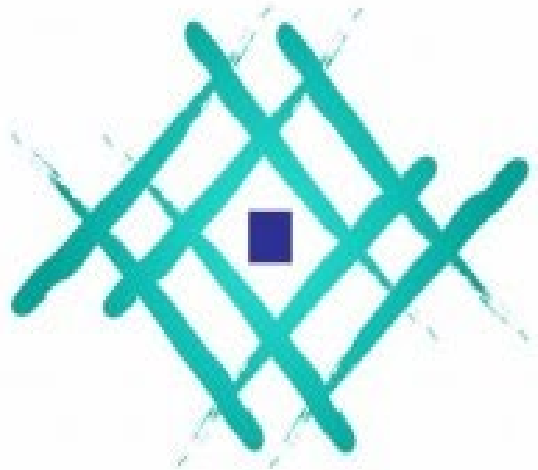


University Report on SDG 8



جامعة القصيم
Qassim
University

8 DECENT WORK AND
ECONOMIC GROWTH



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SDG8: DECENT WORK AND ECONOMIC GROWTH

Qassim University's Commitment to SDG 8: Promoting Decent Work and Economic Growth for its Employees

Sustainable Development Goal 8 (SDG 8) focuses on promoting sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all. In Saudi Arabia, ensuring decent work conditions and economic opportunities for employees is essential for achieving balanced development. Qassim University recognizes the significance of SDG 8 and has implemented measures to support its employees' well-being, career growth, and economic empowerment.

Fair and Inclusive Employment Practices:

Qassim University's commitment to SDG 8 is evident through its fair and inclusive employment practices. The university adheres to non-discriminatory policies and ensures equal employment opportunities for all individuals, regardless of gender, nationality, or background.

Competitive Compensation and Benefits:

The university provides competitive compensation and benefits packages to its employees, recognizing the importance of fair remuneration for their contributions. Qassim University's commitment to offering competitive salaries and benefits aligns with the principles of decent work and economic growth.

Professional Development Opportunities:

Qassim University actively supports the professional development of its employees. The university offers training programs, workshops, and opportunities for skill enhancement, empowering employees to grow in their careers and contribute effectively to the institution's goals.

Safe and Supportive Work Environment:

Ensuring a safe and supportive work environment is paramount to Qassim University's commitment to SDG 8. The university maintains workplace safety standards, provides resources for employee well-being, and promotes a culture of respect and collaboration.

Promotion of Work-Life Balance:

Qassim University recognizes the importance of work-life balance for its employees' overall well-being. The university implements policies that enable employees to balance their work commitments with personal and family responsibilities, fostering a healthy and productive workforce.

Ethical and Transparent Governance:

The university's governance practices align with the principles of ethical and transparent management. Qassim University ensures that decision-making processes are transparent, accountable, and aligned with the interests of its employees, contributing to a positive work environment.

Employee Engagement and Feedback:

Qassim University values employee feedback and actively engages with its workforce to address concerns, gather suggestions, and make improvements. This two-way communication fosters a sense of ownership among employees and enhances their engagement in the institution's growth.

Recognition and Appreciation:

The university acknowledges the contributions of its employees through recognition programs and appreciation initiatives. Qassim University's efforts to celebrate its employees' achievements and dedication contribute to a positive work culture.

Collaboration for Economic Growth:

Qassim University collaborates with various sectors, including industry partners and governmental bodies, to support economic growth. The university's research and educational programs align with the needs of the local economy, contributing to the development of a skilled workforce and fostering economic growth.

Qassim University's commitment to SDG 8 is evident through its holistic approach to promoting decent work and economic growth for its employees. By implementing fair employment practices, providing competitive compensation, supporting professional development, ensuring a safe work environment, promoting work-life balance, fostering transparent governance, engaging with employees, and collaborating for economic growth, the university actively contributes to the achievement of SDG 8 in Saudi Arabia. Through its dedication, Qassim University plays a vital role in fostering a sustainable and inclusive workforce that drives economic growth and contributes to the well-being of its employees.

Human Resource

<https://hr.qu.edu.sa/content/p/97>

The Vice Deanship implements all procedural processes for all administrative cadres at the university.

Tasks

- Implementing the procedures for preparing and calculating salary marches and disbursing allowances and financial benefits to all university employees.
- Applying recruitment and contracting procedures and following up the career path of promotions, assignments and internal and external transfers.
- Implementing everything related to training and scholarship procedures for all university employees.
- Work on monitoring the regularity of working hours and developing and strengthening the concept of self-censorship among university employees.
- Supervising, following up and auditing the job performance of all employees of the various university agencies for all administrative formations during the job performance cycle.
- Communicate with the regulatory authorities and respond to any comments or inquiries received from the relevant authorities.
- Carry out any tasks assigned to the Agency within the scope of its competences.

Deanship of Human Resources

<https://hr.qu.edu.sa/content/p/5> [1]

The Deanship of Human Resources is one of the distinguished supporting deanships at the university, which contributes effectively to raising the level of services for employees and achieving their satisfaction in accordance with the quality standards required to support the vision and strategy of the university, which in turn is in line with the vision and objectives of the Kingdom 2030.



عمادة الموارد البشرية
Deanship of Human Resources

Vision

Excellence nationally in providing advanced integrated services to faculty and staff in a stimulating environment.

Mission Statement

Providing its services to the university employees with high quality and skill in a way that contributes to the achievement of the university's orientations towards excellence by creating and enhancing a work environment that supports positive change.

Objectives

- Contribute to the efforts of the university towards attracting, motivating and maintaining the best human competencies.
- Benefit from electronic systems in facilitating and developing work procedures and shortening them in a way that achieves and enhances the satisfaction of university employees.
- Striving to achieve the highest levels of integrity and conduct all transactions of university employees in a fair and transparent manner in accordance with the laws and regulations in order to achieve equality.
- Applying the highest levels of quality systems in all administrative dealings in the Deanship.
- Contribute to the creation of a creative work environment that helps to raise the levels of job satisfaction of university employees and contributes and enhances the pursuit of university employees towards excellence.

The Job Engagement index 2022 AD

https://twitter.com/humanrqu/status/1676940741044584449?ref_src=twsrc%5Etfw%7Ctwcamp%5Eembeddedtimeline%7Ctwtterm%5Escreen-name%3Ahumanrqu%7Ctwcon%5Es1 [2]

As part of its efforts to develop the work environment system and employees and raise the level of productivity in accordance with the objectives of the Kingdom's Vision 2030.

جامعة القصيم # The third place was achieved at the level of all educational and training agencies in the Kingdom in the job engagement index 2022 AD, at a rate of 80.8%, within the periodic measurement of job engagement for public sector employees issued by the Ministry of Human Resources and Social Development.


 جامعة القصيم
 عمادة الموارد البشرية

في إنجاز جديد

جامعة القصيم تحقق

المركز الثالث

على مستوى كافة الجهات التعليمية والتدريبية بالمملكة
في مؤشر قياس الارتباط الوظيفي 2022م، بنسبة:


 80.80%

ضمن مشروع القياس الدوري للارتباط الوظيفي لموظفي
القطاع العام الصادر من وزارة الموارد البشرية
والتنمية الاجتماعية.

 برنامج التحول الوطني
 رؤية 2030
 الموارد البشرية والتنمية الاجتماعية

الإدارة العامة QASSIMUNIV1
 للإعلام والاتصال QU, UNI

The Mechanism of Promotions for the Tenth Ranks and Below for the year 2023

<https://twitter.com/humanrqu/status/1670440004835856387> [3]

The Deanship of Human Resources at جامعة القصيم is holding a workshop entitled: The Mechanism of Promotions for the Tenth Ranks and Below for the year 2023.


To attend the workshop via the following link:

<https://zoom.us/j/97313998399?pwd=VStaUUxDSzR0Umg3KzRsTDJUa25tdz09>

عن بعد


تقيم عمادة الموارد البشرية ورشة عمل بعنوان

آلية الترقيات
للمراتب العاشرة فما دون
لعام 2023


 الفترة الصباحية
الساعة 10:00


يوم الثلاثاء
1444/12/02

رابط ورشة العمل



المزيد من المعلومات
 قسم التوظيف | 0163920849 | foh@rqu.edu.sa

وحدة الاتصال والتواصل
 humanrqu



Quality Management System Application Project

<https://hr.qu.edu.sa/content/p/179> [4]

Introduction:

The Quality Management System (ISO 9001:2015) is an international standard dedicated to Quality Management Systems (QMS). It aims to improve the quality of any organization/organization/department looking to provide services that consistently meet the requirements and expectations of customers in the most efficient way.

Since the Deanship is an Executive Administrative Deanship that performs a large number of procedures that serve all employees of the University, the aim of the implementation of the Quality Management System (ISO 9001:2015) in the Deanship is to assist the Deanship in improving its overall performance, managing all processes, resources, assets and cultural values that support the goal of beneficiary satisfaction and organizational efficiency and this is an integral part of the University's sustainable development initiatives.

Benefits and objectives of the implementation of the quality management system and the Deanship obtaining the certificate (ISO 9001:2015):

- Analyze and adjust all the operations of the Administrative Deanship in accordance with an international standard.
- Documenting all procedures of the Deanship, organizing work and recording all employment events.
- Create a quality guide for the Deanship and apply a reference element for all administrative processes in the Deanship.
- Increase efficiency through the implementation of processes and procedures based on a focus on quality.
- The Deanship's ability to continuously meet the requirements of beneficiaries, as well as legal and regulatory requirements.
- Focus on enhancing the satisfaction of beneficiaries at the university by understanding the needs of the beneficiaries and minimizing errors.
- Dealing with risks and opportunities related to the context and objectives of the Deanship.
- Ability to highlight its compatibility with the requirements of a specific quality management system.
- International recognition and improvement of the image of the Deanship and the University.
- Improve decision-making by detecting and identifying problems in a timely manner.
- Apply a culture of continuous improvement by including a structured approach to identifying and exploiting opportunities for improvement.

Stages of qualification for certification (ISO 9001:2015):

Obtaining ISO 9001 Certificate requires planning, commitment and support, through the following:

Stage of signing with the partner (certification body):

- Selecting and appointing quality representatives in the Deanship so that this team has the authority to establish and follow up the system and contact external parties regarding the system, and the Deanship/University selects and contracts with the partner (certification body) for audit, review (independently) and then grant the certificate.

Gap Analysis:

- This is followed by a gap study (studying the extent to which the facility complies with ISO requirements) in accordance with ISO standards, issuing a report and developing an implementation plan to remedy the gap.

Training and awareness phase of the system:

- Develop and implement an awareness training program for employees and administrators within the Deanship on the quality management system that conforms to ISO standards.

Application Phase:

- Implement the executive plan, develop documents and prepare all the Deanship's systems and procedures in order to conform to ISO standards.
- Forming a team specialized in applying quality management standards to ensure the desired results.
- Develop a detailed plan outlining each one's role, responsibilities and time frame for each task.

Audit and Internal Audit Phase:

- Conduct an internal audit and detect and remedy non-conformities by means of considered corrective actions.
- The Quality Assurance and Planning Unit of the Deanship shall make periodic follow-ups and reviews planned for the Deanship and its implementation of the system and the plan developed and solve the problems of implementation until the Quality Assurance Unit is assured of the Deanship's conformity with the management system and its requirements contained in the ISO standards.

Final Evaluation and External Audit Phase:

- The contracted certification body, in coordination with the representative of the Deanship, arranges appointments for external evaluation and audit.

ISO Certification Stage:

- After the external audit process, the certification body grants the Deanship ISO 9001 Certificate, which is subject to periodic audit by the certification body to ensure the continuity of the Deanship's compliance with ISO requirements.

Minister of Higher Education and Saudi Ambassador Praise Qassim University's Effectiveness on Career Day in Washington

<https://www.qu.edu.sa/content/news/97> [5]

Zara visited her suite and confirmed the excellence of her positive participation

Minister of Higher Education and Saudi Ambassador Praise Qassim University's Effectiveness on Career Day in Washington

H.E. the Minister of Higher Education, Prof. Dr. Khalid bin Mohammed Al-Anqari, and the Saudi Ambassador to the United States of America, Mr. Adel Al-Jubeir, praised the active participation of

Qassim University in the activities of the Career Day for Saudi graduates in America, which was held recently in Maryland, USA.

During their visit to the University's pavilion at the Career Day exhibition, His Excellency and the Saudi Ambassador stressed the importance of the active participation of the parties participating in such a demonstration through the serious desire to attract the sons and daughters of the country to work for them, praising what was shared with them by the Vice President of the University and the head of the participating delegation, Prof. Dr. Abdul Moneim bin Ibrahim Al-Abdul Moneim of the figures that culminated in the university's participation in the Career Day last year, which is represented in the employment of more than forty graduates in addition to the university's determination to expand the circle of polarization this year with the goal of upgrading The University's march and outputs by raising the efficiency of faculty members by striving to attract distinguished people in all disciplines.

The Undersecretary of the Ministry of Higher Education for Scholarship, Dr. Nasser Al-Fozan, also praised the university for its active presence and success in drawing attention to it through the establishment of a distinctive and integrated pavilion, wishing the university success in its scientific career, stressing that the establishment of career days requires an active presence by higher education institutions and government and private sectors, which is what we have seen from the participants in the events, where the serious desire to attract qualified Saudi competencies in the most prestigious universities in America and other countries of scholarship.

The Director of the Department of Relations and Information at the Ministry of Higher Education, Dr. Mohammed Al-Hizan, stressed that active participation is the demand of the Ministry and what it seeks through these demonstrations, which contribute to opening channels of communication between higher education institutions and job seekers, praising the presence of the Qassim University newspaper in this forum, pointing out that the pages of the distinguished newspaper reflected the activities of the university, its programs and achievements with professional media templates.

For his part, the Vice President of the University, Prof. Dr. Abdul Moneim Al-Abdul Moneim, appreciated the interest of the Ministry of Higher Education, the Cultural Attaché and the Saudi Embassy in the United States of America, stressing that the Custodian of the Two Holy Mosques Scholarship Program reflects an insightful vision for the development of national competencies, pointing out that he would not have achieved these remarkable successes if he had not had this attention and follow-up by these actors, appreciating the support of His Excellency the Rector of the University, Prof. Dr. Khalid bin Abdulrahman Al-Hammoudi, for everything that would improve the University.

Dr. Al-Abdul Moneim pointed out that the university's pavilion received more than 1500 graduates who have the desire to work at the university, where 500 of them were interviewed to complete the conditions, the most important of which is the continuity of the graduate in the same specialization (bachelor - master - doctorate), and the percentage of graduates is estimated to be more than 60% of the total applicants to the university in the exhibition, of which almost 10% of their specialties are rare (medicine - pharmacy - science), pointing out that the university will work during the coming period to study the files of applicants and applicants through the colleges and departments concerned and then will be communicated With graduates to be appointed to the university, God willing.

The University offers its employees training programs

<https://www.qu.edu.sa/content/news/379> [6]

More than 75 beneficiaries

The University offers its employees training programs

Information and Communication Center:

The University has intensified its training programs provided by the Deanship of University Development at the beginning of each academic year for faculty members and employees, with the aim of developing their performance and upgrading the administrative performance of its units in accordance with modern scientific and training methods, as well as supporting faculty members and raising their efficiency in the fields of teaching, scientific research and community service, and this comes within the framework of the Deanship's quest to achieve leadership in the development of university performance, and excellence locally and globally in the development of human resources and building a knowledge society.

From this point of view, the Deanship has provided a number of preparatory programs offered by a group of distinguished faculty members at the university, the most prominent of which was: the training program to prepare new faculty members, which lasted for five days, in the presence of 50 new faculty members, as well as lecturers, lecturers, assistants and assistants, in addition to those who had the desire to join the program from the old faculty members.

77 beneficiaries of the new faculty preparation program at the university

<https://www.qu.edu.sa/content/news/1906> [7]

The University, represented by the Center for Leadership and Capacity Development, concluded on Thursday, 8/1/1442 AH, the orientation program for new faculty members "remotely", which lasted for two days, and benefited 77 faculty members of the university, including 46 men and 31 women, where the program was implemented through the Blackboard platform, with the aim of introducing the new faculty members of the university to their role and tasks, and ways to benefit from all the resources of the university and its capabilities that help members to provide the best means in the university The educational and research process, community service and professional development.

The program also included a visual presentation about the university to highlight the most important achievements of the university and the various programs of the center to introduce them, while the Deanship of Human Resources presented a number of important things that benefit the new faculty members of the university, in addition to a paragraph on scientific research, its mechanisms and methods presented by the Deanship of Scientific Research, as well as a paragraph on quality and accreditation standards for the university presented by the Deanship of Development and Quality.

For its part, the Scientific Council of the University presented on the second day of the program an explanation of the procedures and regulations, and the Deanship of Library Affairs presented a paragraph on ways to benefit from the library and search engines, in addition to a visual presentation on the Blackboard presented by the Deanship of E-Learning, while the College of Sharia represented by the Department of Systems presented a paragraph on human rights culture.

Through the implementation of such programs, which derive from the actual needs of the University's employees, the Center for Leadership and Capacity Development at the University contributes to the achievement of the University's vision and the implementation of its mission and objectives within the framework of its established values, as well as in support of the efforts of its employees, enriching their abilities and improving their performance, based on a knowledge base derived from scientific and technological innovations and the increasing accumulation of knowledge in all fields.

Minister of Human Resources appreciates the efforts of the university in the project of periodic measurement of job engagement

<https://www.qu.edu.sa/content/news/2254> [8]

H.E. the Minister of Human Resources and Social Development, Eng. Ahmed bin Sulaiman Al-Rajhi, praised the efforts of Qassim University in the project of periodic measurement of job engagement 2019, through which the university achieved advanced results in two of the evaluation criteria adopted in the project questionnaire, namely: (Percentage of response of the entity's employees - Percentage of sustainable job engagement 2019).

Al Rajhi thanked and appreciated His Excellency Prof. Dr. Abdulrahman bin Hamad Al-Dawood, President of the University, and all its employees for the efforts exerted and active participation in the periodic measurement questionnaire of job engagement, which resulted in the university obtaining high results in the standard of sustainable job engagement in 2019 by (81%) of the category of educational and training entities, in addition to the efforts exerted by the university by obtaining high results in the result of measuring the standard of response rate of the entity's employees for 2019 by 51%.

The project aims to identify aspects that contribute to correcting future strategic paths to raise the level of effective professional engagement, and achieve the highest levels of satisfaction between employees and their destinations, which is one of the main pillars to raise the level of performance in all sectors, government institutions and others, and it also serves as a relationship and mutual partnership that is based on instilling loyalty in the employee and urging him to do his best to achieve the objectives of the organization to which he belongs, by investing the human element through encouragement, training and qualification. Scholarship, development, talent management, providing a distinguished work environment, and other factors that benefit the work environment, gain employee satisfaction and raise the percentage of his association with his employer.

References

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