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TITLE OF DIPLOMA THESIS:

"Strategic Planning for Management & Development of Human Resources in Greece"

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ABSTRACT

With the present thesis is applied the model of strategic planning for the human resources in the country of Greece. This process with the twelve steps is used in the business world to determine the strategy of an organization. Initially is made a general description for the terms of strategy/strategic planning, human resources and the characteristics of Greece and then is following the adaption of the classical model in the new data of human capital management for the country. In the first chapter is recorded the vision at national-central level while is discretized the strategic units (those of public sector and of society with special emphasis at the educational process), is analyzed issues of horizontal and vertical strategy, national culture-philosophy and especially issues of management infrastructure. Continues to the main-national level in the second chapter is formed the strategic posture, followed by external and internal environment analysis and after is defined the national strategic impacts with the design of challenges and the main performance targets. Moving into third and fourth chapter is defined the mission of strategic units and the external/internal environment analysis with the large scale action programs respectively at the operational level now. In the fifth chapter are appeared the functional strategy and specifics action programs, while in the sixth is made the integration of operational and functional strategy at the central level. Moving into seventh and eighth chapters are defined and evaluated the action plans at the operational and functional levels. In chapters nine to twelve are allocated and interconnected the resources, the budgets, the strategies but only in a theoretical level this time, with the evaluation of action plans to be done with the Analytic Hierarchy Process (AHP) and using the Expert Choice software. Finally is listed the conclusion which demonstrate the importance and usefulness of this model as a tool development and satisfaction of the human capital in the country.

KEYWORDS

Strategic planning for country human resources, Hellas/Greece, Strategy, Human capital/Human resources, Public sector, Society/Community, Education/Educational process, AHP