

HMOOB / HMONG

\*\*\*Qhov xovxwm no yog UW Madison Office of Human Resources xa tawm\*\*\*

Peb Hlis 29, 2012

Nyob zoo txog tsoom npoj yaig,

Raws li nej coob leej tau paub, tau muab caij rau University of Wisconsin-Madison tsim kev tswj/pab neeg ua haujlwm tshiab (personnel/human resources system) uas tsev kawm ntawv xav kom muaj.

Dhau ntau hli los no, tshaj 150 leej koj tsoom npoj yaig hauv thaj tsam tsev kawm ntawv tau sib zog khiav tsim txoj kev tshiab no.

Peb lub hom phiaj yog xav kom lawv kev sib zog ua haujlwm – thiab tswv yim koj tawm – muaj ib qhov kev tswj los pab neeg ua haujlwm, kom khiav tau haujlwm zoo, teb tau sai rov, thiab kom tsim tau li ib lub tsev kawm ntawv kawm ntsuam xyuas thiab qhia ntawv muaj npe nyob hauv ntiaj teb no xav tau.

Qhov HR Design tus qauv muaj ib pawg pab tawm tswv yim thiab 11 pawg khiav haujlwm. Pawg tawm tswv yim thiab cov pawg khiav haujlwm muaj cov neeg muaj feem txuam nyob hauv thaj chaw tsev kawm ntawv xws li xibfwb, cov ua num pab feem kev kawm, cov ua num nyob hauv classified, cov pawg sawv cev hais nyiaj nqi zog thiab cov mejyig. Peb tau muab 11 pawg khiav haujlwm no faib ua ob theem- 7 pawg rau theem 1 thiab plaub pawg rau them 2.

Hnub no, kuv zoo siab qhia tias tom qab peb lub hli uas muab tswv yim ntawm lwm tus/qhov los, ntsuam xyuas, thiab sib tham, cov pawg khiav haujlwm no npaj tau yuav qhia tias xub thawj cov lawv pom yuav tau ua li cas. Kuv xav kom sawvdaws paub tseeb tias cov kev xav kom muaj xub thawj no tsuas yog cov pawg khiav haujlwm no tawm los xwb. Cov kev xav kom muaj no tsis yog qhov kawg; nws yuav muaj caij thiab sijhawm rau tag nrho thaj chaw tsev kawm ntawv sib tham thiab muab tswv yim. Txawm tias peb lub caij yuav tsum tsim kom tiav kev yuav muaj li cas luv heev; qhov peb yuav ua kom tiav tseem tshuav ntau heev.

Thiab lub caij no yog caij koj yuav tuaj. Cov pawg khiav haujlwm twb tau txais tswv yim zoo ntau heev los ntawm caij sib tham qhia, cov pawg los tsom xyuas thiab sib tham (web chats) – thiab cov lawv yuav kom muaj yeej muaj tej no nyob hauv.

Lub Plaub Hlis xiab 9, peb yuav muaj thawj cov kev xya pawg khiav haujlwm yuav kom muaj rau sawv daws paub. Koj yuav mus saib tau cov kev kom muaj no nyob hauv HR Design lub web site (<http://hrdesign.wisc.edu>).

Cov kev yuav kom muaj no yuav tsom txog tus qauv kos thiab daim duab ntawm qhov kev tshiab tswj/pab neeg ua haujlwm. Lawv kev qhia yuav txawv raws qhov xyuas txog, ntsuam xyuas thiab ntaub ntawv qhia tseeb li cas. Cov kev yuav kom muaj no yog ib qho los pib kev sib tham rau hauv tsev kawm ntawv txog qhov kev tswj/pab neeg ua num.

Peb npaj kom muaj kev sib tham txog cov kev yuav kom muaj no raws kev tham tawm tswv yim, thiab tham nrog cov pawg tswj nyob hauv thaj chaw tsev kawm ntawv. Qhov kawg, tus qauv tshiab no yuav tsum tau kev pom zoo los ntawm Board of Regents thiab xeev ceg tsim cai lijchoj Joint Committee on Employment Relations.

Tom qab muab cov kev yuav kom muaj no los tham nrog ib tsoom hauv thajchaw tsev kawm ntawv, yuav muab lawv kho thiab ua kom tiav. Kev kom muaj ntawm theem 1 cov pawg khiav haujlwm yuav ua kom tiav rau lub Tsib Hlis xiab. Plaub pawg nyob theem 2 yuav qhia tias lawv pom li cas rau lub Tsib Hlis, thiab tsim kom tiav tej yam yuav kom muaj rau lub Rau Hli.

Peb tau teem ob lub caij sib tham rau hauv thaj chaw tsev kawm ntawv nyob rau lub Plaub Hlis uas teem los muab tswv yim rau cov theem 1 kev kom muaj no. Thawj qhov yog thaum 9-11 sawv ntxov lub Paub Hli tim 17 hauv Union South. Qhov ob teem rau thaum 1:30-3:30 tavsus lub Plaub Hlis tim April 19 ntawm Memorial Union.

Koj nug thiab muab tswv yim tau rau theem 1 cov kev yuav kom muaj nyob rau ob lub caij nrog cov khiav haujlwm. Ob qho kev sib tham (web chats) ntev plaub xuabmoo teem pib thaum 10 teev sawv ntxov lub Plaub Hlis tim 11 thiab 1 teev 30 tavsus lub Plaub Hlis tim 12. Qhov tseem ceeb ntawm thawj qho sib tham no yog txog kev yuav kom muaj txog cov pawg neeg ua haujlwm, kev pab cuam, kev txais neeg thiab ntsuam xyuas, thiab kom yog ib qhov muaj ntau haiv neeg ua haujlwm ua ke. Kev sib tham hnub ob yuav hais txog kev them nqi zog, yuav tsum paub haujlwm li cas thiab cov npe haujlwm. Qhov HR Design lub web site yuav muaj ntaub ntawv qhia txog kev sib tham ua ntej ob lub caij no.

Ntxiv rau cov caij koom sib tham no, peb npaj ntau lub caij nrog tej ceg ua num thiab cov pawg neeg tau xaiv nrog tham. Koj xa koj cov tswv yim ncaj nraim tau rau [hrdesign@news.wisc.edu](mailto:hrdesign@news.wisc.edu). Yog koj tsi muaj computer, thov nrog ceg koj ua num tus human resources professional tham kom paub thiab qhia saib koj ho xav li cas txog cov kev yuav kom muaj no.

Cov pawg khiav haujlwm no tau siv sijhawm ntau, sib zog thiab kev paub los tsim thawj cov kev yuav kom muaj no. Peb zoo siab heev lawv rau siab thiab sib zog. Tam sim no peb nyob rau lub caij tseem ceeb rau qhov kev tsim tus cai tshiab no uas peb xav tau ib tsoom hauv tsev kawm ntawv koom nrog peb. Koj kev koom tseem ceeb.

Thov koom nrog peb cov caij tau teem no. Peb xav hnub los ntawm koj.

Rau kev xav paub ntxiv txog koj yuav koom tau li cas yav tom ntej txog tej kev sib tham no thiab qhov no, mus rau HR Design lub web site at <http://hrdesign.wisc.edu>.

Ua tsaug,

Bob Lavigna

Director – Office of Human Resource

UW Madison