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the Rector of JASU

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REGULATIONS

on the personnel policy of B. Osmonov Jalal-Abad State University

Jalal-Abad State University named after B. Osmonov pursues a motivational policy that includes competitive salaries and a high level of social benefits (development of state medical insurance, financial assistance to pensioners and those in need, support through resort treatment and recreation, programs for children of employees, etc.).

The main goal of the university's salary and compensation system is to attract, retain and effectively reward employees necessary to achieve strategic goals. The responsibility of each employee and each department is determined by measurable results and individual performance, and this affects the size of the salary. All employees of the university are provided with opportunities for professional development and career growth, depending on their work and personal potential.

The university creates all conditions for the development and growth of its employees. It gives priority to participants in the personnel reserve system in applying for vacant positions and participating in the most important projects. Training and development of employees is carried out through various programs at the Institute of Continuing Education of B. Osmonov JASU and the Institute of Professional Development of B. Osmonov JASU. All interested employees are invited to participate in innovative projects.

Career growth is a means of professional development of employees and their movement in the hierarchical structure of the organization.

Each employee has the right to participate in competitive selection or election for any vacant position at the university, if their portfolio, knowledge and experience allow. If they pass the competitive selection or election, they are appointed to the position by order of the rector.

In order to improve the work of departments and optimize the educational process at the university, personnel rotation may be carried out by order of the rector. Rotation ensures the enrichment of work experience of employees, increased professional development and the effectiveness of teamwork. Rotation helps to find

the most suitable employee for key positions that are directly related to the strategic plans, goals and objectives of the university.

In addition to the salary, there is a wide range of additional material and non-material payments to university employees: cash bonuses, awards for successful, active work and contribution to the development of the university, payment of transportation expenses, organization of meals for employees and students, discounts or exemptions on tuition fees for university employees, provision of temporary housing, additional vacations, holidays, days off, creative business trips, participation in management, awarding titles and awards, etc.

The university has a mentoring system for new employees to accelerate their employment and maximize their potential. The university provides ongoing training for its employees and implements comprehensive programs to develop their competence and knowledge. The system of rewards and incentives also encourages employees to strive for professional development, show initiative, and increase their performance.

Additional payments to the salary are made based on the results of annual performance assessments that ensure that employees meet the requirements of their position and complete their work throughout the academic year.

By decision of the university management, employees who teach foreign students, as well as employees who have learned a foreign language and documented their knowledge, are entitled to additional payments to the salary.

The university also offers development opportunities, where employees are given the opportunity to change their field of work, transfer to another department, or implement a new project based on their interests, demonstrated skills, or mastering a new specialty.

The university is working to create a culture where everyone feels safe in expressing their opinions and where everyone respects each other. Commitment means acting consciously and confidently in the interests of the university.

Initiative is impossible without responsibility and loyalty. Showing initiative in the interests of the university means at the same time showing loyalty. Initiative means not only starting something in the interests of the university, but also implementing it and putting it into practice.

Implementation means:

1. Turning an idea into practice;
2. Turning a thought into practice;
3. Changing the question "what" to "who", "how" and "when";

4. Fulfilling the task;

5. Summarizing.

Thus, university employees themselves create paths for career and professional growth, and the university, in turn, provides them with the widest possible opportunities for this, constantly improving its personnel policy in the following areas:

- Creating effective incentive systems.
- Professional development and training, mentoring.
- Ensuring social security of employees and respect for their rights.
- Development of corporate culture.

In order to ensure greater involvement of employees in the activities of the university, the university management regularly communicates corporate and sectoral goals and objectives, plans and results of work.

The entire personnel policy of B. Osmonov Jalal-Abad State University is aimed at creating a unified team of specialists who strive for self-realization and are committed to the development of the company as a whole.

Sources of information used:

1. Regulation on the procedure for creating a personnel reserve at B. Osmonov Jalal-Abad State University;
2. Regulation on the procedure for selecting and hiring personnel at B. Osmonov Jalal-Abad State University;
3. Regulation on certification of Jalal-Abad State University employees for calculating salary supplements.