

HR Award

The European Commission is awarding the prestigious HR Award, whose full name is the HR Excellence in Research Award, for excellence in human resource management in the scientific environment. Organizations awarded with the HR Award are, for researchers, a guarantee of a European standard of care for employees, openness and transparency of selection procedures and the quality of the working environment. For organizations, the HR Award logo means making them more attractive in recruiting researchers from abroad or receiving grants.

The HR Award, awarded to research organizations in Europe, is now recognized as an international standard for quality rules in the management and development of human resources in science and research. The common European objective is to introduce the concept of strategic human resources management in the scientific environment, include the use of modern HR practices, and consistently adhere to modern principles in human resources development in research. ●



Thanks to the HR Award, we are among the best

Four Parts of the University of West Bohemia can be – and are, indeed – proud of the HR Award. It is a matter of prestige, one that makes UWB known in the world to be world-class.

The HR Award is the shorter name of the HR Excellence in Research Award, awarded by the European Commission for the care of human resources in the scientific environment. The institutions which have obtained the HR Award are therefore known to create quality conditions for researchers and to be sure to improve these conditions in the future. At the University of West Bohemia, these include the Faculty of Electrical Engineering, the Institute of New Technologies – Research Centre, the Faculty of Mechanical Engineering and the Faculty of Applied Sciences.

- 1 Institute of New Technologies – Research Centre
- 2 Faculty of Mechanical Engineering
- 3 Faculty of Electrical Engineering
- 4 Faculty of Applied Sciences

In 2017, all four Parts declared their acceptance of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, which are sets of general principles and requirements that specify the responsibilities and rights of researchers and their employers. The principles of the Charter and the Code were then successfully implemented at the four University Parts, which obtained the HR Award one after another. First, the Faculty of Electrical Engineering and the New Technologies – Research Centre in December 2018, then the Faculty of Mechanical Engineering in March 2019, and the Faculty of Applied Sciences in August 2019. "Achieving the HR Excellence in Research Award is a sign of quality, but it is also a great commitment to continuous development and creation of favourable conditions for all members of the NTC team," commented Petr Kavalíř, the current Director of the Institute of New Technologies – Research Centre. Petr Netolický, who coordinated the HR Award at the Faculty of Electrical Engineering, added another benefit of the title: "Thanks to the HR Award, we can use more favourable conditions for obtaining grants from national projects of the Technology Agency of the Czech Republic."

Rector Miroslav Holeček, when receiving the first HR Awards, pointed out that while in Western Europe, hundreds of research organizations and universities are holders of this award, in the eastern part of Europe, achieving this award is only starting. "We will do our best for the whole of the University of West Bohemia to become a holder of the HR Award. I think we are well on our way," he said. And indeed, the principles of the Charter and the Code are gradually being accepted by other UWB Faculties; the HR Award could make them visible, in the future, from a global perspective. ●