





PERSONAL INFORMATION

ABRUDAN MARIA- MADELA



-  University of Oradea, Faculty of Economics, Department of Management-Marketing, Universităţii street No 1, 410087, ORADEA, BIHOR, ROMANIA
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WORK EXPERIENCE

2018-present

- **Doctoral supervisor** - associate, habil.
- The field of doctoral university studies: Management
- West University of Timisoara, Doctoral School of Economic Sciences and Business Administration, field: Management
- Blvd. V. Parvan 4, Timisoara 300223, Timis, Romania

July 2006 – currently

- **Associate professor** within the Faculty of Economics, University of Oradea, Management – Marketing Department
- Disciplines: Human Resources Management, International Management, Project Management and Comparative Management
- University of Oradea, Faculty of Economics, Management – Marketing Department, 1 University Street, 410087, Oradea (Romania)
- Education, research

October 2015 - currently

- **Department Head / Management – Marketing Department Director**, Faculty of Economics, University of Oradea
- Coordination of department's members in order to achieve the objectives established in accordance with the development strategy of the Faculty of Economics
- Administration of Marketing and Management specializations, day courses, I-III study years
- Administration of Master's degree studies: Organization Management, Marketing and Business Communication.
- University of Oradea, Faculty of Economics, Management – Marketing Department, 1 University Street, 410087, Oradea (Romania)
- Education, research

July 2012 – October 2015

- **Vice-Dean of Quality Management and External Relations** within the Faculty of Economics, University of Oradea
- Responsible at the level of the Faculty of Economics, University of Oradea, with the implementation of procedures relating to quality assurance and the strengthening and development of national and international relations, partnerships with the socio-economic environment
- University of Oradea, Faculty of Economics, Management – Marketing Department, 1 University Street, 410087, Oradea (Romania)
- Education, research

2005 – July 2012

- **Department Head / Management – Marketing Department Director**, Faculty of Economics, University of Oradea
- Coordination of department's members in order to achieve the objectives established in accordance with the development strategy of the Faculty of Economics
- Administration of Marketing and Management specializations, day courses, I-III study years
- Administration of Master's degree studies: Organization Management, Public Administration Management, Marketing and Business Communication.

- University of Oradea, Faculty of Economics, Management – Marketing Department, 1 University Street, 410087, Oradea (Romania)
- Education, research

- 2002 – July 2006**
- **Lecturer** within the Faculty of Economics, University of Oradea, Management – Marketing Department
- Disciplines: Human Resources Management, International Management, Project Management and Comparative Management
- University of Oradea, Faculty of Economics, Management – Marketing Department, 1 University Street, 410087, Oradea (Romania)
- Education, research

- 1998 – 2002**
- **Assistant Professor** within the Faculty of Economics, University of Oradea, Management – Marketing Department
- Disciplines: General Management, Human Resources Management and Comparative Management – seminar
- University of Oradea, Faculty of Economics, Management – Marketing Department, 1 University Street, 410087, Oradea (Romania)
- Education, research

- 1996 – 1998**
- **Graduate Assistant** within the Faculty of Economics, University of Oradea, Management – Marketing Department
- Disciplines: General Management and Human Resources Management
- University of Oradea, Faculty of Economics, Management – Marketing Department, 1 University Street, 410087, Oradea (Romania)
- Education, research

Other main activities and responsibilities

Didactic activity

Research activity:

- publishing articles in scientific reviews, attending national and international scientific sessions - over 80 work papers
- publishing specialized books / chapters in collective volumes (as author and co-author): 20; courses / theoretical chapters written: 9
- 2007 - currently - Deputy Head of Performance in Management and Marketing Team Research - Research Center for Competitiveness and Sustainable Development, University of Oradea
- 2009 - currently – Director of "Center for Training and Professional Development Human Resources Management (CFP - MRU)", Applied Research Center in the Center for Competitiveness and Sustainable Development, Faculty of Economics, University of Oradea
- Member of the committee - public support of the PhD. thesis - Doctoral School of Management, Academy of Bucharest economical analysis, the Council of Doctoral Studies - Decision no. 73 / 01.08.2012; Doctoral Studies Center, West University of Timisoara - Hot. 1950 / 01.12.2015; University of Oradea decision no. 86 / 05.03.2015
- Chairman / member of committee for approval research results of R&D project - *Research on marketing communications efforts of SMEs in providing innovative solutions for increasing competitiveness in the context of sustainable development policies at European* – National Center Management Programms - no. 92 090 / 01.10.2008
- *Responsible for Master's Degree* - Organization Management, Study lines: Business and Public Sector
- *Responsible for Training and continuing professional development* postgraduate programme - Project Manager - - Center for training and development in the field of human resources management in the Research Center for Competitiveness and Sustainable Development, University of Oradea, Faculty of Economics.

- Other activities:
- *Expert – Evaluator – Permanent Expert Commission, Economic Sciences 1 Commission – The Romanian Agency for Quality Assurance in Higher Education - National Register of Evaluators – Management, May 2012 – currently, http://pfe.aracis.ro/inscriere/registru/lista_c_p/6/*
- *Expert – Evaluator – The Romanian Agency for Quality Assurance in Higher Education - National Register of Evaluators – Management, March 2011 – currently. (http://pfe.aracis.ro/inscriere/registru/lista_c_d/6/29/)*
- *Expert – Evaluator (The Group of Experts – Evaluators established for project proposals evaluation) – National Centre for Programme Management – CNMP (contract no. 346/05.07.2007, 2008), UEFISCU, CNCSIS – 2010.*
- *Member of the work group Human Resources – preparation of Bihor County Development Plan, 2007-2013, General Coordinator – Bihor County Council, Scientific Coordinator – University of Oradea, Faculty of Economics*
- *Key-expert – “AFER Itinerant Summer School”, 3rd edition – “Competitiveness and sustainable development in the perspective of European integration”, organized by Association of Economics Faculties of Romania, Faculty of Economics, University of Oradea and AGER – Bihor branch, 2-11 September 2010*
- *Member of the Organizing Committee of the International Conference, International Conference on Intellectual Capital, Knowledge Management & Organisational Learning – ICICKM (2011-2018) (ISI Proceedings): 8th edition – ICICKM 2011, The Institute for Knowledge and Innovation Southeast Asia (IKI-SEA) of Bangkok University, Bangkok, Thailand, 27-28 Octombrie 2011; 9th edition– ICICKM 2012, Universidad del Rosario and the Universidad Jorge Tadeo Lozano, Bogota, Columbia, 18-19 Octombrie 2012; 10th edition – ICICKM 2013, The George Washington University School of Engineering and Applied Science (SEAS) and Engineering Management and Systems Engineering (EMSE) Washington, DC, USA, 24-25 Octombrie 2013; 11th edition– ICICKM 2014, The University of Sydney Business School, The University of Sydney, 6-7 Noiembrie 2014, Sydney, Australia; 12th edition - ICICKM 2015, The Institute for Knowledge and Innovation Southeast Asia*

- (IKI-SEA) of Bangkok University, 5 - 6 noiembrie 2015, Bangkok, Thailand; 13th edition - ICICKM 2016, Ithaca College, New York, 14 - 15 noiembrie 2016, SUA, ICICKM 2017 – 14th International Conference on Intellectual Capital, Knowledge Management & Organisational Learning, 7-8 December 2017, The Hong Kong Polytechnic University, Hong Kong, ICICKM 2018 – 15th International Conference on Intellectual Capital, Knowledge Management & Organisational Learning, 29-30 November 2018, University of the Western Cape, South Africa.
- *Member of the Editorial Team, Magazine: International Business Research*, Canadian Center of Science and Education, ISSN 1913-9004 (Print), ISSN 1913-9012 (Online), AMICUS indexed magazine, Cabell's, Canadiana, DOAJ, EBSCOhost, EconLit, ERA, Google Scholar, JEL, Library and Archives Canada, Lockss, Open J-Gate, PKP Open Archives, Harvester, ProQuest, Ulrich's, Universe Digital Library, Wanfang Data
 - *Member of the Scientific Committee of the International Management Conference organized by the Academy of Economic Studies, Bucharest: "Approaches in Organisational Management" - AOM 2012, Bucharest 15-16 November 2012, "New Management For The New Economy" – 2013, Bucharest, 7 to 8 November 2013, "Management Challenges for Sustainable Development" - 2014, Bucharest 6-7 November 2014, "Management and Innovation for Competitive Advantage" - 2015, Bucharest 5-6 November 2015, "Challenges of Modern Management" – 2016, Bucharest 3-4 November 2016, "The role of Management in the Economic Paradigm of the XXIst Century" – 2017, Bucharest 2-4 November 2017, "Management Perspectives in Digital Era" – 2018, Bucharest 1-2 November 2018.*
 - *Member of the Scientific Committee of the International Conference "Challenges and Innovation in Management and Leadership", 12th International Symposium on Management - SIM 2013 West University of Timisoara, Politehnica University of Timisoara, 11 to 12 October 2013*
 - *Member of the International Program Committee of the International Conference "Management During and After the Economic Crisis", 13th International Symposium on Management - SIM 2015 West University of Timisoara, Politehnica University of Timisoara, 9 to 10 October 2015.*
 - *Associate editor of the The Annals of the University of Oradea, Faculty of Economics, ISSN 1582-5450 (electronic format), ISSN 122569 (printed format), CNCSIS accredited magazine, B+, 2013, 2014*
<http://anale.steconomieuoradea.ro/en/editorial-board/>
 - *Member of the Editorial Team – The Scientific Committee The Annals of the University of Oradea, Faculty of Economics, ISSN 1582-5450 (electronic format), ISSN 122569 (printed format), CNCSIS accredited magazine, B+, 2009, 2010, 2011, 2012.*
 - *Member of the Editorial Team, Magazine: Business&Leadership, University of Craiova Publishing House, ISSN 2069-4814*
 - *Reviewer - Scientific Annals of the "Alexandru Ioan Cuza" University of Iasi. Economic Sciences, <http://saaic.feaa.uaic.ro/index.php/saaic/about/displayMemberships/6>, ISSN: 2068-8717, indexed in RePEc, DOAJ, EBSCP, CABELL etc. <http://www.scinte.gr/committees.php>*
 - *Member of the Organizing Committee (responsible for the Management – Marketing section) of the International Scientific Communication Sessions "European Integration – New Challenges for the Romanian Economy", organized by the Faculty of Economics, University of Oradea, Oradea, May 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014.*
 - *Coordinator - Roundtable / Workshop - organized by the Centre for development and training in Human Resources Management, Faculty of Economics, University of Oradea, international conferences "European Integration - New Challenges", Oradea topics: "Equity and discrimination in human resources Management" - First edition, May 30, 2009; "The human resources manager in front of the challenges of 2010" - Second edition of 29 May 2010; "Employee training - a condition for the success of employers. Through funding opportunities" - Third Edition of 28 May 2011.*
 - *Coordinator - Roundtable, the International Conference "European Integration - New Challenges", Faculty of Economics, University of Oradea, Oradea on "methodological research framework - Project: Establishment of R + D Programmes in the field of new public Between economic management Faculties of Higher Education in Hajdu-Bihar and Bihor Counties - HURO / 0901/277 / 2.2.2 - Faculty of Economics and Business Administration, University of Debrecen and Faculty of Economics, University of Oradea "28 May 2011*
 - *Coordinator - Roundtable "Challenges and solutions of local public administration Institutions in Romania and Hungary - researching public Administrations in Bihor and Hajdu-Bihar counties" - Faculty of Economics and Business Administration, University of Debrecen and Faculty of Economics, University of Oradea, Oradea 28 June 2012.*
 - *Responsible of the Group "Student Olympiads" within the Scientific and Inter-university Relationships Commission, Association of Economics Faculties of Romania (2006 – May 2008)*
 - *Member of department "Relations with business environment" - Association of Faculties of Economics, Romania (May 2008-July 2012)*
 - *Deputy Director of Department 6: 'Evaluation of teaching and research staff "group 6.1" Rating distinctions "- Association of Faculties of Economics, Romania (July 2012 - currently)*
 - *Responsible for the organization of the National Olympiad of Economics Students, Management Area, 1st edition, October 2006, organized under aegis of the Association of Economics Faculties of Romania by the Faculty of Economics, University of Oradea.*
 - *Member of the jury commission – National Olympiad of Economics Students. Management Area:*
 - 2nd edition, November 2008, organized under aegis of the Association of Economics Faculties of Romania by the Faculty of Economics, "Ovidius" University, Constanta.
 - 3rd edition, November 2007, organized under aegis of the Association of Economics Faculties of Romania by the Faculty of Economics Law and Administrative Sciences, "Petru-Maior" University, Targu Mures.
 - 5th edition, May 2010, organized under aegis of the Association of Economics Faculties of Romania by the Faculty of Economics, "Lower Danube" University, Galati.
 - 6th edition of May 2012, organized under the aegis of the Association of Faculties of Economics, Romania by the Faculty of Economics, University "Bogdan Vodă", Cluj-Napoca.
 - *Commissary in the Research, Consultancy and Implementation Commission, the Ruling Council of the Romanian Management Scientific Society, November 2007 – currently.*
 - *Expert collaborator/Lecturer– Training program "Project Development and Management" organized by the National Institute of administration, Ministry of Administration and Interior, Regional Centre of Continuing Training for the Local Public Administration – Timisoara, July 2005.*
 - *Responsible for the organization of the Scientific Communication Session "Romanian Economy – present and future" organized by the Faculty of Economics, University of Oradea, May 2003.*
 - *Member of the Editorial Board of the Annals of University of Oradea, Faculty of Economics, Volume XII, ISSN 1582-5450,*

- 2003.
- *Member* of data collection and editorial staff of the Regulations on the application of transferable credits, Faculty of Economics, University of Oradea, 2000.
 - *President, Member of the contest commissions* for didactic positions occupancy: lecturer, reader, assistant, tutor in university education, 2002 – currently.
 - *Member of the contest commissions* for the award of professional degrees in pre-university education: full-time degree, 1st degree, 2nd degree (2004 – currently)
 - *Coordination of students* for the preparation of diploma theses at the following disciplines: Human Resources Management, Comparative Management, International Management and Project management; *of MA students* for the preparation of dissertation papers at the following disciplines: Human Resources Management, Human Resources Management in Public Administration and Project Management; *1st and 2nd degree theses* in pre-university education.
 - Consultancy activity in Human Resources Management

Education and training

- 2006-2007 Master's degree
 Master's degree in Educational Management
 Teaching Staff Training Department, University of Oradea
- 1998-2001 PhD
 Management Area
 Title of doctoral thesis: „*Human resources comparative management*”
 University of Craiova, Faculty of Economics
- 1996-1997 Master's degree - Advanced Studies
 Master's degree in *Strategic Management of Organizations*
 Faculty of Economics and Law, West University of Timisoara
- 1991-1996 Economist, graduate
 Graduate in International Economic Relations
 Faculty of Economics, West University of Timisoara
- 1987-1991 Graduate of Computer Science profile
 Baccalaureate degree
 Analyst-programmer II
 "Emanuil Gojdu" High School of Mathematics and Physics, Oradea

Training courses

- March 2013 Certificate of proficiency - English language
 Level B2 of the Common European Framework of Reference - Council of Europe
 University of Oradea, Faculty of Letters
- July 2012 Certificate of graduation
Trainer specialization course, COR code 242401
 University of Oradea/Ministry of Labour, Family and Social Protection, Ministry of Education, Research, Youth and Sports
- 2008-2009 Certificate of graduation
Psycho-pedagogic training module
 Teaching Staff Training Department, University of Oradea
- 2008-2009 Certificate of graduation. Continuous training course
University Management
 Academy of Economic Studies of Bucharest, School of Postgraduate Training
- July 2007 Trainer certificate "Complex Management Simulations Prelem XXI, industrial"
 Graduate of the training and professional specialization courses "Complex Management Simulations Prelem XXI" for trainers in this field
 Management and Marketing Institute – International Manager
- November 2006 Certificate of graduation of the course "Research Project Management"
Research Project Management

- November 2004 National School of Political and Administrative Studies, Bucharest, application PC7, Programme CEEEX – M II, contract no. 6064 – beneficiary: University of Oradea
Tutorship certificate in distance education system
 Graduate of the training courses for tutorship in distance education system organized in the project R@2U by the Polytechnic University of Bucharest and University of Oradea – Certificate of graduation Polytechnic University of Bucharest and University of Oradea
- June– July 2000 Certificate of graduation
 Graduate of the courses “Gender, nation and identity – cross-cultural and multidisciplinary perspectives” within CEU (Central European University) Summer University, Budapest
 CEU (Central European University) Summer University, Budapest, Hungary
- 1992-1993 Certificate of graduation
 Graduate of the courses “International Relations Theory” and “International Organization” within CEP (Civic Education Project) organized by the West University of Timisoara
 CEP (Civic Education Project), West University of Timisoara

PERSONAL SKILLS AND COMPETENCES

Mother tongue(s)
 Other language(s)

Romanian					
	Understanding		Speaking		Writing
	Listening	Reading	Spoken interaction	Spoken production	
English	B2	B2	B2	B2	B2
	Certificate of proficiency - English language - Level B2 of the Common European Framework of Reference - Council of Europe				
French	A2	A2	A2	A2	A2

Social skills and competences

- Acquired in coordination department, project teams:
- aptitude for teamwork
 - flexibility
 - excellent communication skills
 - negotiating skills and organization
 - perseverance, responsibility, dynamism and intuitive spirit

Organizational skills/management

- coordinating the activities of the ESF staff in quality assurance in academic management and external relations.
- coordination department members work as Head of Department / Department director-Marketing Management - areas: Management and Marketing - Bologna cycle I and II
- coordination of project activities: development, implementation, budget management as project manager
- coordinating the organizing team of the National Olympiad of Students in Economics. Domain Management, First Edition, October 2006, organized under the aegis of the Association of Faculties of Economics, Romania.
- coordination team for organizing scientific events: conferences, round tables, work shop.

Computer skills and competences

- A good mastery of Microsoft Office+ tools (Word, Excel, PPT)

Other skills and competences

- Involvement for goals achievement
- Dynamism
- Goals achievement with minimum supervision

Driving license(s)

- B category

ADDITIONAL INFORMATION

Representative publications:

- Co-author of the work “Human resources management facing international environment” Medienhaus ROTABENE Rothenburg, Germany, 2015.
- Co-author of the work “Contribuții la conturarea unui model românesc de management” - Ion Petrescu (coordonator), - Chapter 14, Managementul resurselor umane în organizațiile din România, 14.8 Echitate și discriminări în managementul resurselor umane din România, Expert Publishing House, Bucharest, 2014.
- Coordinator of the work “Application Study on the New Public Management in Public Administration Institutions in Bihor County – research report”, Oradea University Publishing House, 2012.

- Co-author of the work *"Decision Making in Service Industries: A Practical Approach"*, - coordinators Javier Faulin; Angel A. Juan; Scott E. Grasman, Rochester Institute of Technology, New York, USA; Michael J. Fry, University of Cincinnati, Ohio, USA, **CRC Press, Taylor & Francis**, Library of Congress Cataloging-in-Publication-Data, 2012.
- Coordinator of the work *"Equity and Discrimination in Human Resources Management"*, ASE Publishing House, Bucharest, 2010.
- Coordinator of the work *"Human Resources Department Manual"*, Oradea University Publishing House, 2009
- Coordinator of the work AFER, University of Oradea - *"National Olympiad of Economics Students, Management Area, First edition, October 2006"*, Oradea University Publishing House, 2006.
- Author of the work *"Human Resources Management"*, Oradea University Publishing House, 2005
- Author of the work *"Human Resources Management. Collection of case studies, tests and applications"*, Dacia Publishing House, Cluj Napoca, 2005.
- Author of the work *"Human Resources Management in the Context of Globalization"*, Universitaria Publishing House, Craiova, 2004.
- Author of the work *"International Management"*, Oradea University Publishing House, 2003.
- Coordinator of course supports *"Human Resources Manager"*, *"Human Resources Analyst"*, *"Human Resources Inspector"*, Phare Programme – Economic and Social Cohesion "Human Resources Development", Budget line Phare/2006/018-147.04.02 Reference 03 Promoting life-long learning for qualification and re-qualification of the work force – "HUMAN RESOURCES MANAGEMENT TRAINING AND EDUCATION CENTER", Oradea, 2009.
- Co-author of the work *"Advice on Finding a Job – Guide"*, Oradea University Publishing House, 2008.
- Co-author of the work *"Collection of Multiple Choice Tests. Management, Human Resources Management, Small Business Management, Comparative Management"*, Oradea University Publishing House, 2008.
- Co-author of the work *"The first steps in the career. Guide"* – coordinator Ada Mirela Tomescu (coordinator) – Oradea University Publishing House, 2007.
- Co-author of the work *"Computer Systems and Applications in Economics"* – coordinator Horia Demian, Oradea University Publishing House, 2006
- Author of the works *"Comparative Management"* and *"Project management"*, Oradea, 2002.
- Co-author of the work *"The Woman in the Context of Change – Status, Roles, Identities"* – coordinator Chipea Floare, Oradea University Publishing House, 2000.

European projects - participation

- management/coordination/participating in projects:
- **Project Manager (Partner):** *"Establishment of R+D programmes in the field of new public management between economic faculties of higher education in Hajdu-Bihar and Bihar Counties"*, financed by Phare CBC HU 2007-2013, Priority Axis: 1. Improve the key conditions of joint, sustainable development of the cooperation area/2.2.2. Delivery of joint research projects, Contract: RO/0901/277/2.2.2., Main partner: Debrecen University, Hungary, project value: EUR 80, 818, March 2011 – February 2012.
- **Project Manager:** *"Human Resources Management Training and Education Center (CFP - MRU)"*, Phare Programme 2006/018-147. 04.02, Promoting life-long learning for qualification and re-qualification of the work force, Contract: Phare 2006/018-147. 04.02.02.01.605, project value: EUR 110,494, Implementation period: 02.12. 2008 – 30. 11. 2009.
- **Project Manager** *"Development of an Assessment Center of Human Resources Performance and Career Orientation"* financed by Romanian Ministry of Education and Research - CNCISIS, 142/ 2002, 87/2003 (follow-up).
- **Coordinator of the project** "Leader profile" carried out by the AIESEC student organization, financed by Oradea City Hall – Oradea Local Council, contract no. 103700/30.09.2003, 2003 – 2004.
- **Master's Degree Practice Responsible:** Project: *"Practice of Economics Students. Cross-regional Partnership on Labour Market between Universities and Business Environment"* (PRACTeam), ID: 64150, Project financed by the European Social Fund - "Invest in people!" Contract no. POSDRU/90/2.1/S/64150, project value: LEI 19,830,198, October 2010 – October 2013.
- **Territorial Coordinator** - *"Entrepreneurship and the Equality of Chances. An Inter-regional Model of Women School of Entrepreneurship"*, Project financed by the European Social Fund - "Invest in people!" Contract no. POSDRU/9/3.1/S/5, value: LEI 12,500,104, January 2009 – January 2011.
- **Member - expert evaluator** in the project entitled *"Development and strengthening of the quality culture in the Romanian higher education system - QUALITAS"* Contract HRD / 155 / 1.2 / S / 141 894, Invest in people !, co-financed from the European Social Fund Project Operational Programme Human Resources development 2007 - 2013 priority Axis 1 "education and training in support of growth and development of knowledge based society" Area of intervention 1.2 "Quality in higher education", beneficiary: Romanian Agency Insurance quality in Higher Education – ARACIS, March to May 2015.
- **Member - expert tutoring post-doctoral students** in the project entitled *"SOCERT. Knowledge society through research dynamism"* Project ID: 132 406, financed from the European Social Fund Operational Programme Human Resources Development 2007-2013, Priority no. 1 "Education and training to support growth and development of knowledge based society" Area of Intervention 1.5 "Doctoral and post-doctoral research in support of 'beneficiary: Stefan cel Mare University of Suceava, April 2014 - October 2015.
- **Member** of the team of the project *"Comparative Research on Knowledge Management in Romanian Institutions of Engineering Education"*, programme Partnerships 2008 – main partner: University of Oradea, PN II 92074, project value: LEI 2,000,000, period: October 2008 – October 2011.
- **Expert Member** in the project *"Flexibility and Performance through Management"*, Project co-financed by the European Social Fund through the Sectoral Operational Programme Human Resources Development 2007-2013, Priority Axis 3 *"Increasing Adaptability of Workers and Enterprises"*, Key Area of Intervention 3.2 - *"Training and Support for enterprises and Employees to Promote Adaptability"*, Contract POSDRU/81/3.2/S/57620, ID project 57620, December 2010 – December 2011.
- **Expert Member** in the project *eWork today* – training program for the adaption/orientation of active work force to the requirements of the information society (eWork - PIAFM), Budget line Phare/2005/017-553.04.02, January – December 2008.
- **Member** of the team of the project *"The Impact of Rural Tourism on Sustainable Development of Bulz Area – the Apuseni Mountains"*, financed by MEC – CNCISIS (AT), 42/ 2005.
- **Trainer** in the project *"Partner Training and Business Center"*, financed within the Phare Programme Economic and Social Cohesion, developed by Softpartner (main applicant) in collaboration with Bihor County Council and Bihor County Employment Agency, March 2003 – March 2004.
- **Member** of the team of the project: *"Business Trend Survey in the Metropolitan Area"*, financed by Oradea City Hall (University of

Oradea and Oradea City Hall), February – June 2002.

- Participation as **coordinator** in the project "Think Big" developed by the AIESEC student organization in collaboration with the Romanian-Swiss Entrepreneurship Foundation (May 2000).
- Beneficiary under the Bilateral Agreement SOCRATES ERASMUS program - Teaching staff mobility, visiting professor / Staff mobility to:
 - PA College, Lamaca, Cipru – may, 2018
 - University of Debrecen, Debrecen, Hungary – 2019, 2017
 - Università degli Studi d'Insubria, Varese, Italy, april 2016.
 - Technological Educational Institute of Athens (T.E.I. of Athens), Athens, Greece, april 2015.
 - International School of Management Slovakia, Vysoka Skola Medzinarodneho Podnikania ISM, Presov, Slovakia, february, 2015.
 - International School of Management Slovakia, Vysoka Skola Medzinarodneho Podnikania ISM, Presov, Slovakia, february, 2014.
 - University of Debrecen - Hungary, cu tema: "Human Resources Management and Organizational Behaviour", april, 2013.
 - International School of Management Slovakia, Vysoka Skola Medzinarodneho Podnikania ISM, Presov, Slovakia, topic: "Aspects regarding Human Resources Management", april, 2010.
 - University of Debrecen - Hungary, topic: " Human Resources Management - Romanian practices vs. Hungarian practices", september, 2009.
 - Universitesi Adnan Menderes, Aydin - Turkey, topic: " Human Resources Management", april, 2009.
 - Universidad Politecnica de Valencia din Alcoy – Spain, topic: " Human Resources Management)", april, 2008.
 - Università degli Studi „G. Annunzio "Pescara – Italy, topic: " Human Resources Management in romanian and italian firms - a comparative approach)", april, 2007.
 - Università degli Studi di Brescia – Italy, topic: " Human Resources Management (general aspects, particularities of human resources management in Romanian subsidiaries of multinational corporations)", march, 2006.

Awards

- Awarding Research Results – Ministry of Research and Innovation, The National research Plan, Development and innovation for 2015-2020 period, P1 – Development the National Research –Development National System, 1.1 – Human resources (PRECISI2017) - PN-III-P1-1.1PRECISI201717293 - *The young generation of employees and their attitude towards work – a comparison of three countries*, Current Science, 2016.
- *Diploma for remarkable results for scientific research in Management domain* – granted by University of Oradea, 8362/24.05.2016
- *Teacher of the Year 2007 Award* by the Association of Economics Faculties of Romania,
- *Excellence Diploma* granted by the Association of Economics Faculties of Romania for student scientific research support by the successful organization of the National Olympiad of Economics Students, Management Area, 1st edition, October 2006.

Affiliations

- *Member of the Romanian Association of Management Consultants (AMCOR) (2000)*
- *Member of the General Association of Romanian Economists (2006)*
- *Member of the Human Resources Club Association – HR Club (January 2007)*
- *Foundation member of the Romanian Management Scientific Society (October 2007)*
- *Member of the Romanian Management Academic Society (May 2012)*
- *Member of the International Economics Development Research Center (IEDRC) (july 2012)*

Associate professor PhD. habil. Maria-Madela Abrudan