

Zselyke Pap

Date of birth: 18/08/1994 **Citizenship:** Romanian
Timișoara, Romania (Home) zselyke.pap@e-uvt.ro

PROFESSIONAL EXPERIENCE

FPSE – UVT *Timișoara, Romania*

University Lecturer

2025 – Present

Course coordinator:

- Cognition and Organizations (Cognitive Science specialization)
- Coaching and Counseling in Organizations (Master's in Work, Organizational and Transport Psychology)

Seminar coordinator:

- Organizational Psychology (Psychology specialization)
- Data Analysis (Psychology specialization)

Research activity in 2 nationally funded projects:

- “What works better and for whom? Examining interventions for employee well-being through network meta-analysis and personalized practice” – PN-IV-P2-2.1-TE-2023-2079
- “What happens when we turn work into play? Leveraging proactive work behaviors to enhance well-being and performance” – PN-IV-P1-PCE-2023-1473

Research activity in an internationally funded project:

- “Well-being of school principals: a longitudinal approach”, funded under the Switzerland–Romania Cooperation Programme

FSP – UVT *Timișoara, Romania*

University Teaching Assistant

10/2022 – 2025

Seminar coordinator for 2 compulsory disciplines within the Psychology specialization:

- Organizational Psychology (Year III)
- Data Analysis (Year III)

Other responsibilities include:

- coordinating bachelor's theses
- research activity in accordance with the internal development plan
- participation in the faculty admissions committee
- participation in conferences/scientific events

Romanian Journal of Applied Psychology (RJAP) *Romania*

Associate Editor

Present

West University of Timișoara

Research Assistant

03/2021 – 12/2023

Team member in the following projects:

- PN-III-P4-ID-PCE-2020-1760, “SMAPH – a model of short-term self-regulation mechanisms in the educational context”
- PN-III-P4-IDPCE-2020-1880, “Success through strengths use. Leveraging proactive behaviors to enhance employee well-being and performance”

CCOC – UVT *Timișoara, Romania*

Career Counselor

11/2019 – 01/03/2021

- organizing, developing and teaching the modules of the complementary discipline “Professional Counseling and Career Guidance” within the following faculties: FD, FEAA, FMI, FLIT, FEFS
- organizing, designing and delivering student workshops on the following topics: procrastination, learning strategies, education and online sessions, personal branding and personal development

- individual counseling activities with university and school students
- developing scientifically validated instruments to assess professional interests among students
- developing guides on socio-emotional competencies, learning, procrastination, and other topics relevant to student life
- reporting the center's activities (reports to the Ministry of Education, the Rector's report, etc.)
- delivering workshops on socio-emotional and career development within WSU

EDUCATION AND TRAINING

10/2018 – 12/2021 · Timișoara, Romania

PhD in Organizational Psychology (Occupational Health) – West University of Timișoara (Doctoral School of Psychology)

10/2016 – 07/2018 · Timișoara, Romania

Master's in Work, Organizational and Transport Psychology – West University of Timișoara

10/2013 – 07/2016 · Cluj-Napoca, Romania

Psychologist (BA in Psychology) – Faculty of Psychology and Educational Sciences, Babeș-Bolyai University

LANGUAGE SKILLS

Mother tongue(s): Hungarian, Romanian

Other language(s): English

- Listening: C1
- Spoken production: C1
- Reading: C1
- Spoken interaction: C1
- Writing: C1

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

SKILLS

Microsoft Office (Excel, Word and PowerPoint at an advanced level) · SPSS · R · Social media (Twitter, LinkedIn) · Zoom · Google Suite for Education · Mplus

PUBLICATIONS

First-author publications in WoS-indexed journals:

1. Pap, Z., Virgă, D., Notelaers, G., & Maricuțoiu, L. (2020). A multilevel model of job insecurity and engagement. *Journal of Managerial Psychology*. <https://doi.org/10.1108/jmp-02-2020-0089>
2. Pap, Z., Virgă, D., Lupșa, D., & Crașovan, 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, 102010. <https://doi.org/10.1016/j.lindif.2021.102010>
3. Pap, Z., Virgă, D., & Notelaers, G. (2021). Perceptions of Customer Incivility, Job Satisfaction, Supervisor Support, and Participative Climate: A Multi-Level Approach. *Frontiers in Psychology*, 4701. <https://doi.org/10.3389/fpsyg.2021.713953>
4. Pap, Z., Virga, D., & Lupșa, D. (2022). Bringing our best selves to work: proactive vitality management and strengths use predicting daily engagement in interaction. *Frontiers in Psychology*, 13, 8077. <https://doi.org/10.3389/fpsyg.2022.1015397>
5. Pap, Z., Tisu, L., & Virgă, 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. <https://doi.org/10.1108/CDI-06-2022-0146>
6. Pap, Z., Maricuțoiu, L., Virgă, D., Ilie, M., Mladenovici, V., Popescu, B., & Valache, D. (2023). Happy teacher, healthy class? Linking teachers' subjective well-being to high-school and university students' physical and mental health in a three-level longitudinal study. *Social Psychology of Education*, 1–21. <https://doi.org/10.1007/s11218-023-09768-0>
7. Pap, Z., Virgă, D., & Notelaers, G. (2024). From workaholism to exhaustion weekly: the personal demand in a supportive organizational context. *International Journal of Stress Management* (In press).

Book chapter:

Tisu, L., Pap, Z. (co-lead author), & Bunghez, C. (2022). Disseminating results to the general public. In L. R. Diaconu-Gherasim, C. Măirean, & M. Curelaru (Eds.), *Quantitative research methods. Designs and applications in the social sciences* (pp. 617–633). Polirom.

First-author publications in BDI-indexed journals:

Tisu, L., Pap, Z. (co-lead author), & Virga, D. (2021). Employee Intrapreneurship Scale: Adaptation and validation in the Romanian working population. *Psihologia Resurselor Umane*, 19(2). <https://doi.org/10.24837/pru.v19i2.495>

HONORS AND AWARDS

06/2022 · APIO

The “Horia Pitariu” Award, granted for the publication: Pap, Z., Vîrgă, D., & Notelaers, G. (2021). Perceptions of Customer Incivility, Job Satisfaction, Supervisor Support, and Participative Climate: A Multi-Level Approach. *Frontiers in Psychology*, 4701.