



**REPUBLIC OF TURKEY**  
**ISTANBUL GELISIM UNIVERSITY RECTORATE**  
**Human Resources Policy**

Our Human Resources policy has been established in line with the mission, vision, planned and intended objectives of our University within the framework of the Labor Law No. 4857, the Higher Education Law No. 2547 and the relevant legislation.

Our policy is based on the principle of working continuously, dynamically, open to change and development, effectively and in the most efficient way in line with the strategic goals of our University. Our university aims to provide professional opportunities for staff to find their future at Istanbul Gelisim University to ensure their development and achieve their career goals.

At our university, a management approach based on mutual respect and tolerance for the personalities of the employees has been adopted and it is aimed to protect and observe human rights and freedom. Our university has adopted the principle of fulfilling its duties and obligations in accordance with today's technology age by increasing the activities and competencies of its employees, gaining a sense of belonging to the institution and their jobs, providing trust, peace and personal development in working environments.

Our human resources policy aims to employ people who develop in line with the mutually respectful targeted goals and strategies of our personnel and aim for success in an innovative and stable manner.

Our aim is to carry our University to success in terms of education and training with its content employees with high productivity, job satisfaction and motivation, which include the corporate culture. Our university is founded on the understanding of creating a solution-oriented working environment where employees are effective, happy and peaceful, and are connected with a sense of belonging by supporting teamwork, entrepreneurship and creativity, and making it permanent. Our institution adopts the principle of designing, planning, developing, creating corporate memory and corporate culture with the participation of all employees at a level that will meet the needs and expectations of employees, and also aims to reward success within this system by evaluating all employees within the target-oriented performance evaluation system and to find methods and applications that will turn failures into success.

**Rectorate Approval**