

HR v Tranziciji v Centralni in Vzhodnoevropski regiji

Spoštovana Gospa, spoštovani Gospod,

V imenu **Centralno in Vzhodnoevropskega mednarodnega raziskovalnega tima - Central and Eastern European International Research Team (CEEIRT)** vas vabimo k sodelovanju v raziskavi:

“Človeški viri (HR) v lokalnih podružnicah tujih multinacionalk“

Organizacije se danes srečujejo z novimi izzivi in mnogo podjetij v tem okviru išče načine, kako kar najbolje razviti in uporabiti HR prakse, da bi zadostila novim in spreminjajočim se organizacijskim potrebam. Cilj naše raziskave je razumeti ključne HRM izzive današnjega časa in prihodnosti v novem, kompleksnem in dinamičnem okolju.

Na vas se obračamo, da bi z vašo pomočjo spoznali in razumeli ta evolucijski proces in obenem odgovorili na vprašanje “Kateri HR dejavniki se bodo izkazali za ključne za rast organizacij v prihodnosti?”

K sodelovanju vabimo mednarodna podjetja vseh sektorjev, ki delujejo v Centralni in Vzhodni Evropi. Za odgovore prosimo sodelavce vašega podjetja, ki najbolje razumejo in imajo obenem dober pregled nad HR nalogami in praksami podjetja. Izpolnjevanje vprašalnika traja okrog 15 minut.

Zagotavljamo vam, da bodo vaša identiteta in odgovori ostali v celoti tajni in anonimni. V kolikor imate kakršnakoli z raziskavo povezana vprašanja prosimo kontaktirajte **predstavnika raziskovalnega tima v vaši državi** (glejte seznam partnerskih organizacij). Vprašalnik je dostopen v elektronski obliki (**prosimo kliknite tukaj**) ali obiščite www.ceeirt-hrm.eu in v obliki za tiskanje (v tem primeru vprašalnik snamite iz spleta v pdf obliki, ga izpolnite, skenirajte in vrnite na e-naslov: info@ceeirt-hrm.eu). Pred izpolnjevanjem vprašalnika izberite jezik (ob ostalih je na voljo tudi slovenska različica) v katerem ga želite izpolnjevati.

Centralno in Vzhodnoevropski mednarodni raziskovalni tim bo po zaključku raziskave vsem sodelujočim posredoval povzetke raziskave s ključnimi ugotovitvami.

Vnaprej se vam zahvaljujemo za vaš cenjen prispevek.

Dr. Andrej Kohont
Univerza v Ljubljani, FDV, Slovenija
in **Dr. J. P. Poor**, koordinator raziskovalnega tima

Vprašalniki so dostopni na naši spletni strani www.ceeirt-hrm.eu

Human Resources (HR) in Transition at Local Subsidiaries of Foreign Owned Companies

Dear Madame/Sir,

On behalf of **Central and Eastern European International Research Team (CEEIRT)** we invite you to participate in the survey:

Human Resources (HR) in Transition at Local Subsidiaries of Foreign Owned Companies

With organizations facing new challenges, many companies are struggling to determine how best to develop their HR practices to meet new and changing organizational needs.

The goal of our survey is to understand both the recent and future challenges inherent in human resource management given this new, complex and dynamic landscape.

We are asking you to help us understand this evolutionary process; as we ask “what key HR elements will prove to be central in driving organizations toward future growth?”

We urge organizations of all industries, particularly MNCs operating in the CEE region, to participate. We encourage responses from employees who have the best understanding and oversight of your organisation's HR practices and roles. The survey will take approximately 15 minutes to complete.

Your identity and responses will remain completely confidential and anonymous.

If you have general questions about the survey, please contact the **research representative of your country** (see partner list).

You can fill the questionnaire either in electronic way (**please click here**) or visit the www.ceeirt-hrm.eu website) or in printed form (download the questionnaire in pdf format in English or in Russian and send it back to us in a scanned form to the following e-mail address: info@ceeirt-hrm.eu.) Before starting the questionnaire you can select the language in which you would like to complete it.

The Central and Eastern European International Research Team will provide all respondents with a research summary of the survey findings.

Thank you in advance for your valuable participation.

Marina O. Latukha
Associate Professor
Graduate School of Management
Saint-Petersburg State University

Enclosures are available on our www.ceeirt-hrm.eu website