



Gabriela-Lăcrămioara Drăghici

Ph.D student in Organizational Psychology at West University of Timișoara

ABOUT ME

I am currently pursuing a PhD in Organizational Psychology, building on a solid academic background in Work, Organizational, and Human Resources Psychology. My doctoral research, conducted under the supervision of Full Professor Delia Vîrgă, Ph.D., examines the role of proactive strategies in fostering employee well-being. The dissertation, titled *"Proactive Strategies and Well-Being: Capitalizing on Positive Work Experiences"*, investigates how employees actively build on their positive experiences at work to enhance engagement, psychological well-being, and the quality of their day-to-day interactions in the workplace. Grounded in the Job Demands–Resources (JD-R) model, my work examines how personal and job-related resources can be proactively mobilized to foster psychological well-being.

My research interests lie within the field of positive organizational psychology, with a particular focus on work engagement, job crafting, strengths use, playful work design, and proactive behavior.
I am particularly interested in experimental and diary study methodologies that enable an in-depth exploration of how employees' day-to-day experiences and interpersonal and intrapersonal strategies influence their engagement, performance, and workplace experiences.

CONTACT

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Research Gate

EDUCATION

2024-PRESENT	**Ph.D student** in Organizational Psychology at West University of Timișoara
2022-2024	**Master's Degree** in Work, Organizational, and Human Resources Psychology at Transilvania University of Brașov
2019-2022	**Bachelor's Degree** in Psychology at Transilvania University of Brașov
2014-2018	**Valedictorian** at High School „Tudor Vianu", Giurgiu



SKILLS

- Exceptional communication and networking skills,
- Successful working in teams, as well as independently,
- The ability to work under pressure and complete multiple projects simultaneously,
- The ability to follow instructions and deliver high-quality results
- Excellent skills in Microsoft Office, SPSS
- Strong knowledge of JASP and JAMOVI data analysis software
- Advanced knowledge of R language programming;
- The ability to learn fast and to apply good analysis skills.

ACADEMIC WORK EXPERIENCE

ASSOCIATE TEACHING STAFF - WEST UNIVERSITY OF TIMIȘOARA

- Teaching university seminars and laboratories for undergraduate psychology students.
- Developing and adapting teaching materials and educational activities.
- Assessing student performance and providing feedback to support the development of academic skills.

Seminars and **laboratories** in:

- Research Skills and Critical Thinking (seminar; Year 1). (2024–2025, 2025–2026, ongoing)
- Data Analysis (laboratory; Year 3). (2024–2025, 2025–2026, ongoing)

RESEARCH ASSISTANT - WEST UNIVERSITY OF TIMIȘOARA

- Conducting literature reviews in the specialized literature relevant to the project's research topics.
- Participating in the collection, processing, and analysis of research data.
- Contributing to the writing of scientific papers and the dissemination of research results.

Project: „Ce se întâmplă când ne transformăm munca în joacă? Valorificarea comportamentelor proactive în muncă pentru creșterea stării de bine și a performanței", PN-IV-P1-PCE-2023-1473.

PROFFESSIONAL WORK EXPERIENCE

SC. Miele TEHNICA SRL, Brașov Junior Employer Branding Responsible

1 April 2022 - Nov 2024

- Responsible for internal communication audits
- Responsible for internal and external communication strategy
- Responsible for CSR events and internal campaigns
- Responsible for several databases.
- Responsible for creating the concept of a new project for an Employer Branding Campaign - launching a LinkedIn Company Page.
- Responsible for communication with stakeholders for each project

1 October 2022 - Dec 2024

- Project Manager for LinkedIn Miele Tehnica Romania with Career Page:
- Coordinating a team of 20 people,
- Assuring a cohesive strategy for LinkedIn content,
- Setting quarterly objectives and assuring they are achieved,
- Creating a weekly and monthly activity report,
- Creating an Event planner to ensure that we cover every academic, work-related, CSR, and other social event,



RESEARCH

Published article: *Burnout and Maladjustment Among Employed Students*. Frontiers | Burnout and Maladjustment Among Employed Students (frontiersin.org)

For more information regarding my scientific activity on workplace topics: researchgate.net/profile/Gabriela-Draghici

RESEARCH PAPER UNDER WORK

- Investigating the Student-Faculty Relationship and academic engagement among employed students. The mediating role of student loyalty
- The relationship between organizational climate, satisfaction with life, and work-life balance among employees.
- The impact of job crafting intervention on engagement in a Romanian company.

SCIENTIFIC CONFERENCES

- Drăghici, G.-L., Vîrgă, D., & Rusu, A. (2026). Look on the bright side! Experimental findings on positive reflection and capitalization as proactive strategies for building well-being at work. Paper presented at the 17th Conference of the European Academy of Occupational Health Psychology (EAOHP), Helsinki, Finland.
- Drăghici, G.-L., & Vîrgă, D. (2026). From proactive behaviors to job satisfaction: The mediating roles of psychological capital, work engagement, and burnout in a three-wave study. Paper presented at the "Horia D. Pitariu" National Conference on Industrial-Organizational Psychology, Cluj-Napoca, Romania.
- Drăghici, G.-L., Vîrgă, D., & Rusu, A. (2025). Using proactive strategies to increase engagement in individual and team tasks: An experimental study. Paper presented at the "Horia D. Pitariu" National Conference on Industrial-Organizational Psychology, Sibiu, Romania.
- Drăghici, G.-L., & Cazan, A.-M. (2024). The dynamic model of job characteristics and job adjustment trends on employees' work outcomes in Romania. Paper presented at the "Horia D. Pitariu" National Conference on Industrial-Organizational Psychology, Bucharest, Romania.
- Drăghici, G.-L. (2023). The impact of job crafting intervention on work conditions and employees' engagement in a Romanian company. Paper presented at the Session of Scientific Communications, Faculty of Psychology and Educational Sciences, Transilvania University of Braşov, Braşov, Romania.
- Drăghici, G.-L., & Cazan, A.-M. (2023). Investigating the student-faculty relationship and academic engagement: The mediating role of student loyalty. Paper presented at the AFCO Conference "Graduates in Front of Companies," Braşov, Romania.
- Drăghici, G.-L., & Cazan, A.-M. (2023). The impact of job crafting intervention on work conditions and employees' engagement in a Romanian company. Paper presented at the AFCO Conference "Graduates in Front of Companies," Braşov, Romania.
- Drăghici, G.-L., & Cazan, A.-M. (2022). Investigating the student-faculty relationship and academic engagement among employed students: The mediating role of student loyalty. Poster presented at the JRP - Junior Researcher Programme, Open Conference at the jSchool, Certosa di Pontignano, Siena, Italy.
- Drăghici, G.-L., & Cazan, A.-M. (2022). Burnout in the life of employed students. Paper presented at the AFCO Conference "Graduates in Front of Companies," Braşov, Romania. (First place)



SCIENTIFIC CONFERENCES

- Drăghici, G.-L., & Cazan, A.-M. (2022). Burnout in the life of employed students. Paper presented at the Session of Scientific Communications, Faculty of Psychology and Educational Sciences, Transilvania University of Brașov, Brașov, Romania. (Second place)
- Drăghici, G.-L., Tudose, A., & Lucaci, C. (2021). The effectiveness of educational podcasts in learning. Paper presented at the University of Timișoara conference "The Role of Research and Innovation in Contemporary Society," Timișoara, Romania.
- Drăghici, G.-L., & Cazan, A.-M. (2021). Relationship between burnout and academic adjustment on employed student. Poster presented at the JRP - Junior Researcher Programme, online.
- Drăghici, G.-L., & Cazan, A.-M. (2021). Relationship between burnout and academic maladaptation among employed and unemployed students. Paper presented at the AFCO Conference "Graduates in Front of Companies," Brașov, Romania.
- Drăghici, G.-L., & Cazan, A.-M. (2021). Relationship between burnout and academic maladaptation among employed and unemployed students. Paper presented at the "Horia D. Pitariu" National Conference on Industrial-Organizational Psychology.
- Drăghici, G.-L., & Cazan, A.-M. (2021). The effects of burnout on academic adaptation among employed students. Paper presented at the Session of Scientific Communications, Faculty of Psychology and Educational Sciences, Transilvania University of Brașov, Brașov, Romania.

AWARDS

- Jun 2022 - **Winner of "Transilvania" Excellence Scholarship**
- Nov 2021 - **Winner of "Fii în centru!" Scholarship.** With the project "Center of preserving the physical and mental health of students and teachers from Transilvania University of Brașov - Melo-Psi-Med".

TRAINING

- July 2021 - Sept 2021 - Erasmus Traineeship in Kielce, Poland.

VOLUNTEERING

- Sept 2021 - Volunteer at "Noaptea cercetătorilor" at Transilvania University

OTHER PROFESSIONAL ACTIVITIES

- Aug 2021 - Aug 2024 - **Founder of BSPP** - first student association for psychology students in Brașov
- Aug 2021 - Oct 2023 - HR Department Coordinator in BSPP

CERTIFICATION

- Nov 2021 - Nov 2021 - Foundations of Project Management. Online course on Coursera offered by Google.
- July 2021 - August 2021 - Preparing to Manage Human Resources. Online non-credit course on Coursera.
- Oct 2017 - May 2018 - ECDL. Digital skills.