YILDIZ TECHNICAL UNIVERSITY

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Human Resources Policy

In all the activities it undertakes, and within the framework of the principles of "efficiency" and "people-centredness", Yıldız Technical University aims to establish an infrastructure aligned with the strategic objectives of the institution and to attain the goals it has set by increasing job satisfaction, intrinsic motivation and organisational commitment in line with employee competencies.

Within this framework, the human resources policy adopted by the senior management of our University is to attain the adopted goal through an approach that:

- Builds an effective and efficient human resource;
- Recruits human resources aligned with the objectives of the institution;
- Organises training that will enhance the capability and competence of the existing workforce;
- Collects and analyses information in order to identify the needs of the workforce;
- Is proactive, improving working conditions and taking the necessary measures;
- Organises social events in order to encourage teamwork;
- Works towards the development of an equal and fair performance management system;
- Establishes and monitors sound stock management for the fair distribution of resources;
- Revises job descriptions in a manner appropriate to changing working conditions;
- Instils in the existing workforce the record-keeping and archival awareness and skills that strengthen institutional memory;
- Ensures the establishment of an infrastructure directed towards increasing achievement and creativity, and is based on merit.

In managing all of its activities, the University aims to achieve sustainable success by taking every measure directed towards the development of the human resources it possesses, by allocating duties in accordance with the applicable legislation, by fostering a development-oriented institutional culture, by strengthening its communication with employees, students and external stakeholders, and by increasing employee competencies through in-service training.

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