

PERSONAL INFORMATION



ȘTEFAN ALINA-DANIELA

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 [alina.stefan@e-uvt.ro](mailto:alina.stefan@e-uvt.ro)

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WORK EXPERIENCE

02.2023 - present

Assistant Professor – West University of Timișoara

Andrei Rusu – Head of the Psychology Department ([andrei.rusu@e-uvt.ro](mailto:andrei.rusu@e-uvt.ro))

- Teaching and preparation of educational materials, Research activity, Administrative activity.

02.2023 – 02.2026

Research Assistant – West University of Timișoara

Delia Virgă – Head of the Psychology Department ([delia.virga@e-uvt.ro](mailto:delia.virga@e-uvt.ro))

- Identifying research topics, literature review, research design, data collection and analysis, presenting research findings, and writing scientific articles.

06. 2022 – 08.2022

Human Resources Specialist – International Mobility

Ioniță Alina Florentina – Human Resources Manager/ Coordinator ([Alina.Ionita@ro.bosch.com](mailto:Alina.Ionita@ro.bosch.com))

- International secondment processes, visa processing for foreign nationals, obtaining work permits, preparing residence permit renewals, cross-border teleworking, A1 form submissions, and updating records.

07. 2021 – 06.2022

Intern BOSCH – Assistant Information Analyst (HR Admin & Mobility)

Ile Gabriela – Human Resources Manager ([Gabriela.Ile@ro.bosch.com](mailto:Gabriela.Ile@ro.bosch.com))

- HR Admin: Office presence management, external correspondence (bank cards, certificates, termination notices), issuing employment certificates (income, employment status, medical, seniority), updating employee records in Conta and Charisma (IDs, certificates, diplomas, passports, residence permits), and administrative support for document signing, scanning, and filing.
- International Mobility: Support in preparing residence permit renewal files for foreign employees, A1 form submissions, and generating reports.

2019 - 2021

Volunteer - "Anima Nostra" Association

Elisabeta Zelinka – "Anima Nostra" Association ([elisabeta.zelinka@e-uvt.ro](mailto:elisabeta.zelinka@e-uvt.ro))

- Organizing cultural events and conferences, fundraising for children from dysfunctional families or underprivileged backgrounds, and providing after-school tutoring.

- 2014 - 2019 **Volunteer - „Pentagon” Cultural Association**  
Ana Maria Pandeale Andone – president of „Pentagon” Association
- Fundraising for the Louis Țurcanu Children's Hospital in Timișoara, organizing charity performances, and organizing theater festivals.

## EDUCATION AND TRAINING

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- 2022 – present **PhD in Psychology – West University of Timișoara**  
West University of Timișoara, Faculty of Psychology and Educational Sciences
- PhD Thesis Title: “Flow at work: from personal characteristics to well-being and performance”
  - Research Interests: Self-leadership, playful work design, flow at work, job performance.
- 2020 – 2022 **Master’s Degree in Work, Organizational, and Transportation Psychology**  
West University of Timișoara, Faculty of Sociology and Psychology
- Coursework: Organizational Psychology, Applied Psychodiagnostics in Transportation, Validation and Use of Psychological Tests, Personnel Selection and Performance Appraisal.
  - Acquired Skills: Conducting semi-structured interviews, drafting recruitment advertisements, ability to administer psychological tests for selection purposes.
- 2020 – 2022 **Master’s Degree in Clinical Psychology and Psychotherapy**  
West University of Timișoara, Faculty of Sociology and Psychology
- Coursework: Clinical Psychology, Cognitive-Behavioral Therapy (CBT), Psychological Counseling, Health Psychology.
  - Acquired Skills: Conducting counseling sessions, applying specific CBT techniques, diagnostic assessment according to DSM-V, administering psychological tests for diagnostic purposes.
- 2020 - 2022 **Level II Pedagogical Module Graduation Certificate**  
West University of Timișoara
- Coursework: Sociology of Education, Intercultural Educational Psychology, Domain Didactics and Advances in Specialization Didactics, Psychopedagogy of Adolescents, Young Adults, and Adults, Pedagogical Internship.
  - Acquired Skills: Designing lesson plans, in-depth knowledge of the pre-university curriculum, the ability to deliver lessons in (pre-)university education.
- 2017 - 2020 **Bachelor’s Degree in Psychology**  
West University of Timișoara, Faculty of Sociology and Psychology
- Coursework: Organizational Psychology, Leadership Psychology, Work and Personnel Psychology, Applied Psychology in Transportation, Research Methodology and Data Analysis, Psychological Testing.

- Acquired Skills: Critical analysis, academic writing, problem-solving, drafting job descriptions, ability to administer and apply psychological tests.

2017 - 2020 **Level I Pedagogical Module Graduation Certificate**

West University of Timișoara

- Coursework: Foundations of Pedagogy: Curriculum Theory and Methodology, Educational Psychology, Classroom Management, Pedagogical Internship in Pre-university Education.
- Acquired Skills: Ability to design lesson plans, knowledge of the pre-university curriculum, and ability to deliver lessons in pre-university education.

2013 - 2017 **High School Diploma**

“Constantin Diaconovici Loga” National College, Timișoara

- Coursework: History, Romanian Language and Literature, Logic and Argumentation, English Language, Geography.
- Acquired Skills: Oral communication skills, written communication skills, public speaking and presentation skills.

01.2016 -04.2016 **ECDL Certificate**

- Microsoft Office Suite: Word, Excel, PowerPoint, Access, Outlook.
- Research Tools: Advanced internet research and online database navigation.

PERSONAL SKILLS

Native language  
Other language(s)

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Conversation	Oral speech	
	English	B2	B2	B2	
French	B1	B1	A2	A2	A2

Communication Skills

- Excellent oral communication and interpersonal skills, developed and refined through both academic studies and professional experience.
- Strong written communication skills, acquired throughout my higher education.

Organizational / Managerial Skills

- Time management (skill acquired and applied in professional settings).
- Teamwork and collaboration (experience gained through volunteering and academic projects).
- Analytical and synthesis skills (expertise developed during higher education and research).
- Ability to conduct and evaluate statistical analyses (skill acquired through higher education and research).

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|---------------------|--|
| Professional Skills | <ul style="list-style-type: none"> <li>▪ Public speaking and presentation skills.</li> <li>▪ Academic writing and research development in the field of Psychology.</li> <li>▪ Proficiency in data analysis software: SPSS, RStudio, Mplus, and Jamovi.</li> <li>▪ Proficiency in HR management systems: Conta and Charisma.</li> </ul>   |
| Digital Skills      | <ul style="list-style-type: none"> <li>▪ Advanced proficiency in Microsoft Office Suite (Word, PowerPoint, Excel, Access, Outlook) and Canva.</li> <li>▪ In-depth knowledge of statistical analysis methods using SPSS, RStudio, and Mplus.</li> <li>▪ Expertise in online educational and collaboration platforms: Google Classroom, e-learning systems, Edmodo, and Padlet.</li> </ul> |
| Driving License     | Category B   |

## ADDITIONAL INFORMATION

## Publications

- Google Scholar Profile: [https://scholar.google.com/citations?hl=ro&user=S\\_IINLwAAAAJ](https://scholar.google.com/citations?hl=ro&user=S_IINLwAAAAJ)
- ORCID: <https://orcid.org/0009-0005-2741-2712>
- Ștefan, A. D., Pap, Z., & Vîrgă, D. (2025). A diary study of playful work design, flow, and performance at work: The moderating role of organizational support for playful work design. *Journal of Occupational and Organizational Psychology*, 98(4), <https://doi.org/10.1111/joop.70070>
- Ștefan, A. D., & Vîrgă, D. (2025). Self-leadership, performance, and life-satisfaction: The mediation role of flow at work in a three-wave study. *The Journal of Psychology*, 159(4), 245-265. <https://doi.org/10.1080/00223980.2024.2400159>
- Pap, Z., Vîrgă, D., Ștefan, A. D., Lopez Bohle, S., & Muñoz Medina, F. (2025). Is Emotion the Engine? Positive Affect as the Mediator Between Employee Mindset and Performance in a Three-Wave Study. *The Journal of Psychology*, 1-20. <https://doi.org/10.1080/00223980.2025.2460646>
- ȘTEFAN, A. D., VÎRGĂ, D., & MOZA, D. (2023). Crafting Flow: The Role of Acting Extraverted, Conscientious, and Emotionally Stable. *Human Resources Psychology/Psihologia Resurselor Umane*, 21(2). <https://doi.org/10.24837/pru.v21i2.54>

## Research Projects

- Project Title: “What happens when we turn work into play? Leveraging proactive work behaviors to enhance well-being and performance.” (PN-IV-PI-PCE-2023-1473).
- Young Researchers Grant (UVT - FSP 2025): “*The effectiveness of a self-leadership intervention for improving employees' flow and job performance*”.
- Young Researchers Grant (UVT – FSP 2024): “*Flow at work and playful work design in relation to performance: The moderating effect of organizational and personal resources*”.

## Conference Contributions

- **APIO National Conference “Horia D. Pitariu” – Psychology & Society: The SDGs Challenges** (12–15.03.2026, Cluj-Napoca): *“The Dark Part of Flow at Work: The Way to Burnout through Workaholism and Negative Affect as Mediators”*.
- **22nd European Congress of Work and Organizational Psychology (EAWOP)** (21–24.05.2025, Prague): *“Playful work design and flow at work in relation to performance: the moderation role of organizational support for playful work design”*.
- **APIO National Conference “Horia D. Pitariu”** (28–30.03.2025, Sibiu): *“A daily study on work design, flow, and job performance: Organizational support for playful work design as a predictor and boundary condition.”* – Awarded the **“Horia Pitariu” Prize** (<https://www.apio.ro>).
- **APIO National Conference “Horia D. Pitariu”** (12–14.04.2024, Bucharest): *“Flow at work and playful work design in relation to performance: the moderating effect of organizational and personal resources”*.
- **National Conference of the Romanian Psychologists Association (APR) – “Psychology in the Digital Era”** (02–04.06.2023): *“Flow at work and performance: the role of self-leadership”*.
- International Conference: *“Orient and Occident: Sir Allama Iqbal’s universal heritage”* (09.11.2018).
- Erasmus+ Conference: *“Becoming a Socially Just & Anti-Oppressive People”* (06–10.05.2019).
- Erasmus+ Conference: *“Every Challenge is also an Opportunity: From Racism to Racial Equity”* (06–10.05.2019).
- European Workshop: *“Active Citizenship – Integration, Fighting Discrimination and Building a Common Ground”* (26.06.2019).

## ANNEXES

1. High School Diploma
2. Bachelor’s Degree – Faculty of Sociology and Psychology, West University of Timișoara
3. Master’s Degree – Work, Organizational, and Transportation Psychology
4. Master’s Degree – Clinical Psychology and Psychotherapy
5. Level I Pedagogical Module Graduation Certificate
6. Level II Pedagogical Module Graduation Certificate
7. ECDL PROFILE CERTIFICATE