



## Curriculum Vitae Europass

### Personal information

First name(s) / Surname(s)	<b>Radu-Ioan Popa</b>
Address(es)	Lucian Blaga str., nr. 2A, 3 <sup>rd</sup> floor, Room M310, Sibiu city, Sibiu county, postal code 550169, Romania
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E-mail	radu.popa@ulbsibiu.ro
Website	<a href="https://socioumane.ulbsibiu.ro/team/radu-ioan-popa/">https://socioumane.ulbsibiu.ro/team/radu-ioan-popa/</a>
ORCID ID	<a href="https://orcid.org/0000-0003-0512-8372">https://orcid.org/0000-0003-0512-8372</a>
Web of Science Researcher ID	GWN-0259-2022
Nationality	Romanian
Gender	Male

### Work experience

Dates	2023 Jul. - present 2013 Oct. – 2023 Jul. 2012 Dec. - present 2012 Nov. – 2013 Aug. 2009 Oct. – 2012 Sept. 2009 Apr. – present 2008 Feb. – 2009 Oct. 2007 Oct. – 2008 Feb.
Occupation or position held	Associate Professor PhD Assistant Professor / Senior Lecturer PhD Specialist psychologist – Work and Organizational Psychology Expert trainer – POSDRU projects PhD student Trainer of trainers Academic teaching assistant Associated academic teaching assistant
Main activities and responsibilities	Scientific research and academic coordinator for disciplines such as Recruitment and Selection of Human Resources, Organizational Pathology, Motivation, Satisfaction and Work Performance, Advanced Psychological Methods for Personality Evaluation and Individual Differences Assessment in Organizational Context, The Psychology of Leading - Leadership and change, Informatics and Database systems, Human Development, Introduction to Psychology, Introduction to Psychopathology, Training and Professional Development, Work Psychology, Career Development and Guidance; Training and Professional Education

Name and address of employer	<p>"Lucian Blaga" University of Sibiu, Faculty of Social Sciences and Humanities, Social Work, Journalism, Public Relations and Sociology Department, Blvd. Victoriei, nr. 10, postcode 550024, Sibiu, Romania Tel.: + 40 269 212 970 Website: <a href="http://www.ulbsibiu.ro">http://www.ulbsibiu.ro</a></p> <p>National School for Political and Administrative Studies, Povernei str., nr. 6, postcode 010643, Bucharest, Romania Tel.: + 40 21 318 08 97 Website: <a href="http://www.snsipa.ro">http://www.snsipa.ro</a></p> <p>University of Bucharest, Faculty of Psychology and Education Sciences, Panduri str., nr. 90, postcode 050657, Bucharest, Romania Tel.: + 40 31 425 34 45 Website: <a href="http://www.fpse.ro">http://www.fpse.ro</a></p> <p>West University of Timișoara, Faculty of Sociology and Psychology, blvd. Vasile Pârvan, nr. 4, postcode 300223, Timișoara, Timiș county, Romania Tel.: + 40 256 592320 Website: <a href="http://www.socio.uvt.ro">http://www.socio.uvt.ro</a></p>
Type of business or sector	Academic education and scientific research, profession counseling and training
<b>Education and training</b>	
Dates	<p>2012 Dec. – present – specialist psychologist, Romanian Psychologists Collegium</p> <p>2009 Oct. – 2012 Sept. – PhD in Psychology, Faculty of Psychology and Education Sciences, University of Bucharest</p> <p>2007 Oct. – 2009 Jun. – MA in Work, Organizational and Transportation Psychology, Faculty of Sociology and Psychology, West University of Timișoara</p> <p>2003 Oct. – 2007 Jun. – Bachelor Degree in Psychology, Faculty of Sociology and Psychology, West University of Timișoara</p>
Title of qualification awarded	<p>Licensed specialist psychologist in Work and Organizational Psychology</p> <p>PhD in Psychology</p> <p>MA in Work, Organizational and Transportation Psychology</p> <p>Bachelor degree in Psychology</p>
Principal subjects/occupational skills covered	<p>Work and Organizational Psychology, Clinical Psychology, Consumer Psychology, Social Statistics, Transport Psychology, Social Psychology, Management, Political Psychology etc.</p> <p>Work analysis, diagnosis and organizational intervention, brand development, applied statistics, group dynamics, psychological evaluation for organizations, occupational counseling, training, profession education for adults etc.</p>
Name and type of organisation providing education and training	<p>Romanian Psychologists Collegium, Bucharest, Romania</p> <p>University of Bucharest, Faculty of Psychology and Education Sciences, Romania</p> <p>West University of Timișoara, Faculty of Sociology and Psychology, Romania</p>
Level in national or international classification	ISCED 8
<b>Personal skills and competences</b>	
Mother tongue(s)	<b>Romanian</b>

Other language(s)

Self-assessment

European level (\*)

**English**

**French**

**German**

**Spanish**

Understanding				Speaking				Writing	
Listening		Reading		Spoken interaction		Spoken production			
C2	Proficient user	C2	Proficient user	C2	Proficient user	C2	Proficient user	C1	Proficient user
B1	Independent user	B2	Independent user	B1	Independent user	B1	Independent user	B1	Independent user
A2	Basic user	A2	Basic user	A2	Basic user	A2	Basic user	A2	Basic user
A1	Basic user	A2	Basic user	A2	Basic user	A1	Basic user	A1	Basic user

(\*) [Common European Framework of Reference for Languages](#)

Social skills and competences

Group dynamics and teamwork processes: I gained a rich experience while working with teams and work groups, activating as a member or a coordinator in various national and international academic education and research projects.

Team spirit: I am fond of the teamwork experience, involving constantly in practical and research projects over time, throughout my career, consolidating this experience from the position of researcher and trainer, and also as a PhD and academic staff.

Organizational skills and competences

I hold skills inside the expertise area for work and human resources management, training and team processes.

At present I am a member in different research teams for national and international projects in process.

Technical skills and competences

Organizational evaluation, applied social statistics, psychological surveys and interviews for work field, trainer, consultancy, profession orientation and education.

Computer skills and competences

I am familiar with social statistics software and applications such as: SPSS, PSPP and NVIVO.

Driving license

A and B

**Additional information**

#### **AFFILIATIONS**

Centre for Social Research, "Lucian Blaga" University of Sibiu – member

Connected Intelligence Research Center (INCON) – research collaborator

Romanian Psychologists Collegium – member

Industrial and Organizational Psychology Association - member

03.02.2015 – 10.02.2015 - visiting teacher at Volda University College, Norway, financed by EEA Grants, Faculty of Social Sciences and History

08.06.2015 - 15.06.2015 - visiting teacher at Munich University of Applied Sciences, Germany, financed by Erasmus+, Departments of Applied Social Sciences and General and Interdisciplinary Studies

29.03.2016 - 02.04.2016 - trainee and junior researcher at University of Salford, School of Health Sciences, Manchester, United Kingdom, financed by COST program (European cooperation in Science and Technology), Cancer and Work Network (CANWON)

18.04.2016 – 29.04.2016 – research stage at University of Zagreb, School of Medicine, Zagreb, Croatia

11.10.2016 – 25.01.2017 – visiting teacher at Munich University of Applied Sciences, München, Germany, MUAS Fellowship program, Department of Applied Social Sciences (FK11)

14.09.2019 – 23.09.2019 - visiting teacher at Yeni Yuzyil University of Istanbul, Turkey, training stage financed by Erasmus+, Faculty of Arts and Sciences, Department of Psychology, and also at the Health Science Faculty, Occupational Health and Safety Department and the Nutrition and Dietetics Department

16.03.2020 – 10.07.2020 – visiting teacher at Munich University of Applied Sciences, München, Germany, MUAS Fellowship program, Department of Applied Social Sciences (FK11)

11.05.2020 – present – International Social Europe Days team member (Network of 10 European Institutes of Higher Education)

20.03.2023 - 03.04.2023 - visiting teacher at University of Applied Sciences (FH Campus Wien), Vienna, Austria, financed by Erasmus+, Department of Social Work

28.02.2024 - 27.03.2024 - visiting teacher at University of Applied Sciences (FH Campus Wien), Vienna, Austria, Department of Social Work

### **EDITORIAL ACTIVITY**

2023 – present Member in the editorial board for the scholarly revue – Human Resources Psychology Journal, Bucharest

2012 – 2021 Member in the editorial board for the scholarly revue - The Journal of the Romanian Society of Experimental Applied Psychology, Bucharest

2013 – 2021 Member in the editorial board for the scholarly revue - The International Journal of Traffic and Transportation Psychology, a journal of the Romanian Society of Experimental Applied Psychology, Bucharest

Reviewer for PSIWORLD editions 2013, 2014, 2015, 2016 Proceedings, Elsevier - Procedia SBS, Social and Behavioural Sciences

Reviewer for Social Sciences Journal

Reviewer for International Journal of Environmental Research and Public Health

Reviewer for Croatian Medical Journal

Reviewer for Social Change Review ("Lucian Blaga" University of Sibiu, Romania in partnership with Newman University, Birmingham, UK)

Reviewer for Children and Youth Services Review (Elsevier, Amsterdam, Holland)

Reviewer for Research and Education Journal

Reviewer for Human Resources Psychology Journal (Romanian Association of Industrial and Organizational Psychology - APIO).

### **EXPERTISE EXPERIENCE IN ACADEMIC PROJECTS**

08.11.2012 – 31.08.2013 – expert/trainer for the project – "*Entrepreneurship for human resources*", POSDRU 92/3.1/S/53763.

11.03.2013 – 30.06.2013 – expert/trainer for the project – "*Learning styles and pupils temperament – instruments for a creative education*", POSDRU 87/3.1/S/61341.

04.10.2019 – 30.11.2019 – education expert for the project – "*Lucian Blaga University of Sibiu (LBUS), pupils, students and employers, TOGETHER for improving the access to higher education and social inclusion of youth*", cod CNFIS – FDI – 2019 - 0435.

27.04.2020 – 31.05.2020 – project management team – "*Virtual Social Europe Days - Challenges for Social Policy, Social Work and Human Resource Management*".

07.10.2020 – 30.11.2020 – education expert for the project – “LBUS – a chance for higher education, a chance for the social integration of young people”, cod CNFIS – FDI – 2020 - 0430.

12.04.2020 – 30.04.2021 – management team member for the project – “Virtual Social Europe Days - Challenges for Social Policy, Social Work and Human Resource Management”.

25.05.2021 – 23.06.2021 – education trainer for the project – “Access and equity inside universities. Innovative entrepreneur steps for students and teachers”, POCU/379/6/21/124874.

20.04.2022 – 24.05.2022 – project management team member – “Virtual Social Europe Days - We and the SDGs (Sustainable Development Goals)!”.

13.04.2023 – 17.05.2023 – project management team member – “Social Europe Days - We and the SDGs (Sustainable Development Goals)!”.

20.07.2023 – 07.10.2024 – education trainer for the project – “Bridge summer school – ULBS”, grant nr. 143/SGU/PV/II.

08.04.2024 – 17.05.2024 – project management team member – “Social Europe Days - We and the SDGs (Sustainable Development Goals)!”.

### RESEARCH EXPERIENCE IN ACADEMIC PROJECTS

2003-2004 - member in the organizing team for the international project “Analysing pro-environmental and corruption politics: a perspective of young Romanian researchers over the integration in the EU”, project created in partnership with the General Department for Education and Culture of the European Union, financing line A-3022, agreement n. 2003 - 3477 / 001 - 001 CEN CENRE, project Jean Monnet

12.11.2013 – 31.12.2013 - research assistant for the research project PN-II-RU-PD-2012-3-0567 – “Assessing the personalization of voting behaviour in post-communist polities: under what circumstances do leader matter more?”, finance contract nr. 56/30.04.2013

01.10.2015 – 01.10.2017 - post-doctoral researcher for the research project PN-II-RU-TE-2014-4-0478 – “Community participation for reducing the burden of cancer: stakeholders’ involvement in facilitating the return to work of cancer patients.”, finance contract nr. 363/ 01.10.2015

01.03.2019 - 01.03.2021 - research assistant for project REWIR VS/2019/0075 – “Negotiating return to work in the age of demographic change through industrial relations”, financed by the European Commission, Labour Force, Social Affairs and Inclusion Sector

01.10.2019 – 31.01.2021 – researcher collaborator, consultant for project DiFiCIL – “Development of socio-physical-cybernetics systems on the Internet of Things basis in the factory of the future”, contract nr. 69/08.09.2016, ID P\_37\_771, co-financed by the European Fund for Regional Development through the Operational Competitivity Program 2014-2020.

25.05.2022 – present – research team member “Social life in the pandemic – family and social services”, project financed by “Lucian Blaga” University of Sibiu and Hasso-Plattner Foundation through the program LBUS-RRC-2020-01.

12.06.2023 – present – expert coordinator social surveys and studies (researcher level 3), for project – “Research career orientation centre – Central Region”, contract nr. 760031/23.05.2023.

17.01.2025 – present – researcher for the project – “Research excellency development with regard to state, religion and body” (nr. PN-IV-P8-8.1-PRE-HE-ORG-2024-0233, contract nr. 92 PHE/1.01.2025), financed by the Ministry of Research, Innovation and Digitization, CNCS/CCCDI – UEFISCDI, within PNCDI IV, European and International Cooperation Program, Horizon Europe subprogram.

## PUBLICATIONS – SELECTIVE LIST

### Books, Chapters and Articles

1. **Popa, R.-I.** (2025). Expressions of workplace collective aggression. Navigating through concepts and views on mobbing, bullying and harassment. *Human Resources Psychology Journal*, 23(1), e-ISSN 2068-8016, in press, <https://doi.org/10.24837/pru.v23i1.581>.
2. **Popa, R.-I.** (2025). Workforce and migration – vulnerabilities in a climate change context. In L. Scholz and C. Trüe (eds.), *Green Deal II - on track for 2030 and 2050? Political, Economic and Legal Issues*. Baden-Baden: Nomos, in press.
3. **Popa, R.-I.** (2025). *Images and instances of organizational pathology*. Cluj-Napoca: Cluj University Press. ISBN 978-606-37-2488-6.
4. Croitoru, A., Bobic, V., Corman, S., Pavelescu, A., **Popa, R.-I.**, Rădăcină, O.-E. (2025). Romanians' fears linked to the system of social work: Too many people take advantage without needing help. *International Social Work*, 0(0), ISSN 0020-8728, eISSN 1461-7234, pp. 1-15. DOI: 10.1177/00208728241309475
5. **Popa, R.-I.** (2025). Human – Artificial Intelligence interaction at the workplace. In R. Lisowski, L. Scholz and C. Trüe (eds.), *Academia, Administration, Digitalization and Sustainability*. Baden-Baden: Nomos, ISBN 978-3-98542-067-4, pp. 108 - 114. [doi.org/10.5771/9783957104434](https://doi.org/10.5771/9783957104434).
6. **Popa, R.-I.** (2024). Managing toxic leaders and dysfunctional organizational dynamics. The psychosocial nature of the workplace. Book review. *Social Change Review*, e-ISSN 2068-8016, 22(1), DOI: 10.2478/scr-2024-0002.
7. Man, G., **Popa, R.-I.**, Man, M. (2024). Blaming the young is always more accessible rather than accusing the older employees: An experimental view over age and health in organizations. *Frontiers in Psychology*, 15, e-ISSN 1664-1078. DOI: 10.3389/fpsyg.2024.1340711.
8. **Popa, R.-I.** (2023). Human centricity and technology advances research in social sciences: A literature insight on artificial intelligence. *Social Change Review*, 21(1), ISSN 2068-8016, pp. 56 - 76. <https://doi.org/10.2478/scr-2023-0004>.
9. Morândău, F.E., **Popa, R.-I.**, Rădăcină, O.E., Bobic, V. (2023). *Social life in the pandemic. Family relations dynamics and the need for social work*. Cluj-Napoca: Cluj University Press. ISBN 978-606-37-1574-7.
10. **Popa, R.-I.** (2023). *Applied incursions on leadership thematic in the organizational environment*. Cluj-Napoca: Cluj University Press. ISBN 978-606-37-1815-1.
11. Man, G., **Popa, R.-I.**, Man, M. (2022). Opportunities for older employees during the Fourth Industrial Revolution. *Bulletin of the Transilvania University of Braşov. Series VII. Social Sciences. Law*, 15(64), no. 2, ISSN 2066-7701, e-ISSN 2971-9410, pp. 133 – 142. DOI: <https://doi.org/10.31926/but.ssl.2022.15.64.2.2>.
12. **Popa, R.-I.**, Pogan, L. (2022). Mapping potential human variables in user-smart technologies adaptation at work. *Universitary Journal of Sociology*, 18(3), ISSN 2537-5024, ISSN-L 1841-6578, pp. 91 – 98. <http://www.sociologiecraiova.ro/revista/2022/12/revista-universitara-de-sociologie-no-3-2/>.
13. **Popa, R.-I.**, Man, M., Man, G. (2022). Mental health at the workplace in pandemic times. A view over recent research in organizations. *Journal of Psychology*, 68(4), ISSN 0034-8759, eISSN 2344-4665, pp. 309 – 319. <https://journalofpsychology.ro/index.php/RP/article/view/66>.
14. **Popa, R.-I.** (2022). Organizational behavior: a practical, problem-solving approach. Book review. *Social Change Review*, e-ISSN 2068-8016, 20(1), pp. 181-194, DOI: 10.2478/scr-2022-0001
15. Popa, A.-E., Morândău, F.E., **Popa, R.-I.**, Rusu, M.S. (2021). Chapter 6 - Missing a framework for returning to work: the role of the social partners in Romania. In M. Akgüç (ed.). *Continuing at work. Long-term illness, return to work schemes and the role of industrial relations*, Brussels: ETUI aisbl, ISBN: 978-2-87452-608-4, pp. 121 – 141.
16. Zamfirescu B.-C. (coord.), Matei A., Butean, V.A., Circa, D., Cruceat, A. M., Gellert, A., Gheţiu, T., Govoreanu, V.C., Neghină, M., Pămărac, R.G., Petruse, R.E., Pîrvu, B.G., Pogan, L.D., **Popa, R.-I.**, Precup, Şt. A., Puşcaşu, S., Stanciu, S.G., Şoroştinean, R.T., Țocu, N.A., Voju, R.A. (2021). *Socio-physical-cybernetic systems engineering inside the production systems. Artificial intelligence and industry digital transformation collection*. Sibiu: „Lucian Blaga” University of Sibiu Publishing House.
17. **Popa, R.-I.**, Pogan, L. (2020). Comparative perspectives on work-family relation and gender roles in Romanian context. *Bulletin of the Transilvania University of Braşov. Series VII. Social Sciences. Law*, 13(62), no. 2, ISSN 2066-7701, e-ISSN 2066-771X, pp. 165 – 176. DOI: <https://doi.org/10.31926/but.ssl.2020.13.62.2.4>.
18. Pogan, L., **Popa, R.-I.** (2020). Living in a smart world. A study over employees' perceptions on the usage of intelligent devices. *Universitary Journal of Sociology*, 16(2), ISSN 2537-5024, ISSN-L 1841-6578, pp. 121 – 129. <http://www.sociologiecraiova.ro/revista/2020/12/revista-universitara-de-sociologie-no-2-2020/>.

19. Pogan, L., **Popa, R.-I.** (2020). A theoretical and practical comprehensive framework for artificial intelligence and socio-psychological challenges. *Bulletin of the Transylvania University of Braşov. Series VII. Social Sciences. Law*, 13(62), ISSN 2066-7701, e-ISSN 2066-771X, pp. 33 – 40. DOI: <https://doi.org/10.31926/but.ssl.2020.13.62.1.3>.
20. Popa, A.-E., Morândău, F.E., **Popa, R.-I.**, Rusu, M.S., Sidor, A. (2020). Supporting the Return to Work After Cancer in Romania: Exploring Employers' Perspectives. *Journal of Occupational Rehabilitation*, 30(5), ISSN 1053-0487, e-ISSN 1573-3688, pp. 59-71. DOI: <https://doi.org/10.1007/s10926-019-09846-1>.
21. Popa, A.-E., **Popa, R.-I.** (2020). Working as a cancer survivor in Romania: an overview of the statutory policies for return to work. *Disability and Rehabilitation*, 42(19), ISSN 0963-8288, e-ISSN 1464-5165, pp. 2679-2686. DOI: 10.1080/09638288.2019.1577498.
22. **Popa, R.-I.** (2015). Theoretical perspectives upon the return to work of cancer patients: The difficult path of integration in the organization. *Social Change Review*, 13(2), ISSN 2068-8016, pp. 113 - 135. <https://doi.org/10.1515/scr-2015-0012>
23. **Popa, R.-I.** (2015). The organization: a short voyage beyond appearances. In B. Voicu, H.M. Rusu and A.E. Popa (eds.). *Is Romania different? Society and sociology...where to?*, Bucharest: Tritonic, ISBN 978-606-12-1225-5, pp. 97 - 106.
24. **Popa, R.-I.** (2015). Manager roles. In George Neamţu (ed.), *Social Work Encyclopaedia*. Iaşi: Polirom Publishing House, ISBN 978-973-46-4439-1.
25. **Popa, R.-I.** (2015). Perspectives/paradigms over personality. In George Neamţu (ed.), *Social Work Encyclopaedia*. Iaşi: Polirom Publishing House, ISBN 978-973-46-4439-1.
26. **Popa, R.-I.** (2014). Of friends and foes in organizations: A theoretical perspective upon performance at work. *Procedia - Social and Behavioral Sciences*, 127, ISSN 1877-0428, pp. 786 - 790.
27. **Popa, R.-I.** (2013). The Oxford Handbook of personnel assessment and selection - Review. *Romanian Journal of Experimental Applied Psychology*, 4(2), Bucharest: University Publishing House, e-ISSN 2286-1831, pp. 110 - 115.
28. **Popa, R.-I.** (2013). Leaders and the power of influence in organizations: a theoretical perspective. *Romanian Journal of Experimental Applied Psychology*, 4(2), Bucharest: University Publishing House, e-ISSN 2286-1831, pp. 3 - 12.
29. **Popa, R.-I.** (2012). Data management in meta-analytical procedures: myths, realities and biases. *Bulletin of the Transylvania University of Braşov. Series VII. Social Sciences. Law*, 5(54), pp. 175 – 180. [https://webbut.unitbv.ro/index.php/Series\\_VII/article/view/6031](https://webbut.unitbv.ro/index.php/Series_VII/article/view/6031).
30. **Popa, R.-I.** (2012). An experimental perspective over personality and leadership styles inside Romanian organizations. *Procedia - Social and Behavioral Sciences*, 33, ISSN 1877-0428, pp. 488 - 492.
31. Sava, F. A., **Popa, R.-I.** (2011). Personality types based on the Big Five model. A cluster analysis over the Romanian population. *Cognition, Brain, Behavior. An Interdisciplinary Journal*, 15(3), pp. 359-384. <https://www.cbbjournal.ro/index.php/en/2011/69-15-3/473-personality-types-based-on-the-big-five-model-a-cluster-analysis-over-the-romanian-population>.
32. **Popa, R.-I.** (2011). The Blackwell Handbook of principles of organizational behavior - Review. *Romanian Journal of Experimental Applied Psychology*, 2(1), e-ISSN 2286-1831, pp. 58 - 63.
33. **Popa, R.-I.** (2010). Personality dimensions inside organizations: a meta-analytic approach. *Romanian Journal of Experimental Applied Psychology*, 1(1), ISSN 2069-1971, pp. 74 - 81.
34. **Popa, R.-I.**, Maricuţoiu, L., Negoescu, L., Pleşea, S. (2008). Personality and the transformational leadership: A meta-analysis. In E. Avram (coord.). *Psychology in modern organizations*, Bucharest: University Publishing House, ISBN 978-973-749-429-0, pp. 138 - 153.

## Research papers presented at conferences

1. **Popa, R.-I.** (2025). Technostress and maladaptive behaviors in a digital world. International Symposium – “Sustainable Development, Social Challenges and Public Policy”, 26th edition, Bremen, Germany, 24 April 2025.
2. **Popa, R.-I.**, Man, M. (2025). Workshop “Time and Artificial Intelligence in an organizational context”, Industrial and Organizational Psychology Association (APIO) Scientific Conference – “Cross-cultural challenges and opportunities for organizations in the age of AI”, 25<sup>th</sup> edition, Sibiu, 28-30 March 2025.
3. **Popa, R.-I.**, Zamfirescu-Mareş, D. (2024). Social stigma of vulnerable groups: A lifespan journey through evaluations and profiles of mental health conditions, from communism to modern day in Romania. International Scientific Conference – „Social Work in the Addictions and Health Care - Interdisciplinary Collaboration to Improve Quality of Services and Quality of Life”, The University „1 Decembrie 1918” from Alba-Iulia, The Quality of Life Research Institute

from Romanian Academy, „Babeş-Bolyai” University from Cluj-Napoca, University of Zielona Gora, Josip Juraj Strossmayer University of Osijek, Alba-Iulia, 13 – 14 December 2024.

4. **Popa, R.-I.** (2024). Human centricity in artificial intelligence settings at work. International Conference – „Tendencies of Knowledge and Social Development in the 21st Century”, The University „1 Decembrie 1918” from Alba-Iulia, 8<sup>th</sup> edition, Alba-Iulia, 11 – 12 December 2024.

5. **Popa, R.-I.** (2024). An overview over Mixed Reality applications in training personnel – social and psychological challenges. International Annual Conference of the Social Work, Journalism, Public Relations and Sociology Department – “Fostering Cross-disciplinary Reflections to Bridge Societal Divides” - REFLECT, „Lucian Blaga” University of Sibiu, 19<sup>th</sup> edition, Sibiu, 21 – 23 November 2024.

6. **Popa, R.-I.** (2024). Managing AI and human centricity in organizations. International Conference Social Europe Days – “SDGs and Public Policy: International Perspectives. New Challenges in a Participative Society”, 25<sup>th</sup> edition, Hasselt, Belgium, 29 April 2024.

7. **Popa, R.-I.**, (2023). Smart training at work, industry and Mixed Reality. International Conference – “Academia, Administration, Digitalization and Sustainability”, Bremen, Germany, 31 August – 01 September 2023.

8. **Popa, R.-I.** (2023). Migration and labour force in times of war - adapting to a new setting. International Conference Virtual Social Europe Days – “ We and the SDGs (Sustainable Development Goals)!”, 24<sup>th</sup> edition, Berlin, Germany, 24 April 2023.

9. **Popa, R.-I.**, Man, M. (2022). Present perspectives upon older employees in the 21<sup>st</sup> century organizations. National Scientific Symposium – “Consciousness Paradigm – Multi and interdisciplinary approaches”, 4<sup>th</sup> edition, Romanian Academy, Iaşi, Romania, 15 – 16 December 2022.

10. **Popa, R.-I.**, (2022). Artificial Intelligence and smart systems at work: the human resources dilemma. International Conference Virtual Social Europe Days – “ We and the SDGs (Sustainable Development Goals)!”, 23<sup>rd</sup> edition, Berlin, Germany, 24 May 2022.

11. **Popa, R.-I.**, (2021). About health and illness in the organizational environment. National Scientific Symposium – “Consciousness Paradigm – Multi and interdisciplinary approaches”, 3<sup>rd</sup> edition, Romanian Academia, Iaşi, Romania, 09 – 11 December 2021.

12. **Popa, R.-I.**, (2021). Europe's Green Continent - The difficult path of change from global to local in social terms. A psychology perspective. International Conference – “The EU Green Deal and its Implementation”, Bremen, Germany, 25 – 26 November 2021.

13. **Popa, R.-I.**, (2021). Managing illness at the workplace. Old story, new challenges. International Conference Virtual Social Europe Days – “Challenges for Social Policy, Social Work and Human Resource Management”, 22<sup>nd</sup> edition, Munich, Germany, 19 – 22 April 2021.

14. **Popa, R.-I.**, Pogan, L. (2020). Stepping into the AI era. A brief analysis over human perceptions, mindsets and interactive artificial intelligent systems at work. International Eastern European Conference of Mental Health – “In and out of your mind”, Mental Health Association of South-East Europe, “Lucian Blaga” University of Sibiu, “Gheorghe Preda” Psychiatry Hospital Sibiu, Romanian Association of Classical Psychodrama, 4<sup>th</sup> edition, Sibiu, 19 – 22 November 2020.

15. **Popa, R.-I.**, (2020). Migration - the long way back to where? International Seminar Virtual Social Europe Days – “Challenges for Social Policy, Social Work and Human Resource Management”, 21<sup>st</sup> edition, Munich, Germany, 11 – 14 May 2020.

16. **Popa, R.-I.**, Pogan, L. (2019). Work-family interface –perspectives over roles in a present dynamic Romanian context. Annual Conference for Research in Sociology and Social Work, 18<sup>th</sup> edition, Sibiu, 13 – 14 December 2019.

17. Morândău, F.E., **Popa, R.-I.** (2019). Workshop “After high school where to? Elements of vocational orientation and professional counselling of pupils”, National Scientific Conference – “Preacademic and academic sectors in dialogue”, 2<sup>nd</sup> edition, Sibiu, 13 April 2019.

18. **Popa, R.-I.**, Pogan, L. (2018). Career or family first? New perspectives upon the work-family relations in an organisational Romanian context following social integration – a pilot study. Annual Conference for Research in Sociology and Social Work, 17<sup>th</sup> edition, Sibiu, 14 – 15 December 2018.

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