



BIP

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

Timisoara 2025

Week 1. Online March 26th –March 28th 2025

Opening ceremony. Introductory lectures and workshops by professors and company representatives and online team-building activities

Week 2. Onsite March 31th – April 4th 2025

Project based teamwork and cultural exchange. Team Collaboration, Company Visits, Case Challenge Solving and Exploring Romanian culture and the cultures of other participants

Week 3. Online April 7th – April 9th 2025

Teamwork presentations and Feedback. Presenting teamwork outcomes, discussion and feedback (delivered by company mentors, professors and peers). Closing ceremony

Date and Place
March-April 2025, Timisoara
Romania

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GOAL

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



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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





Participants

- Students from France, Lithuania, Poland, Hungary, Serbia, Romania
- Professors from France, Lithuania, Poland, Hungary, Romania
- Guest professors from UK, Portugal, USA, Switzerland, Indonesia, Austria, Serbia and more
- Educational partners from business

BIP COORDINATOR

Faculty of Economics and Business Administration, West University of Timisoara

RESPONSIBLE PERSONS

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Welcome to FEAA UVT
BIP 2025

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Dates for physical activity:
31th March-4th April 2025

Dates for virtual component:
26th-28th March 2025
7th-9th April 2025