

ABSTRACT TEMPLATE

Title: The Challenges of Strategic Human Resources Management in Southeast Asian Universities

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Abstract:

Nowadays the Higher Education Institutions face major challenges in its development. Demanding from different actors and the orientation of the research, more oriented to innovation and value creation, request news capacities to answer to that.

Southeast Asia shows a strong economic growth with a large increase in GDP and a growing improvement in the position of The Human Development Index promoted by United Nations.

This reality creates a different pressure on the higher education institutions in southeast Asia that requires a change in the universities, in the way they implement the mission and in the requested capacities, specially the human resources capacities.

In this way, a new paradigm and model of human resources management for southeast higher education institutions need be developed to create the conditions to answer to this new reality, where the main analysis variables will be talent, performance, motivation and retention, coaching, cross cultural, integrity and permanent adaptability and flexibility.

The main objective of this communication is to reflect and contextualize in terms of theoretical models where we find the assumptions for the implementation of strategic human resources management for southeast Asian universities.

What kind of profile is request for the staff in this new reality?

What we need to change in human resources management?

How can this change be implemented?

What HRM tools are most relevant to this reality?

These are the main issues on which we will reflect with a critical thinking approach in order to present a set of clues to southeast Asian universities according to our analysis and interpretation, as Portuguese and European.

KW: Challenges and Trends in HEI; SHRM; Southeast Asian Universities