

**2024 BIP:****“INNOVATIVE WAYS OF HRM- NEW GENERATION PERSPECTIVES”**

Faculty of Economics and Business Administration

West University of Timisoara

Romania

2nd-19th April 2024

Physical component: 2nd-6th April 2024

Virtual component: 8th-19th April 2024

**General information****Objectives and Description:***Objectives:**Knowledge and insight*

- the participant has achieved knowledge of some international aspects concerning international HRM
- the participant developed understanding and insight of the changing European culture

*Applying knowledge and insight*

- the participant is able to apply his knowledge and experience in an international cases in close collaboration with other participants

*Formation of fair judgements*

- the participant proves to be open minded in trans-cultural settings
- the participant has an attitude to learning from other cultures and to encounter other cultures respectfully

*Communicative skills*

- the participant is able to communicate in English in a cross-cultural setting professionally, as well in speech as in writing

*Description:*

The influence of social media, need for intensive working relations, wish for autonomy, space and diversity are all part of employability characteristics of Gen Z. The need for instant gratification, and work life balance are very high and hence they are less likely to stick to a job - which is a major concern for employers. Getting a realistic job preview of the living conditions and Motivational Cultural intelligence is one of the important factors influencing work adjustment. An increasingly diverse population of potential employees has influenced and affected HR processes in general .

We have created this program as an initiative to help our participants to learn new skills for the digital age. By upskilling, we mean giving our participants opportunities to gain the knowledge, tools and ability they need to use advanced and ever-changing technologies in the workplace and their daily lives.

The supply of competences and skills to understand, develop, apply, deploy and operate new tools in HRM for solve the new challenges in the companies is the aim of this BIP.

Students from 4 universities will work in international groups, share knowledge, attend lectures, visit companies, take part in intercultural activities and will do podcasts with CEO/ GM for understand the new perspective of HRM in the digital era.

The program will comprise lectures, debates and workshops touching on the HRM. The participants will participate in experiential training sessions and will be able to develop innovative projects together. The curriculum addresses general issues and theoretical aspects of Employability and Talent Management in an

<p>effort to offer a comprehensive image of the current HRM challenges posed by the trends on the new world of work. This BIP aims to address the main issues of Human Resource Management (HRM) from an international and practical perspective and to provide participants a new and intensive teaching and research approach on the new skills development needed in the digital era.</p>
<p><b>Methods and outcomes:</b></p> <p>Methods:</p> <ul style="list-style-type: none"> <li>lectures, e-lectures, debates, workshops, onsite team work, virtual teams</li> </ul> <p>Outcomes:</p> <ul style="list-style-type: none"> <li>4 podcasts</li> <li>e-book of News in HRM</li> <li>The participants operate effectively within a multicultural team environment demonstrating team-building and intercultural communication skills</li> </ul>
<p><b>Field of Education:</b></p> <p><b>HRM</b></p>
<p><b>Target audience / Participants profile:</b></p> <p>Students (bachelor, master, Phd. Candidates), professors and staff</p>
<p><b>No of ECTS issued:</b></p> <p><b>3</b></p>
<p><b>Language of instruction and requirements:</b></p> <p><b>ENGLISH</b></p>
<p><b>Dates for physical activity: 2 -6 April 2024</b></p>
<p><b>Location of physical activity:</b></p> <p>FEAA, Pestalozzi 16 street UVT Parvan 4 street COMPANIES located in Timis region</p>
<p><b>Dates for virtual component: 8-19 April 2024</b></p>
<p>Virtual Component Description:</p> <p><b>8th-10th April 2024</b></p> <p>Online lectures delivered by international scholars Online trainings delivered by HRM experts</p> <p><b>11th-12th April 2024</b></p> <p>Individual research</p> <p><b>15th-18th April 2024</b></p> <p>HRM virtual laboratory -working in virtual team</p> <p><b>19th April 2024</b></p> <p>Final presentation of outcomes by each team in virtual environment</p>

### 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, Prof. Dr. Abil. Noja Gratiela

[denisa.abrudan@e-uvt.ro](mailto:denisa.abrudan@e-uvt.ro)

[gratiela.noja@e-uvt.ro](mailto:gratiela.noja@e-uvt.ro)

### Detailed programme

#### **1. Planned activities during virtual component:**

##### **8th-10th April 2024**

Online lectures delivered by international scholars

Online trainings delivered by HRM experts

##### **11th-12th April 2024**

Individual research

##### **15th-18th April 2024**

HRM virtual laboratory -working in virtual team

##### **19th April 2024**

Final presentation of outcomes by each team in virtual environment

#### **2. Planned activities during physical component:**

##### **2<sup>nd</sup>-6<sup>th</sup> April 2024**

##### 1<sup>st</sup> day:

Get to know each other - teambuilding

Timisoara city tour

##### 2<sup>nd</sup> day:

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

-HRM Classes

-Teamwork

##### 3<sup>rd</sup> day:

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

-HRM Classes

-Teamwork

##### 4<sup>th</sup> day:

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

-HRM Classes

-Teamwork

##### 5<sup>th</sup> day:

Extracurricular activities