

PERSONAL INFORMATION

CORALIA SULEA

 West University of Timisoara

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WORK EXPERIENCE

2014 – present Associate professor, PhD at the Department of Psychology, Faculty of Psychology and Educational Sciences, at the West University of Timisoara. Teaching the following courses: Occupational Health Psychology; Leadership; Research ethics.

2020-present Managing partner and senior organizational psychology consultant at Wellbeing@Work (Occupational Health Services SRL). We help employees and grow by engaging them in projects focused on: understanding the main competencies relevant for performance in their specific work context; enhancing employees' personal resources; developing leadership competencies; strengthening communication skills.

<https://4waw.ro/>

2014 – present Research fellow at Research Group Work, Organisational and Personnel Psychology within KU Leuven (from July, 2014)

2016-2020 & 2024-2025 Vice-dean at the Faculty of Sociology and Psychology at the West University of Timisoara, responsible for the research, communication, and personnel promotion strategies

2008-2014 Lecturer at the Department of Psychology, Faculty of Sociology and Psychology at the West University of Timisoara

2002-2008 Teaching assistant at the Department of Psychology, Faculty of Sociology and Psychology at the West University of Timisoara

2014-2016 Senior consultant at SHL/CEB Romania involved in a variety of HR and development projects such as: EQ course & development programs, Generation Y/Millennials course, Communication course & development programs, Talent identification and assessment, Developmental assessment centers, Soft-skills training and team development, HR procedures and documents for companies in the banking sector, engineering, IT, communications

2003-2007 HR consultant at Regional Development Agency Timisoara. Main activities were defining the competencies for each job, job descriptions and specifications; personnel recruitment and selection; induction programs training needs assessment and training plan; and organizational consultancy on specific issues.

EDUCATION AND TRAINING

- 2003-2008 Doctoral studies and PhD degree in Psychology (2009) awarded by the Babes-Bolyai University, Faculty of Psychology and Educational Sciences
- 2001-2002 Graduate studies in Leadership and Organizational Psychology at the West University of Timisoara
- 1997-2001 Undergraduate studies in Psychology at the West University of Timisoara

PERSONAL SKILLS

Mother tongue(s) Romanian

Other language(s)

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	C1	C1	C1	C1	B2
French	A2	A2	A2	A2	A2

Levels: A1/2: Basic user - B1/2: Independent user - C1/2 Proficient user
Common European Framework of Reference for Languages

ADDITIONAL INFORMATION

Publications (selection) See Annex

- Projects**
- 2018-2021 Member in the project's team Membră în echipa proiectului H2020 SMARTEES, *Social Innovation Modelling Approaches to Realizing Transition to Energy Efficiency and Sustainability*, code 763192
 - 2017-2022 Member in the project's team H2020 CONNECTING Nature *Coproduction with Nature for City Transitioning, Innovation and Governance*, cod 730222, financed by the 7th Framework Programme
 - 2011-2013 Research grant director: Workplace Mistreatment: Implications for Employees' Well-being and performance, PN-II-RU-PD-2011-3-0162, UEFISCDI 96/27.10.2011.
 - 2006 Modern Approach of Hand Trauma – a unitary concept of surgical treatment, recovery and socio-professional insertion – Excellence Research Program – CEEX, Contract no. 105/1/2006, member of the research team
 - 2005 The evaluation and development of human resources for the integration into the European academic field by implementing the PBL (Problem-based Learning) system at the Psychology Department – CNCSIS A project - member of the executive team. (grant director: prof. univ. dr. Anca Munteanu). CNCSIS code 1363, contract no. 27998 /14. 03. 2005
 - 2005 The role of values and emotions in determining the employees' behavior in Romanian organizations - A CNCSIS project, member of the research team. CNCSIS project (theme 4, code CNCSIS 942 / 2004) (grant director: lect. univ. dr. Alin Gavreliuc)
 - 2004 Analysis of proenvironmental policies and anti-corruption policies: A Young Romanian Researchers' Perspective - West University Timisoara, partner – The General Directory of the European Union for Education and Culture – PR coordinator
- Honours and awards**
- 2002 New religious movements in Romania: Typology, profile, and social representations. CNCSIS project nr. 33475 / 2002 (grant director: lect. univ. dr. Alin Gavreliuc)

- 2015 — Award "Gabriela Colțescu" for research in social and political sciences granted by West University of Timisoara for excellence
- 2011 — Award "Horia Pitariu" granted by the Romanian Association of Industrial and organizational Psychology (APIO) for best research published in the previous period in I/O psychology *for the article* Sulea, C., Pitariu, H., & Maricuțoiu, L. (2009). Construction and validation of the Scale for the Evaluation of the Perception of Counterproductive Behaviors in Organizations (EPCBO). *Psihologia Resurselor Umane*, 7, 43-57.

Memberships

- Romanian Association of Industrial and Organizational Psychology — Editor-in-chief of *Psihologia Resurselor Umane* Journal (2014-2019)
- European Association of Work and Organizational Psychology
- European Academy of Occupational Health Psychology

ANNEXES

Articles

- Albulescu, P., Macsinga, I., **Sulea, C.**, Pap, Z., Tulbure, B. T., & Rusu, A. (2025). short breaks during the workday and employee-related outcomes. A diary study. *Psychological Reports*. <https://doi.org/10.1177/00332941251317632>
- Albulescu P., Macsinga, I., Rusu, A., **Sulea, C.**, Bodnaru, A., & Tulbure, B. T. (2022) "Give me a break!" A systematic review and meta-analysis on the efficacy of micro-breaks for increasing well-being and performance. *PLoS ONE* 17(8): e0272460. <https://doi.org/10.1371/journal.pone.0272460>
- Tisu, L., Rusu, A., Sulea, C., & Vîrgă, D. (2021). Job resources and strengths use in relation to employee performance: A contextualized view. *Psychological Reports*. <https://doi.org/10.1177/0033294121997783>
- Fischmann, G., De Witte, H., Sulea, C., Vander Elst, T., De Cuyper, N., & Iliescu, D. (2021). Validation of a short and generic qualitative job insecurity scale (QUAL-JIS). *European Journal of Psychological Assessment*. <https://doi.org/10.1027/1015-5759/a000674>
- Maricuțoiu, L.P., & Sulea, C. (2019). Evolution of self-efficacy, student engagement and student burnout during a semester. A multilevel structural equation modeling approach. *Learning and Individual Differences*, 76, <https://doi.org/10.1016/j.lindif.2019.101785> IF=1.80
- Virga, 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. Interdisciplinary and Applied*. <https://doi.org/10.1080/00223980.2018.1542375>
- Fischmann, G., De Witte, H., **Sulea, C.**, & Iliescu, D. (2018). Qualitative job insecurity and in-role performance: a bidirectional longitudinal relationship?. *European Journal of Work and Organizational Psychology*, 27(5), 603-615. IF= 2.63 <https://doi.org/10.1080/1359432X.2018.1504769>
- Iliescu, D., Macsinga, I., **Sulea, C.**, Vander Elst, T., Fischmann, G., & De Witte, H. (2017). The Five-Factor traits as moderators between job insecurity and health: A vulnerability-stress perspective. *Career Development International*. <https://doi.org/10.1108/CDI-08-2016-0146>. IF=1.08
- Sârbescu, P., **Sulea, C.**, & Moza, D. (2017). Supervisor mistreatment and driving errors in truck drivers: A moderated mediation model. *Transportation Research Part F: Traffic Psychology and Behaviour*, 45, 122–130. <http://dx.doi.org/10.1016/j.trf.2016.12.006> IF=2.38
- Sulea, C.**, Van Beek, I., Virga, D., Sarbescu, P., & Schaufeli, W. (2015). Engagement, boredom, and burnout among students: Basic need satisfaction matters more than personality traits. *Learning and Individual Differences*, 45, 132–138. <http://dx.doi.org/10.1016/j.lindif.2015.08.018> IF=2.36
- Macsinga, I., **Sulea, C.**, Sarbescu, P., Fischmann, G., & Dumitru, C. (2015). Engaged, committed and helpful employees: the role of psychological empowerment. *The Journal of Psychology: Interdisciplinary and Applied*, 149, 263–276. <http://dx.doi.org/10.1080/00223980.2013.874323> IF=1.25
- Iliescu, D., Ispas, D., **Sulea, C.**, & Ilie, A. (2015). Vocational fit and counterproductive work behaviors: A self-regulation perspective. *Journal of Applied Psychology*, 100, 21–39. <http://dx.doi.org/10.1037/a0036652>. IF= 4.75.
- Van den Broeck, A., **Sulea, C.**, Vander Elst, T., Fischmann, G., Iliescu, D., & De Witte, H. (2014). The mediating role of psychological needs in the relation between qualitative job insecurity and counterproductive work behavior. *Career Development International*, 19, 526–547. <http://dx.doi.org/10.1108/CDI-05-2013-0063> IF=1.29
- Ispas, D., Iliescu, D., Ilie, A., **Sulea, C.**, Askew, K., Rohlf, J.T., & Whalen, K. (2014). Revisiting the relationship between impression management

and job performance. *Journal of Research in Personality*, 51, 47–53. <http://dx.doi.org/10.1016/j.jrp.2014.04.010> IF=2.66

De Cuyper, N., Sulea, C., Philippaers, K., Fischmann, G., Iliescu, D., & De Witte, H. (2014). Perceived external employability and performance: moderation by felt job insecurity. *Personnel Review*, 43, 536–552. DOI 10.1108/PR-03-2013-0050 IF=1.23

Sulea, C., Fine, S., Fischmann, G., Sava, F.A., & Dumitru, C. (2013). Abusive supervision and counterproductive work behaviors: The moderating effects of personality. *Journal of Personnel Psychology*, 12, 196–200. DOI: 10.1027/1866-5888/a000097. IF=1.43

Sulea, C., Virga, D., Maricutoiu, L. P., Schaufeli, W., Dumitru, C., & Sava, F. A. (2012). Work engagement as mediator between job characteristics and positive and negative extra-role behaviors. *Career Development International*, 17, 188–207. DOI: 10.1108/13620431211241054. IF=1.23

Editoriale

Sulea, C. (2014). Strengthening positive interpersonal relationships at work: An antidote for burnout. *Psihologia Resurselor Umane* [Psychology of Human Resources Journal], 12, 89-94.

Articles indexed in international databases

Fischmann, G., Sulea, C., Kovacs, P., Iliescu, D., & De Witte, H. (2015). Qualitative and quantitative job insecurity: relations with nine types of performance. *Psihologia Resurselor Umane* [Psychology of Human Resources Journal], 13, 152-164. <http://pru.apio.ro/index.php/prujournal/article/view/402>

Popa, M., Rotărescu, V., Sulea, C., & Albulescu, P. (2013). Scala de evaluare a conducerii toxice – adaptare românească. *Psihologia Resurselor Umane* [Psychology of Human Resources Journal], 11, 57-70.

Milam, A., & Sulea, C. (2013). Workplace incivility and target's characteristics: insights from a cross-national study. *Romanian Journal of Applied Psychology*, 15, 33-40.

Sulea, C., Filipescu, R., Horga, A., Orțan, C., & Fischmann, G. (2012). Interpersonal mistreatment at work and burnout among teachers. *Cognitie, Creier, Comportament/Cognition, Brain, Behavior*, 16, 553-570.

Sulea, C., Fischmann, G., & Filipescu, R. (2012). Conscientious, therefore engaged in work? Don't take it for granted: the moderating role of workplace mistreatment. *Psihologia Resurselor Umane*, 10, 23-32.

Sulea, C., Maricuțoiu, L., Zaborilă Dumitru, C., & Pitariu, H.D. (2010). Predicting counterproductive work behaviors: a meta-analysis of their relationship with individual and situational factors. *Psihologia Resurselor Umane* [Psychology of Human Resources Journal], 8, 66-81.

Virga, D., Macsinga, I., & Sulea, C. (2012). Occupational health psychology in Romania: managers' and employees' needs and perspective. *Romanian Journal of Applied Psychology*, 14 (1), 18-23.

Sulea, C., Vîrgă, D., & Galben, N. (2010). Scala Conflict Muncă-Familie: Analiza proprietăților psihometrice ale versiunii în limba română. *Psihologia Resurselor Umane* [Psychology of Human Resources Journal], 2, 10-20.

Vîrgă, D., Zaborilă, C., Sulea, C., & Maricuțoiu, L. (2009). Adaptarea în limba română a Scalei Utrecht de măsurare a implicării în muncă: examinarea validității și a fidelității. *Psihologia Resurselor Umane* [Psychology of Human Resources Journal], 7, 58-74.

Sulea, C., Pitariu, H., & Maricuțoiu, L. (2009). Construcția și validarea unei Scale de evaluare a percepției comportamentelor contraproductive în organizații (EPCBO). *Psihologia Resurselor Umane* [Psychology of Human Resources Journal], 7, 43-57.

Pitariu, H., Sulea, C., Zaborilă, C., & Maricuțoiu, L. (2008). Justiția organizațională și afectivitatea negativă: o metaanaliză a relației acestora cu comportamentele contraproductive. *Psihologia Resurselor Umane* [Psychology of Human Resources Journal], 6, 34-46.

- Bogathy, Z., Sulea, C., & Zaborilă, C. (2007). The role of emotions in organizational behavior. EWOPinPRACTICE - European Work and Organizational Psychology in Practice e-journal of the European Association of Work and Organizational Psychology (EAWOP), 1, 14-19 <http://www.eawop.org/docs/EWOPinPRACTICE%201-2007%20FINAL.pdf>
- Sulea, C. (2004). Latura întunecată a organizațiilor: comportamentul contraproductiv la locul de muncă. *Psihologia Resurselor Umane* [Psychology of Human Resources Journal], 2, 60-68.
- Sulea, C. (2004). Latura întunecată a organizațiilor: comportamentul contraproductiv la locul de muncă. *Psihologia Resurselor Umane* [Psychology of Human Resources Journal], 2, 60-68.
- Ilin, C., Marian, A., Sulea, C., Zaborilă, C. (2002). Abordări inovative în studiul psihologiei: învățarea bazată pe probleme. *Revista de Psihologie Aplicată*, 4, 5-18.
- Sulea, C. (2002). Dimensiuni identitare ale grupărilor religioase minoritare din România. *Revista de Psihologie Aplicată*, 4, 93-108.

Books

- Iliescu, D. & Sulea, C. (2015) (coord.). *Tratat de psihodiagnostic al personalității*. Iași: Polirom
- Bogathy, Z. & Sulea, C. (2008) (coord.). *Manual de tehnici și abilități academice — ediția a doua revăzută și adăugită*. Timișoara: Editura Universității de Vest.
- Boncu, Ș., Ilin, C. & Sulea, C. (2007) *Manual de psihologie socială aplicată*. Timișoara: Editura Universității de Vest.
- Bogathy, Z. & Sulea, C. (2004) (coord.) *Manual de tehnici și abilități academice*. Timișoara: Editura Universității de Vest.

Book chapters

- Fischmann, G., Corbeanu, A., Spinu, R., Sulea, C., & Iliescu, D. (2023). "Chapter 1: Job insecurity, job security, job future ambiguity? Oh my... A new step towards conceptual clarity". In *Job Insecurity, Precarious Employment and Burnout* (pp. 12-29). Cheltenham, UK: Edward Elgar Publishing. Retrieved Jan 10, 2024, from <https://doi.org/10.4337/9781035315888.00009>.
- Ion, A. & Sulea, C. (2015). Formoularul de studiu al personalității (PRF). În D. Iliescu și C. Sulea (Eds.). *Tratat de psihodiagnostic al personalității* (pp. 91-114). Iași: Polirom
- Vîrgă, D., Sulea, C., Albulescu, P. (2010). Psihologia sănătății ocupaționale: implicații teoretice, metodologice și practice. În A.V. Ciurea, C. L. Cooper și E. Avram (Eds.). *Managementul sistemelor și organizațiilor sănătății* (pp. 315-338). București: Editura Universitară „Carol Davila”.
- Sulea, C. (2008) Comportamentul contraproductiv în organizații. In E. Avram și C. Cooper (coord.) *Psihologia Organizațional-Managerială. Tendințe actuale*. (pp. 615-644). Iași: Polirom (ISBN: 978-973-46-0428-9).
- Vîrgă, D., Zaborilă, C., Sulea, C. (2008). Starea de bine în organizații. In E. Avram și C. Cooper (coord.) *Tendințe actuale în Psihologia Organizațional-Managerială* (pp. 343-370) Iași: Polirom. (ISBN: 978-973-46-0428-9).
- Popescu, C., Sulea, C. (2007). Etica în organizații. In Z. Bogathy (coord.) *Manual de tehnici și metode în psihologia organizațională* (pp. 329-353). Iași: Editura Polirom (ISBN: 978-973-46-0428-9).