



A joint initiative of the OECD and the European Union, principally financed by the EU

seminari
"sajaro samsaxuris reforma saqarTveloSi"
 Tbilisi, 2009 wlis 10-11 noemberi


kadrebis SerCeva, dawinaureba da mobiloba

mimarTulebebi da praqtika profesiuli sajaro samsaxurisaTvis

Julio nabaisi
 OECD/SIGMA



© OECD



A joint initiative of the OECD and the European Union, principally financed by the EU

kvalificiuri sajaro menejmentis sistemis ZiriTadi pirobebi

- kargad struqturirebuli sistema
 (organizacia; mivlinebebi; samuSao pirobebi da a.S.)
- marTvis unari (iuridiuli CarCoebi; marTvis saSualeba; angariSvaldebuleba; Sedegze orientirebuli da a.S.)
- kvalificiuri da motivirebuli personali
 (swrad SerCeuli; swavlebagavilii; samarTliani xelfasi; erTguli da a.S.)

© OECD




A joint initiative of the OECD and the European Union, principally financed by the EU

1. kadrebis SerCeva






© OECD



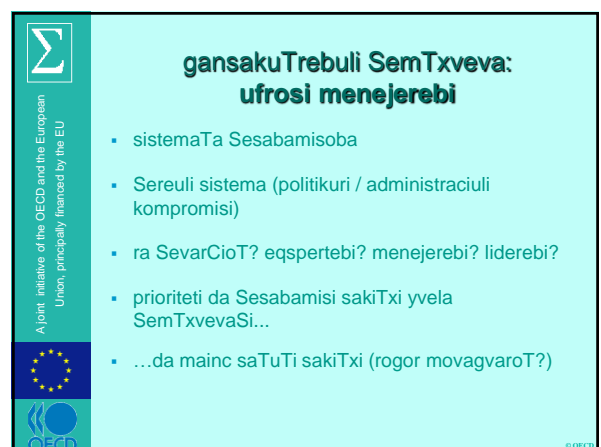
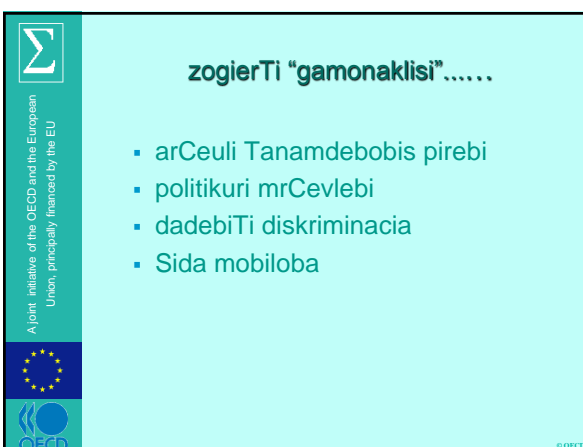
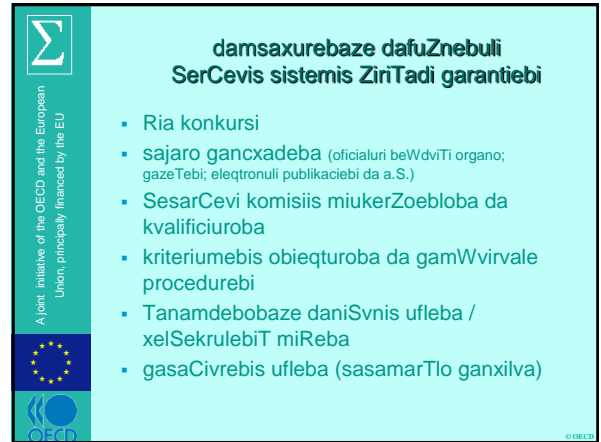
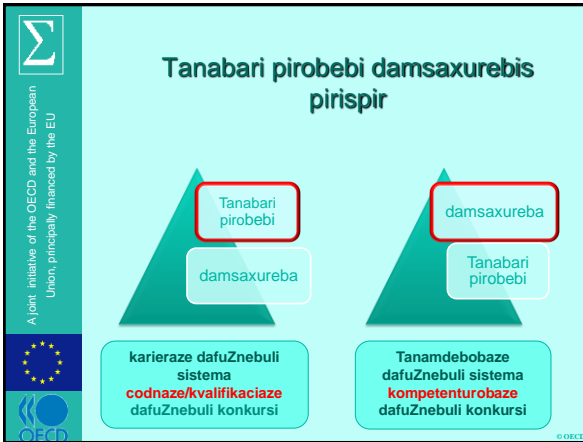
A joint initiative of the OECD and the European Union, principally financed by the EU

2. SerCevis ZiriTadi principebi:

- Tanasworuflebianoba
 [aradiskriminacia]
- damsaxureba
 [saukeTeso kandidatebis SerCeva]
 [Ria konkursi samarTliani da gamWvirvale procedurebiT]

© OECD



Σ

A joint initiative of the OECD and the European Union, principally financed by the EU

saxelSekrulebo personalis SerCeva

- **droebiTi personali**
 - sajaro mosamsaxureebisaTvis dadgenili wesebisa da procedurebis dacva
 - an
 - specialuri procedurebi... magram igive ZiriTadi principebis dacvIT
- **vadiani xelSekrulebis SemTxvevaSi**
 - moqnili sqema, mokle procedurebi, sajaro gancxadebis uzrunvelyofa, samarTlianoba, gamWvirvaloba, gasaCivrebis ufleba

...yvela SemTxvevaSi, es sajaro samsaxuria!!!

© OECD

Σ

A joint initiative of the OECD and the European Union, principally financed by the EU

sxva Sesabamisi sakiTxebi ganxilvisaTvis

- saqmianobebis centralizacia da decentralizacia
 - specializacia
 - damoukidebloba
 - xarisxi
 - Rirebuleba
 - dagegmva
- **Sida da gare SerCeva**
 - dawinaureba / mobiloba/ Semcireba / ganaxleba / axali kompetenciebi
 - biujetis dazogva
 - xarisxi
- **zogadi da specifiuri moTxovnebi –samuSaos aRweriloba**
- **ra SevafasoT: kvalifikacia? unarebi? SesaZlebloba?**
- **meTodebi**
 - eleqtronuli-SerCeva
- **gamosacdeli periodi / treningi**

© OECD

Σ

A joint initiative of the OECD and the European Union, principally financed by the EU

2. dawinaureba

© OECD


Σ

A joint initiative of the OECD and the European Union, principally financed by the EU

dawinaureba xelfasis matebis pirispir: koncepcia



 dawinaureba	<ul style="list-style-type: none"> • karieris manZilze maRali Tanamdebobebi (vertikaluri) • axali pasuxismgeblobebi / meti moTxovna • damsaxurebaze, staJze da axal kompetenciebze dafuZnebuli (treningi) • socialuri aRiareba • motivaciis faqtori
 progresi	<ul style="list-style-type: none"> • igive Tanamdeboba / gansxvavebuli rangi (horizontaluri) • funqciebis da pasuxismgeblobis ucveloba • xelfasis mateba • Sesrulebaze da staJze dafuZnebuli • motivaciis faqtori


© OECD

 A joint initiative of the OECD and the European Union, principally financed by the EU

dawinaureba kareiraze dafuZnebul sistemaSi



- SerCevis igive ZiriTadi principebi
 - karieruli ganviTarebis ufleba
 - Tanabari SesaZleblobebi
 - Ria konkursi (rogorc wesi, mxolod Sida konkursi)
 - sajaro gancxadeba
 - obieqturoba SerCevis procedurebSi
 - gasaCivrebis ufleba
- meTodebi
 - testireba
 - CV ganxilva
 - treningi
 - gasaubreba
- moTxovnebi
 - staji
 - saqmianobis Sefaseba
 - treningi

  © OECD

 A joint initiative of the OECD and the European Union, principally financed by the EU

dawinaureba~ Tanamdebobaze dafuZnebul sistemaSi


- rogorc wesi, "*dawinaureba*" rogorc cneba ar gamoiyeneba ("kariერილი-ganviTarebis uflebis arqona)
- gamoyenebis SemTxvevaSi, SerCevis TITqmis igive ZiriTadi principebia
 - Tanabari SesaZleblobebi
 - Ria konkursi (SesaZloa iyos Sida da gare konkursi)
 - sajaro gancxadeba
 - obieqturoba SerCevis procedurebSi
 - gasaCivrebis ufleba
- meTodebi
 - testireba
 - CV ganxilva
 - treningi
 - gasaubreba
- moTxovnebi
 - staji/profesiული gamocdileba
 - saqmianobis Sefaseba
 - treningebi

  © OECD

 A joint initiative of the OECD and the European Union, principally financed by the EU

3. mobiloba

  © OECD



 A joint initiative of the OECD and the European Union, principally financed by the EU


gansxvavebuli mniSvnelobebi da SesaZleblobebi

- nebayoflobiT / savaldebulo
- droebiTi (stajireba) / mudmivi (transferi)
- Sidaprofesiული / uwyebaTSorisi
- administraciis sxvadasxva safexurebs Soris (centraluri, regionuli, adgilobrivi)
- geografiული mobiloba – *stimuli*
- saerTaSoriso mobiloba



moqnili menejmenti:

- centraluri SesaZleblobebi
- elektro mobiloba

  © OECD



A joint initiative of the OECD and the European Union, principally financed by the EU

mniSvnelovania.....

- samuSao Zalebis regulireba sajaro administraciaSi
- kadrebis Semcirebis Tavidan acileba/Semcireba
- sabiujeto xarjebis Semcireba
- karieruli Sesazleblobebis ganviTareba
- kompetenciebis zrda
- saqmianobis gaumjobeseba
- korupciis winaaRmddeg brZola
- piradi da ojaxuri mizezebi
- ...

© OECD



A joint initiative of the OECD and the European Union, principally financed by the EU




Thank you



gmadlobT

© OECD