

Curriculum Vitae

Personal information

Surname(s) / First name(s) **Delia Mihaela VIRGĂ**

Address(es)

Telephone(s)

E-mail delia.virga@e-uvt.ro

Nationality Romanian

Date of birth 21.04.1971

Gender female

Education and training

Dates 2016

Title of qualification awarded Habilitation in Psychology, with the thesis **Advanced Research in Organizational and Occupational Health Psychology**

Principal subjects/occupational skills covered Organizational Psychology

Name and type of organization providing education and training *West University of Timisoara, Faculty of Sociology and Psychology, Timisoara*

Dates 2007

Title of qualification awarded **Ph.D. in Work and Organizational Psychology, Cum laude, 2006**, with the thesis **Cognitive factors in decision making effectiveness within changing organizations** coordinated by Professor Horia D. Pitariu, Ph. D., published in 2007, by Editura Universității de Vest, Timisoara, entitled *Decizie si schimbare organizationala*

Principal subjects/occupational skills covered Organizational Psychology, Cognitive Psychology,

Name and type of organization providing education and training *Babes- Bolyai University, Faculty of Psychology and Education Sciences, Cluj Napoca*

Dates 1991 -1996

Title of qualification awarded **BA in Psychology**

Principal subjects/occupational skills covered General Psychology, Research Methodology, Psycho-diagnostic, Applied Psychology

Name and type of organization providing education and training *Psychology Department, Faculty of Sociology and Psychology, West University, Timisoara*

Others specializations

Dates 2002- present

Title of qualification awarded Licensed Psychologist
A **Principal** degree recognized by the since 2006 from Romanian Psychologists College in

Principal subjects/occupational skills covered Work and Organizational Psychology (1) and in Psychology applied to services (2).

Name and type of organization providing education and training	Romanian Psychology Bar, Bucuresti
Dates	2001
Title of qualification awarded	PhD research and documentation visit
Principal subjects/occupational skills covered	Organizational Psychology, Research Methodology, Theory of Decision Making
Name and type of organization providing education and training	Groningen State University , Netherlands
Didactic Activities	
Dates	10.2018 - present
Occupation or position held	Full Professor in Work and Organizational Psychology
Main activities and responsibilities	Subjects at the bachelor's level: <ul style="list-style-type: none"> - Experimental Psychology - Organizational Psychology Subjects at the master's level: <ul style="list-style-type: none"> - Selections and Performance assessment (Course – Work, Organizational, and Traffic Psychology Master-WOTP) - Organizational Diagnoses and Interventions (Course – Work, Organizational, and Traffic Psychology Master) - Occupational Health Psychology interventions (Course – OOH Master) From 2025 to present: <i>Dean of the Faculty of Psychology and Educational Science</i> From 2015 to 2025: <i>Head of the Department of Psychology</i> From 2014 to the present - <i>Director of the WOTP Master's program</i>
Dates	05.2008 - 10.2018
Occupation or position held	Assoc. Professor
Main activities and responsibilities	Subjects at the bachelor's level: <ul style="list-style-type: none"> - Experimental Psychology - Organizational Psychology Subjects at the master's level: <ul style="list-style-type: none"> - Selections and Performance assessment (Course – Work, Organizational, and Traffic Psychology Master) - Organizational Diagnoses and Interventions (Course – Work, Organizational, and Traffic Psychology Master) - Introduction to Occupational Health Psychology (Course – OOH Master)
Name and address of employer	West University of Timisoara, Faculty of Sociology and Psychology, Psychology Department, No.4, Vasile Parvan Blvd
Type of business or sector	Didactic and research activities
Dates	10. 2006– 04. 2008
Occupation or position held	Senior Lecturer
Main activities and responsibilities	Subjects at the bachelor's level: <ul style="list-style-type: none"> - Experimental Psychology - Research Methodology Subjects at the master's level: <ul style="list-style-type: none"> - Research methodology (Course – Family and Couple Counseling Master) - Job Satisfaction and Performance (Course – Organizational Behaviour Sociology Master) - Selections and Performance Assessment (Course – Work, Organizational and Traffic Psychology Master) - Organizational Diagnoses (Course – Work, Organizational and Traffic Psychology Master)
Name and address of employer	West University of Timisoara, Faculty of Sociology and Psychology, Psychology Department, NO.4, Vasile Parvan Blvd
Type of business or sector	Didactic and research activities
Dates	10. 2003 – 10. 2006
Occupation or position held	Lecturer
Main activities and responsibilities	Subjects at the bachelor's level: <ul style="list-style-type: none"> - Experimental Psychology - Research Methodology
Name and address of employer	West University of Timisoara, Faculty of Sociology and Psychology, Psychology Department, NO.4, Vasile Parvan Blvd
Type of business or sector	Didactic and research activities

Dates	02. 2001 – 10. 2003
Occupation or position held	Assistant Professor
Main activities and responsibilities	Subjects at the bachelor's level: <ul style="list-style-type: none"> - Experimental Psychology - Research Methodology - Statistics applied in Psychology
Name and address of employer	West University of Timisoara, Faculty of Sociology and Psychology, Psychology Department, NO.4, Vasile Parvan Blvd
Type of business or sector	Didactic and research activities
Dates	02. 1998 – 02. 2001
Occupation or position held	Junior Assistant Professor
Main activities and responsibilities	Subjects at the bachelor's level: <ul style="list-style-type: none"> - Organizational Psychology - Statistics applied in Psychology
Name and address of employer	West University of Timisoara, Faculty of Sociology and Psychology, Psychology Department, NO.4, Vasile Parvan Boulevard
Type of business or sector	Didactic and research activities
Dates	10. 1997 – 02. 1998
Occupation or position held	Associate Assistant Professor
Main activities and responsibilities	Subjects at the bachelor's level: <ul style="list-style-type: none"> - Organizational Psychology - Work Psychology
Name and address of employer	West University of Timisoara, Faculty of Sociology and Psychology, Psychology Department, NO.4, Vasile Parvan Blvd
Type of business or sector	Didactic and research activities
Occupation or position held	Assistant Professor
Main activities and responsibilities	Subjects at the bachelor's level: <ul style="list-style-type: none"> - Experimental Psychology - Research Methodology - Statistics applied in Psychology
Name and address of employer	West University of Timisoara, Faculty of Sociology and Psychology, Psychology Department, NO.4, Vasile Parvan Blvd
Type of business or sector	Didactic and research activities
Work experience	Business Organizations
Dates	2010- present
Occupation or position held	Principal psychologist in W/O Psychology
Name and address of employer	Private practice: Individual Psychology Office, Delia Virga
Activities	Conducting selection interviews, psychological testing, performance appraisal procedures, organizational diagnosis, and interventions to increase well-being for employees, and conducting employee surveys in private and public organizations
Dates	2002 – 2010
Occupation or position held	Senior Psychologist / Managing Partner
Main activities and responsibilities	Psychological specialized services in the organizational field: implementation or improvement of the selection procedures, selection interviews, psychological testing, organizational diagnosis, conducting employee satisfaction surveys,
Name and address of employer	PDV Consulting SRL Timisoara
Type of business or sector	Organizational consultancy:
Dates	2000-2002
Occupation or position held	Trainer
Main activities and responsibilities	Trainer for soft skills programs, research expert
Name and address of employer	Consilium SRL Timisoara
Type of business or sector	Organizational Development Consultancy Company

Research projects

Project coordinator:

- PCE 70 (2025-2028), Project Manager, What happens when we play while working? Capitalizing on proactive behaviors at work to increase employee well-being and performance, *PN-III-P4-ID-PCE-2023-1473*
- PCE 134 (2021-2023), Project Manager, "Going from Strength to Strength" (use). Capitalizing on proactive behaviors to increase employee well-being and performance, budget 250 000 Euro
- Erasmus IP, 2009-2010, Project Manager, *Transparency, Democracy, and Global Governance. A European Perspective* budget of 90.000 Euro
- Research Support Scheme, Prague, 769 /1999, 1999-2000, Project manager - Implications of the Conception of Organizational Conflict on Organizational Development in Romania
- ANSTI AT, 2000-2001, Project manager - Conflict management as decision-making predictor within organizational development
- CNCSIS 18/5, At, 2002-2003, Project Manager: Implications of Coping Mechanisms on Decision-Making Effectiveness within Changing Organizations.
- CNCSIS 75/20.05.2007, project at 52, 2006-2007, Project Manager: A software application for optimizing research in psychology. Analysis of statistical power

Project member:

- D.G.I.S.C.S.U nr. 5012 / 1996, expert team members, "*Researching the psycho-pedagogical and organizational aspects of managerial training and improvement*", expert team member
- CNCSIS 2008-2011 - Expert team member -*Masuri implicite ale personalitatii* (Implicit measures of personality)
- POCU 2018 - expert team member- START-UP Banat
- POCU 2018- expert team member – Start-up Bethany
- 2020-2023, *UEFISCDI Grant PCE-2020-166 SMAPH - a model of short-term self-regulation mechanisms in the educational setting, PN-III-P4-ID-PCE-2020-1760* - expert team member
- 2025-2029, *MAPS Grant Wellbeing of School Principals: A Longitudinal Perspective (WESPA)- principal investigator*

2017; 2022; 2024- Evaluator for UEFISDI (Postdoc research project and project for young teams, PED)
Ad-hoc Reviewer for different ISI journals

Recognition and Affiliation

Awards:

- "Gabriela Colțescu" Award (2021) awarded by the Western University of Timisoara for the best researcher in the socio-human field for 2020
- The "Horia D. Pitariu" Award (2018) for the best ISI article in the field of work and organizational psychology by some Romanian authors.

Member of:

- European Association of Work and Organizational Psychology (EAWOP)
- Member of the Executive Committee of the Romanian Psychologists Association (APR)
- Member of the International Standing Committee for Work and Organizational Psychology at EFPA (2019-present)
- Member of the Steering Committee of the Romanian College of Psychologists in the Commission of Work Psychology, Transport, and Services (2013-2022)
- President of Romanian Organizational and Industrial Psychologists Associations (APIO) – (2015-2017)

Work recognition:

- 2022-2025 – delegate EAWOP in S-EAC W&O, EFPA for the development of specialist psychologist competencies for certification EUROPSY
- 2019-2025 - membru in EFPA Standing Committee for Work and Organizational Psychology
- Scientific Organizational Committees member of the National Conference of Romanian Organizational and Industrial Psychologists Associations (APIO)- 2009- present
- Scientific Organizational Committees member of National conferences: Psychology National Conference, Timisoara 2008,
- Member of the Scientific Committee of the European Conference in Personality Psychology, Timisoara, 2016
- Chair of psychology sections at various national conferences.
- 2011 – visiting professor at Tilburg University, Psychology Department, Netherlands

Member of the redaction collectives of national scientific journals

2010-2014 – *editor-in-chief* for Psychology of Human Resources Journal, the official publication of the Romanian Association for Work / Industrial Psychology (APIO), indexed in SCOPUS, PsycINFO

2006 – present - Member of the editorial committee of the *Romanian Journal of Applied Psychology*, West University of Timisoara, and Psychology Studies and Research Center, Timisoara.

2003-2007 – Member of the editorial committee of Psychology of Human Resources Journal

2021-2022 – Associate editor for Special Issues on WoS journals (Frontiers in Psychology)

2025- present -

Organizational skills and competencies

Organizational spirit, with logistic experience:

- National Psychology Conference organizer, Timisoara 2008.
- Organizer of the Workshop “Implementing human resources policies in organizational consultancy and practice”, Workshop Session on National Psychology Conference *Dialog pentru diversitate*, Timisoara, Mai, 2008.

Social skills and competences

Communicative, sociable, perseverant, ordered and rigorous, with good social skills, patient

Personal skills and competences

Mother tongue(s)

Romanian

Other languages

Self evaluation

Nivel european (*)

Engleză

Franceză

Înțelegere		Vorbire		Sciere
Ascultare	Citire	Participare la conversație	Discurs oral	Exprimare scrisă
C1	C1	B2	B2	C1
A1	A2	A1	A1	A2

Computer skills and competences

Internet
Microsoft Office,
SPSS, AMOS, R, Mplus

Driving license

B, since 1991

ADDITIONAL INFORMATION

Married, one child

Publications (selection) - ISI Articles

Ștefan, A. D., Pap, Z., & **Virgă, 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), e70070. <https://doi.org/10.1111/joop.70070>

Ștefan, A. D., & **Virgă, 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>

Okros, N., & **Virgă, D.** (2025). From social support to thriving at work via psychological capital: the role of psychosocial safety climate in a weekly study. *Journal of Managerial Psychology*, 40(1), 52-66. <https://doi.org/10.1108/JMP-07-2023-0409>

Pap, Z., Tisu, L., & **Virgă, D.** (2025). Can We Have Fun at Work and Still Be Competent and Engaged? Multilevel Pathways from Playful Climate to Work Engagement. *Journal of Business and Psychology*, 1-15. <https://doi.org/10.1007/s10869-025-10017-8>

Pap, Z., **Virgă, 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>

- Paloş, R., **Virgă, D.**, & Okros, N. (2024). Why should you believe in yourself? Students' performance-approach goals shape their approach to learning through self-efficacy: A longitudinal analysis. *European Journal of Education*, 59(2), e12624. <https://doi.org/10.1111/ejed.12624>
- Petreuş, A. D., **Virgă, D.**, & Okros, N. (2024). Psychometric properties and invariance of the Police Stress Questionnaire in the Romanian context. *Current Psychology*, 43(28), 24091-24105. <https://doi.org/10.1007/s12144-024-06167-2>
- Pap, Z., **Virgă, D.**, & Notelaers, G. (2024). From workaholism to exhaustion: The weekly manifestation of a personal demand in a supportive organizational context. *International Journal of Stress Management*. <https://doi.org/10.1037/str0000343>
- Virga, D.**, Rusu, A., Pap, Z., Maricuţoiu, L., & Tisu, L. (2023). Effectiveness of strengths use interventions in organizations: A pre-registered meta-analysis of controlled trials. *Applied Psychology*. DOI: 10.1111/apps.12451
- Okros, N. & **Virga, D.** (2022). Impact of workplace safety on well-being: the mediating role of thriving at work. *Personnel Review*, <https://doi.org/10.1108/PR-10-2021-0709>
- Matei, A., & **Virgă, D.** (2022). From family to work: The mediating role of family-work enrichment and conflict between communication and well-being for dual-earner couples. *Current Psychology*, 1-14 <https://doi.org/10.1007/s12144-022-02747-2>.
- Tisu, L., & **Virgă, D.** (2021). Growth Opportunities and Entrepreneurial Performance: Testing Strengths Use and Meaning-Making as Moderators of the Relationship. *Journal of Career Development*, 08948453211037397.
- Virga, D.**, Maricuţoiu, L.P., & Iancu, A. (2021). The efficacy of work engagement interventions: A meta-analysis of controlled trials, *Current Psychology*. Doi: 10.1007/s12144-019-00438-z
- Tisu, L., Rusu, A., Sulea, C., & **Virgă, D.** (2021). Job Resources and Strengths Use in Relation to Employee Performance: A Contextualized View. *Psychological Reports*, <https://doi.org/10.1177/0033294121997783>
- Matei, A., Maricuţoiu, L. P., & **Virgă, D.** (2021). For better or for worse family-related well-being: A meta-analysis of crossover effects in dyadic studies. *Applied Psychology: Health and Well-Being*. 13, 357-376, <https://doi.org/10.1111/aphw.12253>
- Stan, R. & **Virgă, D.** (2021). Psychological needs matter more than social and organizational resources in explaining organizational commitment. *Scandinavian Journal of Psychology*. On-line first, DOI: 10.1111/sjop.12739
- Bălăceanu, A., **Virgă, D.**, & Sârbescu, P. (2021). Psychometric Evaluation of the Proactive Vitality Management Scale: Invariance, Convergent, and Discriminant Validity of the Romanian Version. *Evaluation & the Health Professions*, <https://doi.org/10.1177/0163278721998421>
- Pap, Z., **Virgă, D.**, Lupşa, D., & Craşovan, M. (2021). Building more than knowledge: Teacher's support facilitates study-related well-being through intrinsic motivation. A longitudinal multi-group analysis. *Learning and Individual Differences*, 88, <https://doi.org/10.1016/j.lindif.2021.102010>
- Secosan, I., **Virga, D.**, Crainiceanu, Z. P., Bratu, L. M., & Bratu, T. (2020). Infodemia: Another Enemy for Romanian Frontline Healthcare Workers to Fight during the COVID-19 Outbreak. *Medicina*, 56(12), 679-688. <https://doi.org/10.3390/medicina56120679>
- Virgă, D.**, Pattusamy, M., & Kumar, D. P. (2020). How psychological capital is related to academic performance, burnout, and boredom? The mediating role of study engagement. *Current Psychology*, 1-13. <https://doi.org/10.1007/s12144-020-01162-9>
- Virga, D.**, Baci, Lazar, & Lupşa (2020). Psychological Capital Protects Social Workers from Burnout and Secondary Traumatic Stress. *Sustainability*, 12, 2246; doi:10.3390/su12062246
- Curseu, P., Maricuţoiu, L., Rusu, A., Magureanu, S., & **Virga, D.** (2020). Identified and engaged: A multi-level dynamic model of identification with the group and performance in collaborative learning. *Learning and Individual Differences*, doi: [10.1016/j.lindif.2020.101838](https://doi.org/10.1016/j.lindif.2020.101838)
- Tisu, L., Lupşa, D., **Virgă, D.**, & Rusu, A. (2020). Personality characteristics, job performance and mental health the mediating role of work engagement. *Personality and Individual Differences*, 153, 109644. Doi: [10.1016/j.paid.2019.109644](https://doi.org/10.1016/j.paid.2019.109644)
- Lupşa, D., **Virgă, D.**, Maricuţoiu, L.P., & Rusu, A. (2019). Increasing Psychological Capital: A pre-registered meta-analysis of controlled interventions. *Applied Psychology: An International Review*. doi: [10.1111/apps.12219](https://doi.org/10.1111/apps.12219)
- Lupşa, D., Baci, L. & **Virga, D.** (2019). Psychological capital, organizational justice, and health: the mediating role of work engagement. *Personnel Review*, 49, 87-103. doi: 10.1108/PR-08-2018-0292;
- Virgă, D.**, Schaufeli, W. B., Taris, T. W., van Beek, I., & Sulea, C. (2019). Attachment Styles and Employee Performance: The Mediating Role of Burnout. *The Journal of Psychology*, 1-19. Doi: [10.1080/00223980.2018.1542375](https://doi.org/10.1080/00223980.2018.1542375).
- Virga, D.** & Rusu, A. (2018). Core self-evaluations, job search behaviour and health complaints: the mediating role of job search self-efficacy. *Career Development International*, doi: 10.1108/CDI-11-2017-0208.
- Virga, D.**, De Witte, H., & Cifre, E. (2017). The role of perceived employability, core self-evaluations, and job resources on health and turnover intentions. *The Journal of Psychology: Interdisciplinary and Applied*, doi: 10.1080/00223980.2017.1372346.
- Virga, D.**, Iliescu, D. (2017). The well-being of Romanian workers in Spain: antecedents and moderators. *European Journal of Work and Organizational Psychology*, 26, 149-159. <http://dx.doi.org/10.1080/1359432X.2016.1225728>.
- Sulea, C., van Beek, I., Sarbescu, P., **Virga, D.**, Schaufeli, W. (2015). Engagement, boredom, and burnout among students: Basic need satisfaction matters more than personality traits. *Learning and Individual Differences*, <http://dx.doi.org/10.1016/j.lindif.2015.08.018>.
- Virga, D.**, Horga, A., Iliescu, D. (2015). The moderating role of work-life imbalance between resources and work engagement. *Journal of Personnel Psychology*, 14, 80-90. doi: 10.1027/1866-5888/a000135.
- Virga, D.**, Curseu, P. L., Maricuţoiu, L., Sava, F. A., Macinga, I., Magureanu, S. (2014). Personality, relationship conflict, and teamwork-related mental models. *PLoS ONE* 9(11): e110223 doi:10.1371/journal.pone.0110223
- Sulea, C., **Virga, D.**, Maricuţoiu, L.P., Schaufeli, W., Zaborila Dumitru, C., Sava, F.A. (2012). Work engagement as mediator between job characteristics and positive and negative extra-role behaviors. *Career Development International*, 17(3), 188-207, doi: 10.1108/13620431211241054.
- Sava, F. A., Maricuţoiu, L. P., Rusu, S., Macinga, I., **Virga, D.**, Cheng, C.M. & Payne, B.K. (2012). An inkblot for the implicit assessment of personality. The Semantic misattribution procedure. *European Journal of Personality*, doi: 10.1002/per.1861.

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