Talent Management

At Széchenyi István University giving scope for our students to develop their abilities is considered most important. The various scientific and artistic work at our university along with the activities of our special colleges, the network of teaching assistants and the doctoral schools operate as a complex system managing talent. The students’ associations’ activities are coordinated by the University's Council of Scientific and Artistic Students’ Associations and assisted by delegates of departments, institutions and faculties. The aim of the National Scientific Students’ Associations movement is that our gifted students are able to learn about the basics and the methods of scientific research, join the research of certain fields of study or artistic life. From the foundation of our institute, our students have succeeded in both institutional and national competitions. In the period of 2009-2013, in every second year, approximately 400 students are involved in the Students’ Associations events, while in the year of the national conferences the figures show the participation of nearly 200 students and about 200 instructors from our university.

The Council of National Scientific Students’ Associations coordinates the National Conference of Scientific Students’ Associations (OTDK) held once every two years, each section is organised annually by various host institutions. In the last decade the average number of our students who have won 1st, 2nd or 3rd prizes at OTDKs is 20-30 a year on average.

Results achieved at OTDK in figures

<table>
<thead>
<tr>
<th>Place/Year</th>
<th>2003</th>
<th>2005</th>
<th>2007</th>
<th>2009</th>
<th>2011</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st place</td>
<td>2</td>
<td>4</td>
<td>3</td>
<td>6</td>
<td>7</td>
<td>2</td>
</tr>
<tr>
<td>2nd place</td>
<td>7</td>
<td>9</td>
<td>9</td>
<td>6</td>
<td>4</td>
<td>11</td>
</tr>
<tr>
<td>3rd place</td>
<td>4</td>
<td>7</td>
<td>4</td>
<td>9</td>
<td>6</td>
<td>11</td>
</tr>
<tr>
<td>Special award</td>
<td>9</td>
<td>8</td>
<td>6</td>
<td>7</td>
<td>11</td>
<td>13</td>
</tr>
<tr>
<td>Total number</td>
<td>23</td>
<td>28</td>
<td>22</td>
<td>28</td>
<td>28</td>
<td>37</td>
</tr>
</tbody>
</table>

Source: Rector's Office, Széchenyi István University

To make the students' associations’ activities more popular, campaigns, information and training days are organised for our students. From the autumn semester of the academic year 2013-2014, the day the OTDK is held is an educational break in our institution. On that day besides selecting conferences at an institutional level, we provide research themes and small group trainings to the interested parties. Our aim is to inform every student about the Students' Association Conference (TDK) movement and its advantages. Our further goal is to make TDK activities an influential factor in the evaluation of students, consultants and their scholarships.

Kautz Gyula College of Economics

Our College of Economics, operating since 1997 jointly with the Kautz Gyula Faculty of Economics, contributes to the further training of our talented students by organising courses, competitions, conferences and well-known excellent professionals’ lectures. The special college organises the annual Kautz Conference, where reputed researchers and some well-known businessmen and people from everyday life give lectures. Kautz Gyula College also puts great emphasis on supporting the students’ integration into an international environment. Since 2009 we have been members of the Erasmus Intensive Programme. In 2012 Széchenyi István University was honoured to organise the programme’s annual workshop.
Students are involved in research in College seminars facilitating the selection of the most suitable candidates for the doctoral training. Since 2003 the college has been organising the annual National Financial Case-Study Competition with the participation of the Hungarian higher education institutes of economics.


**Batthyány Lajos College**

At the Deák Ferenc Faculty of Law (Law and Government) the Batthyány Lajos College is responsible for talent management. The members’ work is helped by constant tutoring led by full-time PhD students working for the faculty. The head of the college is a programme director. The college manages its talent by taking proactive steps e.g., it selects and integrates the most talented students into the system instead of waiting for their application. Elite training in our college puts great emphasis on practice-oriented trainings and nursing its international relationships through its summer- and winter activities in foreign languages. Our journal (Diskurzus) contributes to the scientific work of the upcoming generation.

Further information available at: [http://blszk.sze.hu](http://blszk.sze.hu)

**Baross Gábor College of Engineering**

Complementing the regular study programme of the university, our college was founded on 15th October, 2002 with the main aim of ensuring the possibility of serious and intense study or research (Scientific Students’ Association – TDK, laboratory work) for its members in the fields of study they are interested in (e.g., architecture, the world of settlements, theoretical and practical aspects of engineering, etc.).

Its members are accommodated in the college building to ensure their active social life and the possibility for constant studying and research. With guest professors’ guidance the students process the chosen topics during one-semester-long seminars in small groups. These seminars are comprised of the basics of our professional activity. In accordance with our original intention, students can gain practical experience as well.

Further information available at: [http://www.sze.hu/bgsz/](http://www.sze.hu/bgsz/)

**Jedlik Ányos College**

The college was founded in 2009. Its predecessor in title and the technical founder is a self-training group called the SZEnergy Team (originally created for and by electrical engineering students) and SZEngine Team. The former participate in creating and developing alternative fuel vehicles, while the latter takes part in the Formula Student competitions. The college comprises of an IT Section and a newly-formed team developing Formula Student race cars. Since the three race car-development teams have a large number of members, the number of the members of the college exceeds well over 100 but most of them are “external” members not living in the college. We have been planning to divide the college into smaller sections.

Further information available at: [http://jasz.sze.hu](http://jasz.sze.hu)
College of Transport Engineering and Logistics

The college was founded in 2013 based on the work of a self-training group dealing with topics on logistics. Learning by doing, or in other words experiential learning, learning through reflection on doing, represents the fundamentals of the College’s operation and its educational methodology. Besides their joint research, its members work individually in projects on transport and logistics according to their fields of interest and are integral parts of technical scientific life. Apart from supporting the members’ professional achievements, the aim of the college is to develop and implement innovative company solutions, which can be applied to any small or medium-sized enterprises successfully to improve their competitiveness.

Further information available at: [http://kolosz.sze.hu](http://kolosz.sze.hu)

**Teacher Assistant (TA) network** is the fourth pillar of talent management.

Involving students into the work of departments or research is viable through the TA network. Joining departmental research, executing administrative tasks, preparing TDK meetings, participation in editing scientific publications and the technical programmes of the receiving department, taking an active part in TMDK, contributing to the events and conferences held or co-organised by their department are the requirements of a Teacher Assistant job. Furthermore, the demonstrators of the Faculty of Engineering Sciences are authorized to take part in laboratory work as well.