

CYPRUS HUMAN RESOURCE MANAGEMENT ASSOCIATION

“EXCELLENCE IN HUMAN RESOURCE MANAGEMENT FOR THE YEAR”

(Revised January 2007)

In April 2003, the Cyprus Human Resource Management Association has instituted the awarding of an Annual Prize after competition and which was partially revised in April next year. Since then, from the experiences gained on implementation of the award and certain weaknesses which were observed in the meantime, fully justified for a more extensive revision of the terms of participation. The new, revised terms for the award after competition as approved by the Board of Directors on 11th January, 2007 are as follows:-

The Need.

The setting up of the Prize by the Association stems out of the need to recognize and promote in the wider world of business, innovative and pioneering projects in the fields of Human Resource Management, Training and Development and Industrial Relations which are proposed and implemented by Human Resource Professionals acting as Project Leaders in Organisations.

To whom it is addressed

The competition for the prize is open mainly to Human Resource Professionals, members of CyHRMA, either as individuals or as teams and who are employed in Cypriot Organisations in the private or public or wider public sector or in foreign Organisations operating legally in the Cyprus Republic. Teams may include officials who are not in the field of Human Resources, are not Members of CyHRMA, who however participate and contribute effectively in the design, development and implementation of the project such as IT Professionals or Software Programmers or others. Members of the Board of Directors of the Association are excluded from the competition for the year of the prize.

The topic for the Prize.

The prize recognizes and rewards innovative ideas or pioneering systems in the fields of Human Resource Management or Industrial Relations. Emphasis is given to the creativity, efficiency and implementation of the idea or of the system, as well as to the contribution in the profitability of the Business or Organization, in the cases that this was its objective.

From the side of the applicants for the prize, the prize award is a recognition of his/her performance and it is a motivating factor for continuous contribution in enhancing the level of Human Resource Management and Industrial Relations in Cyprus.

Expression of Interest.

The people interested for this competition are invited through the newspapers and other electronic means to submit their application which should include the following:-

- a) Completed Application Form for Participation (attached)
- b) A short CV or CVs in the case of a team of Applicants
- c) A written description of the project which is submitted for the prize, of about 500 words. If required, other tables, manuals or procedures related to the project could also be attached.

The description should also include clear objectives of the project and provide full explanation on how the specific initiative or system has solved a specific problem in the organization or how it utilized a certain opportunity, and also of the outcome brought in the efficiency of the business, either financial or towards achieving specific goals. The project should have been accepted and implemented in the last two years.

- d) A written certificate of support of the application by the Employer or by the General Manager.

Procedure of Evaluation – Evaluation Committee.

The prize is awarded through a meritocratic and strictly confidential procedure. The applications are evaluated by a five-member Evaluation Committee appointed by the Board of Directors of CyHRMA, consisting of two Board Members, one active member from the permanent Working Committees and two other external evaluators, members or non-members of the Association. The Evaluation Committee is chaired by a Member appointed by the Board of Directors. None of the Evaluation Committee Member should have any direct or indirect professional or family relation with the Applicants.

As part of the evaluation procedure the Applicants will be invited to attend a personal interview with the Evaluation Committee, the decision of which will be final and irrevocable. An Applicant as individual or as a member of a team who is invited for a personal interview and for any reason does not show-up will place his / her participation out of the competition.

Announcement of the Decision

The prize is announced officially at the “Annual HRM Conference” of CyHRMA which is usually organized in May every year or during the Annual General Meeting of CyHRMA which takes place in June or July every year. It is also publicized in the daily newspapers and in the Association’s Journal “Anthropos ke Ergasia”, as well as in the electronic bulletin “Human.Net”. The winner or representative of the winner team will be invited to present the project in a plenary session at the “Annual HRM Conference” which is organized by the Association. If this is not possible then the presentation could take place during a Special Event.

The Prize

The prize is a special Trophy with the Logo of the Association and with the label “EXCELLENCE IN HUMAN RESOURCE MANAGEMENT FOR THE YEAR” and a monetary award of CP 500.- (EUR 850) sponsored by the *Cyprus Employers and Industrialists Federation* accompanied with an honorary certificate. When the prize is awarded to a team, the trophy and the monetary award is given to the Project Leader and the team members receive Honorary Certificates. In exceptional cases, the Evaluation Committee may give “Praise” or Honorable Mention to remarkable projects (maximum two) which will not be awarded the First prize. For both ‘Praise’ and ‘Honorable Mention’ only Honorary Certificates will be given.