

## TABLE OF ACHIEVED / PLANNED RESULTS

|   |   |
|---|---|
| <b><u>Title and reference number of the work package (WP)</u></b>                               | <b>WP1 Preparation for the HR research management reform</b>  |
| <b><u>Indicators of achievement and or/performance as indicated in the project proposal</u></b> | <ul style="list-style-type: none"> <li>• Nine reports on research potential</li> <li>• Three visits 3X29=87 participants trained</li> <li>• Comparative analysis made and conclusions communicated to all partners</li> <li>• Nine action plans</li> <li>• ICT equipment purchased and installed</li> </ul> |

### **Activities carried out to date to achieve this result:**

| <b>Activity N°</b> | <b>Activity Title</b>                          | <b>Start date</b> | <b>End date</b> | <b>Place</b>           | <b>Description of the activity carried out</b>   | <b>Specific and measurable indicators of achievement</b>  |
|--------------------|--|-------------------|-----------------|------------------------|--|---|
| A1.1               | Mapping research potential at WBC universities | 1.12.2015         | 1.10.2016       | Serbia                 | Based on the questionnaire, produced by the University of Niš, the universities of Novi Sad, Belgrade and Kragujevac carried out a desk research on the research potential and HR management practices | Questionnaires for desk research were filled by the universities of Novi Sad, Belgrade and Kragujevac |
| A1.1               | Mapping research potential at WBC universities | 1.12.2015         | 1.10.2016       | Albania                | Based on the questionnaire, created by the University of Niš, the universities of Tirana and Vlora carried out a desk research on the research potential and HR management practices                   | Questionnaires for desk research were filled by the universities of Tirana and Vlora                  |
| A1.1               | Mapping research potential at WBC universities | 1.12.2015         | 1.10.2016       | Bosnia and Herzegovina | Based on the questionnaire, produced by the University of Niš, the universities of Sarajevo and East Sarajevo carried out a desk research on the research potential and HR management practices        | Questionnaires for desk research were filled by the universities of Sarajevo and East Sarajevo        |
| A1.1               | Mapping research potential at WBC universities | 1.12.2015         | 1.10.2016       | Montenegro             | Based on the questionnaire, produced by the University of Niš, the University of Montenegro carried out a desk research on the research potential and HR management                                    | Questionnaires for desk research were filled by the University of Montenegro                          |

|      |   |           |            |                        |   |  |
|------|---|-----------|------------|------------------------|---|--|
|      |   |           |            |                        | practices   |  |
| A1.2 | Mapping HR management strategies at EU universities     | 1.12.2015 | 1.9.2016   | Serbia                 | Guidelines for planning study visits (selection of topics) were developed. Based on the guidelines, each EU university implemented a study visit with the purpose of presenting the selected aspects of HR management. Based on the study visit experiences and desk research, the University of Niš produced a list of good practices for HR management in research organizations. | All study visits completed. A document with good practices in HR management produced.                    |
| A1.3 | Performing comparative analysis based on collected data | 1.6.2016  | 1.11.2016  | Serbia                 | A three-fold comparative analysis was done, from the aspects of desk research results (T1.1), a list of good practices at EU universities (T1.2) and European standards in HR management (Charter and Code). As a result, a joint internal gap analysis was conducted by the University of Niš in collaboration with the universities of Novi Sad and Kragujevac.                   | An internal gap analysis for the universities of Novi Sad and Kragujevac was conducted                   |
| A1.3 | Performing comparative analysis based on collected data | 1.6.2016  | 1.11.2016  | Albania                | A three-fold comparative analysis was done, from the aspects of desk research results (T1.1), a list of good practices at EU universities (T1.2) and European standards in HR management (Charter and Code). As a result, a joint internal gap analysis was conducted by the University of Niš in collaboration with the universities of Tirana and Vlora.                          | An internal gap analysis for universities of Tirana and Vlora was conducted                              |
| A1.3 | Performing comparative analysis based on collected data | 1.6.2016  | 1.11.2016  | Bosnia and Herzegovina | A three-fold comparative analysis was done, from the aspects of desk research results (T1.1), a list of good practices at EU universities (T1.2) and European standards in HR management (Charter and Code). As a result, a joint internal gap analysis was conducted by the University of Niš with the universities of Sarajevo and East Sarajevo.                                 | An internal gap analysis for universities of Sarajevo and East Sarajevo was conducted                    |
| A1.4 | Developing action plans for bridging identified gaps    | 1.10.2016 | 15.11.2016 | Serbia                 | Based on the guidelines for action plan development, the action plan was produced and approved by the universities of Novi Sad and Kragujevac.  | Action plan for bridging the identified gaps was created by the universities of Novi Sad and Kragujevac. |
| A1.4 | Developing action plans for bridging identified         | 1.10.2016 | 15.11.2016 | Albania                | Based on the guidelines for action plan development, the action plan was produced and approved by the University  | Action plan for bridging the identified gaps was created by  |

|      |  |           |            |                        |   |  |
|------|--|-----------|------------|------------------------|---|--|
|      | gaps   |           |            |                        | of Vlora.   | the University of Vlora.   |
| A1.4 | Developing action plans for bridging identified gaps | 1.10.2016 | 15.11.2016 | Bosnia and Herzegovina | Based on the guidelines for action plan development, the action plan was produced and approved by the universities of Sarajevo and East Sarajevo. | Action plan for bridging the identified gaps was created by the universities of Sarajevo and East Sarajevo.  |
| A1.5 | Purchasing ICT equipment for HR offices and centers  | 1.12.2015 | 14.1.2017  | Serbia                 | Conducting a tender procedure for the procurement of ICT equipment (hardware)   | All equipment is purchased and delivered   |
| A1.5 | Purchasing ICT equipment for HR offices and centers  | 1.12.2015 | 14.1.2017  | Montenegro             | Conducting a tender procedure for the procurement of ICT equipment (hardware)   | All equipment is purchased and delivered   |
| A1.5 | Purchasing ICT equipment for HR offices and centers  | 1.12.2015 | 14.1.2017  | Bosnia and Herzegovina | Conducting a tender procedure for the procurement of ICT equipment (hardware)   | All equipment is purchased and in the process of being delivered   |
| A1.5 | Purchasing ICT equipment for HR offices and centers  | 1.12.2015 | 14.1.2017  | Albania                | Conducting a tender procedure for the procurement of ICT equipment (hardware)   | All equipment is purchased and in the process of being delivered   |
| A1.5 | Purchasing ICT equipment for HR offices and centers  | 1.12.2015 | 14.1.2017  | Serbia                 | Conducting a tender procedure for the procurement of Service for plagiarism detection   | A tender procedure is finished and a service provider is selected. The Universities of Nis and Novi Sad have signed a contract and have access to the service. |
| A1.5 | Purchasing ICT equipment for HR offices and centers  | 1.12.2015 | 14.1.2017  | Montenegro             | Conducting a tender procedure for the procurement of Service for plagiarism detection   | A tender procedure is finished and service provider is selected. The University of Montenegro has signed a contract and has access to the service.             |
| A1.5 | Purchasing ICT equipment for HR offices and centers  | 1.12.2015 | 14.1.2017  | Bosnia and Herzegovina | Conducting a tender procedure for the procurement of Service for plagiarism detection   | A tender procedure is finished and a service provider is selected. At the moment the Universities of Sarajevo and East Sarajevo are in the                     |

|      |   |           |           |         |   |  |
|------|---|-----------|-----------|---------|---|--|
|      |   |           |           |         |   | process of signing a contract.           |
| A1.5 | Purchasing ICT equipment for HR offices and centers | 1.12.2015 | 14.1.2017 | Albania | Conducting a tender procedure for the procurement of Service for plagiarism detection | The tender procedure has not yet started |

#### Activities to be carried out to achieve this outcome (before the end of the project)

| Activity N° | Activity Title  | Start date | End date  | Place      | Description of the activity to be carried out   | Specific and measurable indicators of progress   |
|-------------|---|------------|-----------|------------|---|--|
| A1.3        | Performing comparative analysis based on collected data | 15.1.2016  | 1.11.2017 | Serbia     | A three-fold comparative analysis will be done, from the aspects of desk research results (T1.1), a list of good practices at EU universities (T1.2) and European standards in HR management (Charter and Code), to conduct an internal gap analysis for University of Belgrade.      | An internal gap analysis for the University of Belgrade is conducted                     |
| A1.3        | Performing comparative analysis based on collected data | 15.1.2016  | 1.11.2017 | Montenegro | A three-fold -fold comparative analysis will be done, from the aspects of desk research results (T1.1), a list of good practices at EU universities (T1.2) and European standards in HR management (Charter and Code), to conduct internal gap analysis for University of Montenegro. | An internal gap analysis for the University of Montenegro is conducted                   |
| A1.4        | Developing action plans for bridging identified gaps    | 15.1.2016  | 1.11.2017 | Serbia     | Based on the guidelines for action plan development, the action plan will be created and approved by the University of Belgrade.  | Action plan for bridging the identified gaps is created by the University of Belgrade.   |
| A1.4        | Developing action plans for bridging identified gaps    | 15.1.2016  | 1.11.2017 | Montenegro | Based on the guidelines for action plan development, the action plan will be created and approved by the University of Montenegro.  | Action plan for bridging the identified gaps is created by the University of Montenegro. |
| A1.4        | Developing action plans for bridging identified gaps    | 15.1.2016  | 1.11.2017 | Albania    | Based on the guidelines for action plan development, the action plan will be created and approved by the University of Tirana.  | Action plan for bridging the identified gaps is created by the University of Tirana.     |
| T1.5        | Purchasing ICT equipment for HR offices and centers     | 1.12.2015  | 14.9.2017 | Albania    | Conducting a tender procedure for the procurement of for a plagiarism detection service   | The tender procedure has not yet started   |

**Changes that have occurred in this result since the original proposal:**

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*Please add as many tables as necessary.*

