

## **Dilemma between choosing experienced or educated employee in Railway Projects.**

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This project is in the domain of railway signaling and have been done in Iran Railway "RAI". And it compares personnel who educated in university with very well experienced personnel that hadn't any university's degree.

As you may know in eastern countries managers have fear to use personnel with low experience, although they have good university's degrees. In this human resource project we have tried to show:

### **Which one was better?**

#### **project characteristics :**

Name of project: Increasing efficiency of personnel by employing educated employee

Date: 1 June 2009 to 21 November 2009

Company name: RAI

Address: Deputy of Signaling and Telecommunication, Railway Station building, Isfahan city, Iran

#### **The purpose of the project?**

The most important purpose was showing efficiency of personnel with university education in comparer with experienced personnel without university education.

#### **? How it was organized**

It has organized by analyzing performance of educated employee performance of experienced but uneducated employee in same tasks.

#### **The physical tasks of the project.**

- 1- Making new forms for maintenance and repair of signaling equipments.
- 2-Urging personnel to fill and document these forms.
- 3-Personnel must report based on the forms.
- 4- In this project we made new methods to force personnel to save consuming parts and recycle used parts and tools from environment.

#### **The results and impact on the sustainability performance of RAI.**

- 1-Reducing rate of consuming parts (-120% in compare with last year and same duration time).
- 2-Reducting rate of failure and defects in signaling systems( -50% in compare with last year and same duration time).
- 3-make environment clean and healthy.

**How success of the project was or will be measured?**

These achieved by using academic activities and encourage people of project to do it and endure their difficulties. But results and figures has measured by official supervisors of RAI.

**Why you believe this paper should be awarded?**

Because of these reasons:

- 1-It increases cleanness and sustainability of environment
- 2- It increases signaling systems sustainability and make more efficient.
- 3-These achievements are according to academic papers and based on UIC Fishes(UICes standards) .