



ABSTRACT BOOK

19th Prof. Vladas Gronskas International Scientific Conference

29th of November 2024

Kaunas, Lithuania

This conference has received funding from the Research Council of Lithuania (LMTLT), agreement No P-MOR-24-14.





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ISSN 2669-0233

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ABSTRACTS

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EXPLORING HOW GREEN HUMAN RESOURCE MANAGEMENT PRACTICES INFLUENCE EMPLOYEE GREEN BEHAVIOR

The growing global emphasis on environmental sustainability has positioned green human resource management (GHRM) practices as essential for fostering employee green behavior within organizations. This study explores the impact of GHRM practices on employee green behavior, examining how strategic HR practices, including green recruitment, training, performance appraisal, and reward systems, can shape employee behavior at work. Empirical researches reveal that organizations that actively implement GHRM practices witness a significant increase in employees' green commitment, eco-conscious actions, and sustainable decision-making. This presentation provides valuable insights for academics exploring the impact of GHRM and for practitioners seeking practical strategies to implement GHRM practices within organizations.

Key words: *human resource management, green human resource management practices, employee green behavior, sustainability*

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SYNERGY BETWEEN NATIONAL FUNDING SYSTEM AND UNIVERSITY BUDGETING: A LITERATURE REVIEW ON HIGHER EDUCATION EFFECTIVENESS

This presentation examines the synergy between national funding systems and university budgeting and how this impacts on the effectiveness of higher education. In a rapidly evolving global economy, universities play a critical role in driving innovation and development, yet they are often caught between public sector expectations and private sector efficiency models. The aim of this presentation is to analyse the complex relationship between funding sources and university budgeting models, and how this synergy impacts the overall effectiveness of education systems. Key topics include the influence of state funding on university performance metrics, the challenges of balancing national macro-level priorities with micro-level efficiency requirements, and the potential for a theoretical model that aligns institutional and national objectives. By examining current literature, this presentation aims to provide insights into optimising the allocation of resources in higher education to support strategic goals and drive sector-wide improvements.

Key words: *national funding systems, university budgeting, higher education effectiveness, university efficiency*