

Title of BIP:

Cardinal drive for successful HR in Organizations, 3rd Edition, Timisoara, Romania

(1st Edition- IPG, Guarda Portugal, 2nd Edition USMB, France)

General information

Objectives and Description:

Objectives

Knowledge and insight:

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

“Cardinal Drive for Successful HR in Organizations” deepens the understanding of the core drivers that enable HR to act not only as an administrative function, but as a strategic engine for organizational performance, innovation, and long term sustainability.

The participants of BIP 2026 examines the cardinal dimensions of successful HR — including talent development, employee experience, leadership impact, and organizational culture — and shows how these elements interact to create competitive advantage. Emphasis is placed on the transition from traditional HR practices to value creating HRM capable of supporting organizations in volatile, uncertain, and technology driven environments.

This 3rd Edition integrates new perspectives on AI enabled HR, data driven decision making, and socially responsible people management, reflecting the evolving expectations of the future workforce. It highlights how HR can shape ethical, inclusive, and human centered workplaces while maintaining strategic alignment with organizational goals.

Methods and outcomes:

Methods:

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

Outcomes:

- podcasts, presentations of the HRM solutions for the companies

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:

14-18 DECEMBER 2026

Location of physical activity:

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

Dates for virtual and physical components:

Virtual Week 1: 11-13 NOVEMBER 2026

Virtual Week 2: 18-20 NOVEMBER 2026

Physical Week 3: 14-18 DECEMBER 2026

Physical & Virtual Components Description:

Week 1 virtual

Online lectures delivered by international/ national/local scholars
Online trainings delivered by international HRM experts
Companies presentation and challenges

Week 2 virtual

Online lectures delivered by international/ national/local scholars and HRM experts
Individual research

Week 3 physical

HRM laboratory in mixed teams

Final presentation of outcomes by each mixed teams in front of an international jury

Organizing Board

Receiving/Host university:

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

Coordinators:

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Detailed programme

During the programme virtual and physical components , the project will have guest lecturers and speakers from universities and HRM experts from different countries : **Serbia, India, Pakistan**

1.Planned activities during Virtual Component:

Week 1

11-13 NOVEMBER 2026

Online lectures delivered by international/ national/local scholars

Online trainings delivered by international HRM experts

Week 2

18-20 NOVEMBER 2026

Online lectures delivered by international/ national/local scholars and HRM experts

Individual research

2.Planned activities during Physical Component:

14-18 DECEMBER 2026

1st day:

Get to know each other - teambuilding

HRM Classes

Best of Timisoara- city tour

2nd day:

Visiting companies- working in mixed teams for the challenges from the companies

Working in mixed teams

3rd day:

Visiting companies- working in mixed teams for the challenges from the companies

Working in mixed teams

4th day:

Team work presentations to other groups

Teachers feedback

Outcomes

Final presentations to companies and teachers

5th day:

Extracurricular activities

Application procedure

fill in application form available here: to be generated later