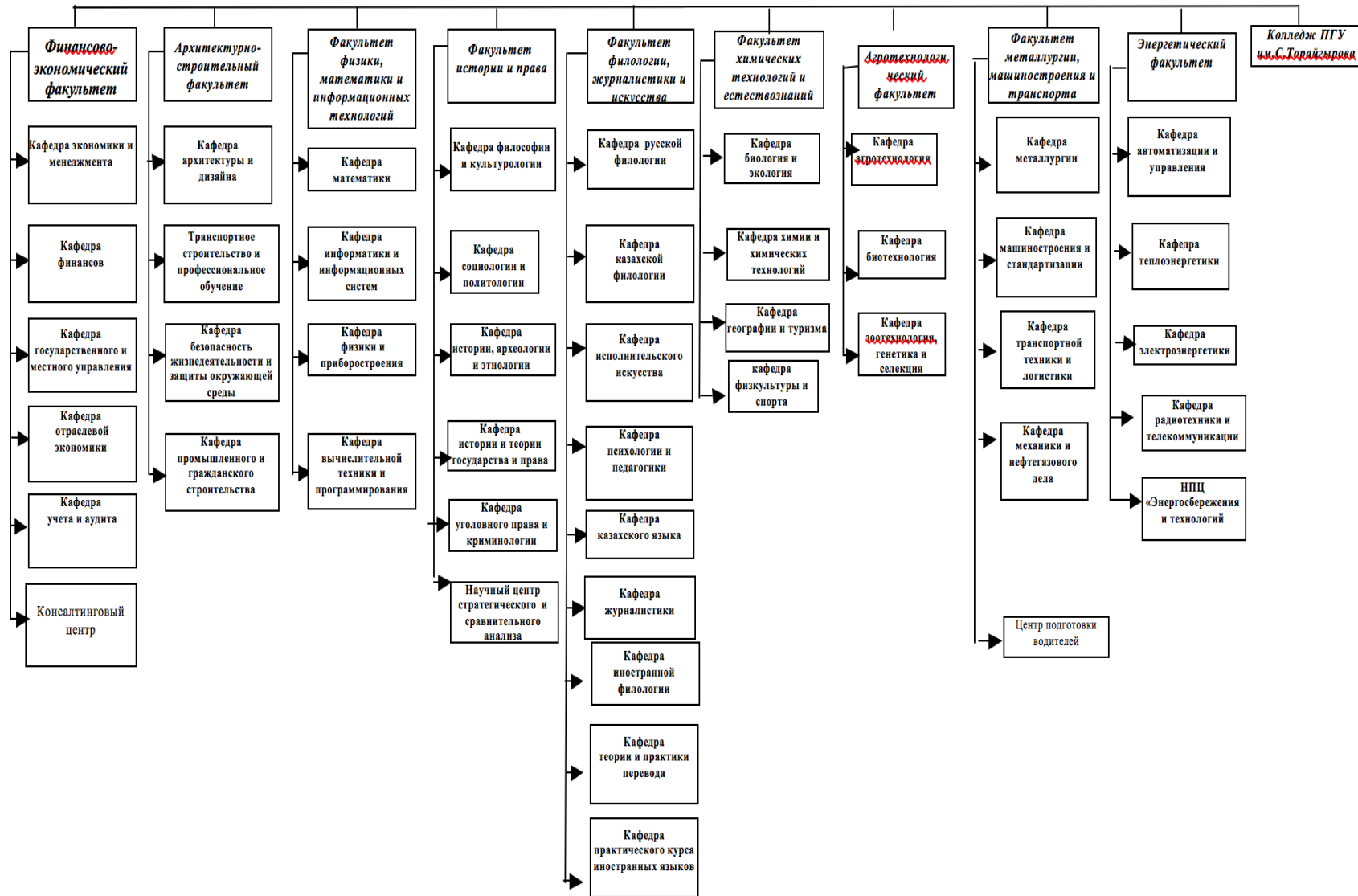
The presence of unused reserves in the area of improving the organization of academic and scientific work



The prevalence of academic trials research work. No reserves at time faculty to conduct research. Extended System documentary reporting and the low level of technical equipment of structural units

Структура «Павлодарский государственный университет им. С. Торайгырова»







S. Toraighyrov Pavlodar State University (PSU), Kazakhstan

Implementation of the project «Promoting educational organisation through people»

- ➔ Building an effective management system human resources*
- ➔ High level of competence of personnel potential*
- ➔ Establishing effective mechanisms Labour Organization*
- ➔ The high level of the quality of graduates and their relevance in the international labour market*



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Project participants from the University

Experience in projects

→ *Create consulting center
for Enterprise
Development*

→ *Create a center for the
development of student
entrepreneurship*

→ *Creating a center for
business education*

→ *Research on the
functioning of HR services*

*Serik Omirbayev - Doctor of Economics,
professor, rector of S. Toraigyrov
Pavlodar State University (project
manager)*

*Tahir Ernazarov - Ph.D., associate
professor of economics, S. Toraigyrov
Pavlodar State University, professor of
department "Economics"*

*Alexey Titkov - PhD, Associate Professor
of Economics, Professor of Department
"Economics", S. Toraigyrov Pavlodar
State University.*

*Saule Kunyazova - PhD, Associate
Professor of Economics, Professor of
Department "Economics", S. Toraigyrov
Pavlodar State University.*