

Title of BIP: Cardinal drive for successful Human Resources in Organizations

General information
<p>Objectives and Description:</p> <p>Objectives:</p> <p>Knowledge and insight:</p> <ul style="list-style-type: none"> - The participants will achieve a mission within enterprises concerning high performance and commitment of HRM challenges in organizations, particularly in industrial companies and tourism and hospitality businesses. - The participants will apply their knowledge and benefit the experiences of professionals while solving HR challenges <p>Soft skills:</p> <ul style="list-style-type: none"> - The participants will prove to be open minded in trans-cultural settings - They will learn from other cultures and encounter other cultures respectfully - The participants will communicate in English in a cross-cultural professional context. <p>Description:</p> <p>Due to the importance of Management, particularly, HRM in promoting competitiveness in industrial, services, tourism and hospitality sector, the project aims to enhance the understanding of practical issues of HRM more importantly since it involves organizing human resources through social responsibility.</p>
<p>Methods and outcomes:</p> <p>Lectures, e-lectures, debates, workshops, onsite team work/team building, virtual teams and visits to local organizations from different sectors.</p> <p>Outcomes: Video and audio podcasts and reports</p>
<p>Field of Education:</p> <p>Management, HRM and Tourism</p>
<p>Target audience / Participants profile:</p> <p>Students (bachelor and Master)</p>
<p>No of ECTS issued:</p> <p>3</p>
<p>Language of instruction and requirements:</p> <p>English</p>

Dates for physical activity:

21-25 oct 2024

Location of physical activity:

Polytechnic Institute of Guarda (IPG) – Av. Francisco Sá Carneiro, 50, Guarda, Portugal

Dates for virtual component:

Week 1- 8-10 oct 2024

Week 3- 5-7 nov 2024

Virtual Component Description:

Week 1

Online lectures delivered by international/ national/local scholars

Online trainings delivered by international/ national/local Management, HRM & tourism experts

Week 3

Individual research and HRM virtual laboratory in virtual teams

Final presentation of outcomes by each team in virtual environment

Organizing Board

Receiving/Host university:

Guarda Polytechnic Institute, Portugal

Sending/Partner universities:

P1. West University of Timisoara, Romania,

P2. Université Savoie Mont-Blanc, France

P3. Université Littoral Côte d’Opale – ISCID-CO, France

Detailed programme

1. Planned activities during Virtual Component:

Week 1 - 8-10 Oct 2024

Get to know each other-teambuilding (ice breaker)

Companies’ presentation and challenges

Online lectures delivered by international/ national/local scholars

Online trainings delivered by international/ national/local HRM & tourism experts

Week 3 - 5-7 Nov 2024

Team work presentations to other groups

Teachers feedback

Outcomes

Final presentations to companies and teachers

2. Planned activities during Physical Component:

21-25 oct 2024

1st day

Reception/welcoming

Get to know each other-teambuilding (ice breaker)

Interculturality

Guarda City tour

2nd day

Visiting companies -interview with a CEO/HR Manager & challenges from the companies

HRM and Tourism classes

Team work

Intercultural evening

3th day

Visiting companies -interview with a CEO/HR Manager & challenges from the companies

H2O Hotel, Visit to GeoPark Estrela-UNESCO

Team building

Showcooking/intercultural evening (ESTH-Seia)

4th day

Visiting companies -interview with a CEO/HR Manager & challenges from the companies

HRM and Tourism classes

Team work

5th day

Extra curricular activities

Free Time

Application procedure

Registration can be done by filling this [form](#) until **27th September, 2024**

Facilities provided to participants: free accommodation in dormitories; Breakfast and lunch.