



TOKAT GAZİOSMANPAŞA UNIVERSITY

Human Resources Policy

Tokat Gaziosmanpaşa University aims to provide the competent, qualified, efficient, effective, and professionally ethical human resources necessary to carry out its educational, research and development, community engagement, and administrative services in accordance with its mission, vision, core values, and quality policy. Equality and merit are recognized as the guiding principles in the recruitment of personnel.

The university takes measures to enhance the organizational commitment and work motivation of all its staff—both administrative and academic—and aims to create a productive and fulfilling work environment while taking into account its employees' work-life balance. Continuously improving the quality of all services offered by the university is of paramount importance. To achieve this, various incentive mechanisms are put in place.

In the provision of services, impartiality, transparency, commitment to ethical values, accountability, and fairness are the guiding principles, and information and awareness-raising initiatives are conducted for all staff in line with these principles.

We ensure the continuity of the employment-training-development-career cycle, which is based on the continuous development of employees' competencies, identifies training needs through an analytical approach, and provides opportunities for employee development and career planning.