

Title of BIP:

Organizational Performance in the 21st Century by driving Innovation in Green HRM

General information

Objectives and Description

Objectives:

Knowledge and insight:

- The participants will achieve a mission within enterprises concerning high performance and commitment of GREEN HRM challenges in organizations
- The participants will apply their knowledge and benefit the experiences of professionals while solving HR challenges

Soft skills:

- 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

Description:

Due to the importance of GREEN HRM in sustainable competitiveness in organizations, the project aims to enhance the understanding the role of green HRM in promoting sustainability and competitiveness in organizations. Green HRM involves integrating environmental management into HR practices, such as recruitment, training, performance management, and employee engagement, to foster a culture of sustainability.

Methods and outcomes:

Methods:

- lectures, e-lectures, debates, workshops, onsite team work, virtual teams

Outcomes:

- Video, audio podcasts and reports

The participants operate effectively within a multicultural team environment demonstrating team-building and intercultural communication skills

Field of Education:

HRM

Target audience / Participants profile:

Students (bachelor, Master, PhD Candidates), professors and staff

No of ECTS issued:

3

Language of instruction and requirements:

English

Dates for physical activity:

12-16 May 2025

Location of physical activity:

FEAA, Pestalozzi 16 street
UVT Parvan 4 street
COMPANIES/ INSTITUTIONS located in Timis region

Dates for virtual component:

Week 1- 7-9 May 2025

Week 3- 19-21 May 2025

Virtual Component Description:

Week 1

Online lectures delivered by international/ national/local scholars
Online trainings delivered by international HRM 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:

Universitatea de Vest din Timișoara, Romania
West University of Timisoara
Faculty of Economics and Business Administration, Romania

Conf. Dr. Abrudan Denisa

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Sending/Partner universities:

P1. University of Sassari, Sardinia –Italia

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P2. Ede Christian University of Applied Sciences (CHE)- Olanda

Hilvers Harm

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P4. Gal Frenc College, Faculty of Economics, Hungary

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P5. ISCID-CO Université du Littoral Cote d'Opale- **Franta**

Dr. Nathalie Bétourné

E-mail: nathalie.betourne@iscid-co.fr

Detailed programme

1.Planned activities during Virtual Component:

Week 1

7- 9 May 2025

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 HRM experts

Week 3

19-21 May 2025

Team work presentations to other groups

Teachers feedback

Outcomes

Final presentations to companies and teachers

2.Planned activities during Physical Component:

12-16 May 2025

1st day:

Get to know each other - teambuilding

Timisoara city tour

2nd day:

Visiting companies- challenges from the companies

HRM Classes

Teamwork

3rd day:

Visiting companies- challenges from the companies

HRM Classes

Teamwork

4th day:

Visiting companies- challenges from the companies

HRM Classes

Teamwork

5th day:

Extracurricular activities

[Application procedure](#)

fill in application form available here: *to be generated later*

