



Faculty of Economics, Commerce and Management Sciences

Organize

In cooperation with

Financing development in the Algerian economy Laboratory (FDEA)

and

PRFU Research project entitled:

Implementing modern HRM trends in Algerian public institutions

The National Seminar (In person/virtual) on:

Elements of applying modern HRM methods in public institutions and administrations in Algeria:

Between reality and challenges

May 08/09, 2024

Preamble

In the dynamic landscape of the twenty-first century, organizations are confronted with a multitude of challenges spanning environmental, health, economic, political, and technological domains. These challenges underscore the critical role of human resources management (HRM) across various organizational types. The delivery of products or services hinges on the efficiency of HR, making the effective utilization of their competencies and skills paramount for organizational survival. Consequently, modern HR management methods are essential for aligning HR strategies with overall organizational objectives, as evidenced by numerous studies highlighting the correlation between organizational success and the integration of HR strategies with broader organizational strategies.

Public institutions, like their private counterparts, are increasingly recognizing the importance of adopting contemporary HRM practices and methodologies. This recognition stems from the profound scientific advancements and the emergence of modern management ideologies, particularly those rooted in the knowledge economy and information technology. The blurring of lines between public and private sectors, coupled with the global trend towards embracing New Public Management (NPM) principles for public institution and administration reform, has propelled many developed nations to make significant strides in HRM. In these countries, HR has become a top priority, with substantial financial and legal resources allocated to ensure the

quantitative and qualitative needs of this vital resource are met to achieve organizational goals and strategies. In Algeria, public institutions and administrations face numerous challenges in managing their HR, necessitating the adoption of modern HRM trends akin to those in the private sector. As part of the Algerian state's concerted efforts to implement NPM, there is a notable legislative focus on HR, recognizing HRM as a strategic avenue for modernizing public institutions. The emphasis is on enhancing HRM and transitioning from traditional bureaucratic employee management to a more practical, professional approach centered on competencies. Despite ongoing reform efforts, there remains a need for further reforms to establish a high-performance management system in public institutions. This requires modernizing HRM by implementing contemporary trends from the private sector, ultimately aiming to enhance the entire public sector's performance.

Seminar Problem

Based on what was presented, this seminar will concentrate on addressing the question: "How can the latest methods and trends in human resources management (HRM) be successfully introduced in Algerian public institutions and administrations?"

Seminar Objectives

This seminar aims to achieve the following objectives:

- Highlight the pivotal role of HR in all types of organizations, as it embodies the competencies that are the source and driver of excellence.
- Establish an integrated scientific approach through this seminar, identifying the key variables that impact

organizational success by leveraging competencies, and contributing to the formulation of a modern intellectual model based on strategic competency analysis.

- Foster the development and appreciation of individual and collective knowledge and skills within Algerian public institutions.
- Encourage Algerian public institutions to optimize the utilization of their competencies to achieve their goals.
- Conduct an objective and scientific assessment of the state of HRM in Algerian public institutions, emphasizing related reforms and programs, and identifying the various challenges and obstacles they encounter.
- Provide scientific evidence on the importance of implementing modern HRM methods in Algerian public institutions.
- Facilitate the modernization of HRM in public administrations and institutions in Algeria, and the adoption of contemporary trends to balance employee needs with organizational objectives, thereby enhancing efficiency and effectiveness in delivering public services and achieving social benefits.
- Develop mechanisms for implementing the best methods and new trends in HRM in Algerian public institutions.

Seminar Axes

The seminar will cover the following topics:

- **The first axis:** A theoretical study of modern practices and trends in HRM and Analysis of the strategic dimension of HR in organizations
- **The second axis:** The reality of HRM in public institutions and administrations in Algeria.

- **The third axis:** Reforms of the Algerian state toward implementing modern trends in HRM in public institutions and administrations.

- **Fourth Axis:** Presenting national and international leading practices in modernizing HRM within public institutions.

- **Fifth axis:** The challenges and issues faced by the Algerian public institutions and administrations in implementing modern HRM trends.

Seminar Target audience

This seminar is open to:

- Permanent research professors.
- PhD students.
- Administrations and public institutions.

General Terms and Conditions

The paper must be original and with relevance to one of the seminar's themes, and must comply with the research methodology methodology.

- Papers should be written in Ms Word, Simplified Arabic font, size 14 for Arabic language, and Times New Roman, size 12 for French and English. Line spacing : 1.15.

- The pages number must not exceed 20, including appendices, and not less than 12 pages.
- Bilateral communications are accepted, and priority is given to individual and empirical studies.
- Papers accompanied by a brief CV, should be submitted before: **28/04/2024**.
- The deadline for responding to accepted communications is: **04/05/2024**.
- The presentation of accepted entries must be sent in Power Points file before: **06/05/2024**.

- The university does not cover accommodation expenses.
- Communications that have previously been presented or published will not be accepted.

- Submit entries at the following email: rhseminaire2024.univ-boumerdes.dz

- For further information please call:

0552164121

Note : The best seminar papers may be chosen to published in a proceeding.

Supervisory Board

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