



Luca Tisu

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Address: Bd. Vasile Pârvan nr. 4, cab. 303, 300223, Timisoara, Romania (Work)

EDUCATION AND TRAINING

30/09/2018 – 21/03/2022 Timișoara, Romania
PHD Universitatea de Vest din Timișoara

Field of study Psihologie | **Final grade** Summa cum laude / Excellent |

Thesis Entrepreneurs' Personal Resources and Individual Strategies - Why and when are they beneficial?

30/09/2016 – 30/07/2018 Timișoara, Romania
MSC IN OCCUPATIONAL AND ORGANIZATIONAL HEALTH PSYCHOLOGY Universitatea de Vest din Timișoara

30/09/2013 – 30/07/2016 Timișoara, Romania
BSC IN PSYCHOLOGY Univeristatea de Vest din Timișoara

WORK EXPERIENCE

UNIVERSITATEA DE VEST DIN TIMIȘOARA – TIMIȘOARA, ROMANIA

ASSISTANT PROFESSOR – 24/02/2025 – Current

- University-level teaching at undergraduate and master's levels, with a focus on foundational and applied courses, including Critical Thinking in Cognitive Sciences, Research Methods and Statistics, and Experimental Psychology.
- Research focused on investigating the relationships between psychological well-being, organizational performance, and entrepreneurial behaviors, with findings disseminated through relevant publications and conferences.
- Applied psychological consulting in organizational development projects, including the development and validation of psychometric instruments for assessing individual and collective traits relevant to the professional environment.
- Coordination and delivery of professional training programs for employees across various industries, with an emphasis on developing cognitive, emotional, and interpersonal skills.
- Active involvement in interdisciplinary projects combining empirical research with practical applications in organizational psychology and entrepreneurship.

UNIVERSITY RESEARCH ASSISTANT – 17/02/2019 – 24/02/2025

- Research activities in the field of organizational psychology
- Data collection and statistical analysis
- Writing and preparing scientific articles
- Teaching activities

UEFISCDI PCE 134/2021 – Success Through the Use of Strengths: Using Proactive Strategies to Enhance Employee Well-Being and Performance

- Data collection and analysis
- Preparation and publication of scientific papers

H2020 TWINNING PROJECT – Learning in Emotionally Vulnerable Individuals

- Data collection and analysis
- Preparation and publication of scientific papers

PSYCHOLOGIST – 30/01/2023 – Current – TIMIȘOARA, ROMANIA

- Licensed psychologist practicing under supervision in the fields of occupational, transportation, and services psychology
- Psychological testing and assessment
- Organizational consulting and organizational diagnosis

OCCUPATIONAL ANALYST – ACCENTURE – 31/08/2015 – 30/12/2018 – TIMIȘOARA / BUCUREȘTI, ROMANIA

- Provided back-office support to Unilever Switzerland employees
- Managed HR support processes, including the preparation of employment contracts

● **SKILLS**

R | SPSS | Microsoft Office | jamovi - nivel avansat | Inquisit

● **LANGUAGE SKILLS**

Mother tongue(s): **ROMANIAN**

Other language(s):

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken production	Spoken interaction	
GERMAN	C1	C1	C1	C1	C1
ENGLISH	C2	C2	C2	C2	C2

Levels: A1 and A2: Basic user; B1 and B2: Independent user; C1 and C2: Proficient user

● **PUBLICATIONS**

2026
[Harness your best self! Testing the feasibility and efficacy of a novel strengths-based internet intervention for improving employee well-being—A two-trial approach](#)

Rusu, A., Vîrgă, D., Pap, Z., Okros, N., Tisu, L., & Demerouti, E. (2026). Testing the efficacy of a novel strengths-based internet intervention for improving employee well-being—A two-trial approach. Applied Psychology: Health and Well-Being.

2026
[Joining forces! Leaders' intellectual stimulation and employees' growth mindset as predictors of daily strengths use and performance: a multilevel approach](#)

Tisu, L., Pap, Z., & Virga, D. (2026). Joining forces! Leaders' intellectual stimulation and employees' growth mindset as predictors of daily strengths use and performance: a multilevel approach. Baltic Journal of Management, 21(2), 149-168.

2025
[Empowering future entrepreneurs: Testing a strengths-based mindset intervention in a quasi-experimental pilot study](#)

Ardelean, D. A., Tisu, L., & Vîrgă, D. (2025). Empowering future entrepreneurs: Testing a strengths-based mindset intervention in a quasi-experimental pilot study. Psihologia Resurselor Umane, 23(1).

2025
[Can we have fun at work and still be competent and engaged? Multilevel pathways from playful climate to work engagement](#)

Pap, Z., Tisu, L. & Vîrgă, 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

2023

Psychological capital and work-home enrichment: job crafting as a mediator

Tisu, L., & Vîrgă, D. (2023). Psychological capital and work-home enrichment: job crafting as a mediator. *Personnel Review*, 52(8), 1975-1990.

2023

Effectiveness of strengths use interventions in organizations: A pre-registered meta-analysis of controlled trials

Virga, D., Rusu, A., Pap, Z., Maricuțoiu, L., & Tisu, L. (2023). Effectiveness of strengths use interventions in organizations: A pre-registered meta-analysis of controlled trials. *Applied Psychology*, 72(4), 1653-1693.

2023

Entrepreneurial well-being and performance: antecedents and mediators

Tisu, L., Vîrgă, D., & Taris, T. (2023). Entrepreneurial well-being and performance: antecedents and mediators. *Frontiers in Psychology*, 14, 1112397.

2023

From personal resources to proactive work strategies and performance: testing the antecedents and outcomes of strengths use in a three-wave study

Pap, Z., Tisu, L., & Vîrgă, D. (2023). From personal resources to proactive work strategies and performance: testing the antecedents and outcomes of strengths use in a three-wave study. *Career Development International*, 28(1), 55-72.

2023

Autonomy and performance: Proactive vitality management and work engagement as sequential mediators of the relationship

Tisu, L., Vîrgă, D., & Mermeze, I. (2023). Autonomy and performance: Proactive vitality management and work engagement as sequential mediators of the relationship. *Psychological reports*, 126(1), 411-433.

2022

Job resources and strengths use in relation to employee performance: A contextualized view

Tisu, L., Rusu, A., Sulea, C., & Vîrgă, D. (2022). Job resources and strengths use in relation to employee performance: A contextualized view. *Psychological Reports*, 125(3), 1494-1527.

2022

Proactive vitality management, work-home enrichment, and performance: a two-wave cross-lagged study on entrepreneurs

Tisu, L., & Vîrgă, D. (2022). Proactive vitality management, work-home enrichment, and performance: a two-wave cross-lagged study on entrepreneurs. *Frontiers in Psychology*, 13, 761958.

2022

Growth opportunities and entrepreneurial performance: testing strengths use and meaning-making as moderators of the relationship

Tisu, L., & Vîrgă, D. (2022). Growth opportunities and entrepreneurial performance: testing strengths use and meaning-making as moderators of the relationship. *Journal of Career Development*, 49(6), 1251-1265.

2022

Cvasi-experimentul ca alternativă la cercetarea experimentală

Vîrgă, D., & Tisu, L. (2022). Cvasi-experimentul ca alternativă la cercetarea experimentală. În Diaconu-Gherasim, Măirean, & Curelaru (Eds.), *Metode cantitative de cercetare. Designuri și aplicații în științele sociale* (pp. 120-135). Polirom

2022

Diseminarea rezultatelor către publicul larg

Tisu, L., Pap, Z., & Bunghez, C. (2022). Diseminarea rezultatelor către publicul larg. În Diaconu-Gherasim, C. Măirean, & M. Curelaru (Eds.), Metode cantitative de cercetare. Designuri și aplicații în științele sociale (pp. 617-633). Polirom.

2021

[Employee Intrapreneurship Scale: adaptation and validation in the Romanian working population](#)

Tisu, L., Pap, Z., & Virga, D. (2021). Employee Intrapreneurship Scale: adaptation and validation in the Romanian working population. Psihologia Resurselor Umane, 19(2), 77-89.

2020

[Personality characteristics, job performance and mental health: the mediating role of work engagement](#)

Tisu, L., Lupșa, 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.

2020

[Parental alienation-development and validation of a behavioral anchor scale](#)

Sîrbu, A. G., Vintilă, M., Tisu, L., Ștefănuț, A. M., Tudorel, O. I., Măguran, B., & Toma, R. A. (2020). Parental alienation-development and validation of a behavioral anchor scale. Sustainability, 13(1), 316.

● CONFERENCES AND SEMINARS

28/05/2026 Cluj-Napoca

APIO Conference

- Presentation of the scientific paper *"A Collective Strengths-Based Micro-Intervention in Organizations"* (Tisu & Virgă)

06/06/2025 Chișinău

APR Conference

- Presentation of the scientific paper *"A Strengths-Based Intervention in Entrepreneurial Activity"* (Tisu, Ardelean, & Virgă)

30/11/2024 Sibiu

APIO Conference

- Presentation of the paper *"Exploring the Links Between Individual Strategies Used in the Workplace: An Overview of JD-R Theory Through the Lens of Network Analysis"* (Tisu, L., Ștefan, M., & Virgă, D.)

30/11/2023 București

APIO Conference

- Presentation of the scientific paper *"Development and Validation of the Strengths Optimization Scale in the Workplace"* (Tisu, Virgă, & Rusu)

30/11/2023 Sinaia

APIO Winterschool

- Delivered a lecture on *"Measurement Invariance and Cross-Lagged Studies"*

30/11/2022 Katowice

EAWOP Conference

- Presenttition of the scientific paper *"From personal resources to proactive strategies and performance: Testing antecedents and outcomes of strengths use in a three-wave study"* (Pap, Tisu, & Virgă)

30/11/2022 Constanța

APR Conference

- Presentation of the scientific paper *"PsyCap, Strengths Use, and Performance: A Three-Wave Study"* (Pap, Tisu, & Vîrgă)

30/11/2022 Timișoara

APIO Conference

- Presentation of the scientific paper *"Forming Impressions of a Manager's Morality: Three Experimental Studies"* (Maroiu, Tisu, & Maricuțoiu)

30/11/2021 Edinburgh

EAWOP Conference

- Presentation of the scientific paper *"Proactive Vitality Management, Work-Home Enrichment, and Performance: A Two-Wave Cross-Lagged Study on Entrepreneurs"* (Tisu & Vîrgă) - Cancelled due to the COVID-19 pandemic.

30/11/2020 online

APIO Conference

- Presentation of the scientific paper *"Autonomy and Performance: Proactive Vitality Management and Work Engagement as Sequential Mediators of the Relationship"* (Tisu, Vîrgă, & Mermeze)

Como

Learnvul Summer School

- Development of academic writing and advanced statistical analysis skills

30/11/2020 Utrecht

Modelling of intensive longitudinal data

30/11/2019 Cluj-Napoca

APR Conference

- Presentation of the scientific paper *"Psychological Capital and Work-Family Enrichment: A Network Analysis and the Mediating Role of Job Crafting"* (Tisu & Vîrgă)
- Presentation of the scientific paper *"The Happy Entrepreneur and Business Performance: Antecedents and Mediators"* (Tisu & Vîrgă)

30/11/2018 Iași

APIO Conference

- Presentation of the scientific paper *"Individual Characteristics, Work Performance, and Mental Health: The Mediating Role of Work Engagement"* (Tisu, Lupșa, Rusu, & Vîrgă)
- Participation in a seminar on Network Analysis
- Participation in a seminar on Bayesian Data Analysis

● COMPETENȚE DOBÂNDITE LA LOCUL DE MUNCĂ

Professional skills

- Analytical thinking, developed throughout my professional training and experience, particularly through research and organizational diagnosis activities
- Knowledge of advanced statistical analysis methods, including structural equation modeling, network analysis, and mediation/moderation analysis

● PROJECTS

01/09/2026 – CURRENT

Team Lead - UNITA Advanced Grant: EMPOWER project

- Coordinated the EMPOWER team at West University of Timișoara (UVT)
- Managed the team's budget and financial resources

30/11/2023 – CURRENT

The Role of AI in the Workplace: A Study at Aumovio

- Development of a questionnaire measuring AUMOVIO employees' perceptions of the changes brought about by AI in the workplace
- Data analysis and reporting
- Annual global administration of the study

30/11/2024 – 01/05/2026

Professional training focused on developing proactive workplace strategies – TEC:Agency

- Delivery of five training modules focused on enhancing employee well-being and performance, covering individual and collective strengths use, burnout and prevention, and job crafting

01/05/2026

Workshop: Strengths Use Interventions - APIO

27/03/2026

Workshop: Open Communication - Continental Timișoara

30/11/2023

Workshop: Critical Thinking - Superhumans Romania

30/11/2022

Workshop: Advanced Data Analysis - FDI-UVT

30/11/2022

Development of an instrument for measuring leadership competencies – Continental Romania

30/11/2022

Delivered a workshop on well-being among nurses – OAMMAGR

30/11/2022

Strengths-based intervention for emerging entrepreneurs – StartUp Survivor

30/11/2021

Leadership Academy - North American Economic Forum

30/11/2019 – CURRENT

Trainer West Summer University

● **COMPETENȚE ORGANIZATORICE**

Organizational skills

- Leadership experience gained through various leadership positions in both student organizations (volunteering) and the private sector (Scienceroot)
- Strong ability to delegate tasks effectively

● **COMPETENȚE DE COMUNICARE ȘI INTERPERSONALE**

Communication and interpersonal skills

- Strong communication skills developed through involvement in various national and international projects