



Bucharest University of Economic Studies

Faculty of Management

in partnership with SAMIRO

THE 15th INTERNATIONAL MANAGEMENT CONFERENCE

“Managing People and Organizations in a Global Crisis”

November 4th - 5th, 2021

Bucharest, Romania

Thursday, November 4th, 2021

09:45 - 10:00 - Registration of participants.

<https://ase.zoom.us/j/85899686650?pwd=dWRxajRKeXhEOGI4VER0TEZmNXJyZz09>

10:00 - 12:00 - Plenary Session

12:00 - 13:30 - Break

13.30 -15:30 Workshop: „2020 Romanian Management Assessment”. Conclusions of the Research

<https://ase.zoom.us/j/87451243774?pwd=UWxlemxOeU1DVmxTd21qTHFka3BjZz09>

13:30-16:30 Parallel Sessions – 1st part

SESSION I: Business Administration, Project Management and Organizational Performance

<https://ase.zoom.us/j/83405808887>

SESSION II: Education, Innovation and Knowledge Management

<https://ase.zoom.us/j/85297840185?pwd=b09Db3YveXkxMXl0OTk3eVlkTm9yUT09>

SESSION III: Strategic Management, Change Management and Entrepreneurship

<https://ase.zoom.us/j/82772416761>

SESSION IV: HR Management and Ergonomics, Organizational Culture and Leadership

<https://ase.zoom.us/j/84225991845?pwd=NFhNbXJOMmEwWUo1bkNxsUZl09>

SESSION V: Behavioural Sciences, Communication Studies and Business Ethics

<https://ase.zoom.us/j/3617465979>

16.50-19:00 Parallel Sessions – 2nd part

SESSION I: Business Administration, Project Management and Organizational Performance

<https://ase.zoom.us/j/83405808887>

SESSION II: Education, Innovation and Knowledge Management

<https://ase.zoom.us/j/85297840185?pwd=b09Db3YveXkxMXl0OTk3eVlkTm9yUT09>

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SESSION V: Behavioural Sciences, Communication Studies and Business Ethics

<https://ase.zoom.us/j/3617465979>

Friday, November 5th, 2021

10:00-13:00 Parallel Sessions – 3rd part

SESSION I: Business Administration, Project Management and Organizational Performance

<https://ase.zoom.us/j/83405808887>

SESSION II: Education, Innovation and Knowledge Management

<https://ase.zoom.us/j/85297840185?pwd=b09Db3YveXkxMXl0OTk3eVlkTm9yUT09>

SESSION III: Strategic Management, Change Management and Entrepreneurship

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SESSION IV: HR Management and Ergonomics, Organizational Culture and Leadership

<https://ase.zoom.us/j/84225991845?pwd=NFhNbXJOMmEwWUo1bkNxsUZl09>

SESSION V: Behavioural Sciences, Communication Studies and Business Ethics

<https://ase.zoom.us/j/3617465979>

11:30-13:00 SAMRO General Assembly

<https://ase.zoom.us/j/88336206269?pwd=aGxuRzJBQ3VzMkI0Yi9TQ1JuN2tuQT09>

Organizing Committee

Professor Ion POPA, Ph.D.

Professor Cosmin DOBRIN, Ph.D.

Professor Carmen Nadia CIOCOIU, Ph.D.

Professor Claudiu CICEA, Ph.D.

Professor Cezar SIMION, Ph.D.

Associate Professor Răzvan-Andrei CORBOȘ, Ph.D.

www.conference.management.ase.ro

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Thursday, November 4th, 2021, 10:00 – 12:00 PLENARY SESSION



Welcoming Message

Nicolae ISTUDOR, Ph.D. Professor - Rector

Bucharest University of Economic Studies, Romania



Welcoming Message

Ion POPA, Ph.D. Professor - Dean

Management Faculty, Bucharest University of Economic Studies, Romania

BUTTERFLY AND CATERPILLAR – Building a Youth Smart Society



Anne Stenros - Leading design strategist and creative leadership mentor

Dr. Anne Stenros is thought leader and an architect with a doctorate in technology. She has over 25 years' experience in creative leadership and strategic design. Between 2005 and 2015, she acted as the first Design Director at KONE Corporation, a world leading elevator and escalator company. In 2016-2018, she was appointed as the first ever chief design officer of a city, namely the city of Helsinki. She has also had a professorship in Creative Leadership at the Aalto University. She has participated as an expert role in many different EU forums, and she was the Member of the World Design Capital WDC 2022 Selection Committee by World Design Organization WDO. Currently she is speaking, lecturing, writing, mentoring and catalysing change. She is curious about the future of cities, architecture, and urbanism. She believes in collaboration, co-creation, and creative collective.

A Job Quality Index and the Great Resignation



Cristian Tiu – Professor PhD at University of Buffalo

He has a PhD in Finance and another in Mathematics and teaches finance in the SUNY system at the University at Buffalo. His research is focused on investments, with an emphasis on determinants of performance for institutional investors such as endowment funds or hedge funds. He published in professional outlets such as the Review of Financial Studies, Mathematical Finance or the Journal of Investment Management and presented work in conferences such as the American Finance Association Meetings, the Western Finance Association Meetings, the National Bureau of Economic Research conferences or the Global ARC. He is a member of the Investment Committee of the University at Buffalo Foundation, and a member of the American Finance Association, Western Finance Association, American Real Estate and Urban Economics Association and of the Association of Governing Boards of Universities and Colleges.

Challenges of IT Company Management in the Context of the COVID-19 Pandemic

Daniel Metz- founder and CEO of EBS România SA

He currently holds the position of Chairman of the Board of Directors of NTT DATA Romania. In 2021, he was awarded the title of Honoris Causa Professor by the “Babeş-Bolyai” University of Cluj-Napoca. He is a Vice-President of the Cluj branch of the Romanian Academic Society of Management (SAMRO), a member of the Strategic Advisory Board on social and economic matters operating within the Rector’s Office of the Babeş-Bolyai University in Cluj-Napoca, and a member of the Advisory Board of the Faculty of Management at Bucharest University of Economic Studies for the period from 2020 to 2024. He is also a member of the Board of Directors and a Vice-President of the German Business Club of Northern Transylvania, a member of the Management Board of the “Alma Mater Napocensis” Foundation, a member of the “George Barițiu” History Institute in the Romanian Academy Cluj-Napoca branch and a former member of the Board of the German-Romanian Chamber of Commerce (between 2016 and 2018).



Thursday, November 4th, 2021 13:30 – 15:00
WORKSHOP: „2020 Romanian Management Assessment”. Conclusions of the Research

Thursday, November 4th, 2021 13:30 - 16:30
PARALLEL SESSIONS - 1st PART

Schedule	SESSION I: <i>Business Administration, Project Management and Organizational Performance</i> <u>Virtual Room 1 - Link ZOOM</u> <i>Session chair: Professor Dan POPESCU, Ph.D.</i> <i>Virtual meeting host: Lecturer Cristina STATE, Ph.D.</i>	SESSION II: <i>Education, Innovation and Knowledge Management</i> <u>Virtual Room 2 - Link ZOOM</u> <i>Session chair: Associate Professor Cătălina RADU, Ph.D.</i> <i>Virtual meeting host: Assist Prof. Cristina DIMA, Ph.D.</i>	SESSION III: <i>Strategic Management, Change Management and Entrepreneurship</i> <u>Virtual Room 3 - Link ZOOM</u> <i>Session chair: Professor Doina POPESCU, PhD.</i> <i>Virtual meeting host: Lecturer Ruxandra DINULESCU, Ph.D.</i>
13:30 - 14:30	Comparative Analysis between Two Tier Boards and Unitary Boards in the Case of the Companies Listed on Bucharest Stock Exchange Bogdan Aurelian MIHAIL, Dalina DUMITRESCU- <i>Bucharest University of Economic Studies, Romania</i>	Awareness and Utilization of the Benchmarking Approach by the Production Enterprises from North Bulgaria Irina PETROVA – <i>University of Ruse, Bulgaria</i>	An Empirical Investigation of Alliance Portfolio Strategies of Medium and Large Companies Operating in Romania Cosmin Florin LEHENE - <i>“Babeş- Bolyai” University, Romania</i>
	The Role and Effectiveness of the Supreme Audit Institutions in the Context of the Global Crisis Generated by Covid 19 Teodora Nicoleta LAZĂR (PLEŞA), Constanţa POPESCU- <i>Valahia University of Târgovişte, Romania</i>	Economic Growth and R&D Expenditure in Romania. An Empirical Research Mariana SEHLEANU, Ramona SIMUŢ - <i>University of Oradea, Romania</i> Ciprian SIMUŢ - <i>“Nelson Mandela” University, South Africa</i>	SMEs Internationalization: Between Strategic Collaborators and Intermediaries Elena-Mădălina VĂTĂMĂNESCU, Andreea MITAN, Vlad-Andrei ALEXANDRU - <i>The National University of Political Studies and Public Administration (SNSPA), Romania</i> Violeta-Mihaela DINCĂ - <i>Bucharest University of Economic Studies, Romania</i> Andreia Gabriela ANDREI - <i>Alexandru Ioan Cuza University of Iasi, Romania</i>
	Sustainability and Digital Transformation of Romanian Enterprises Florina PÎNZARU, Alexandra ZBUCHEA - <i>The National University of Political Studies and Public Administration (SNSPA), Romania</i>	Challenges in Educational Management in a Pandemic Context- Measures and Effects on Specific Aspects of Work Simina-Nicoleta BOHÂLŢEANU – <i>“Alexandru Ioan Cuza” University of Iaşi, Romania</i>	Profit Expectations and Perception on Potential Benefits of The Entrepreneurs Selected in Business Accelerators Programs Ramona SIMUT, Daniel BADULESCU, Alina BADULESCU - <i>University of Oradea, Romania</i>

<p>14:30 - 15:30</p>	<p>The Development of Wellness Tourism Through Creativity Mihaela ȘTEFAN (HINT) - <i>1 Decembrie 1918 University, Alba Iulia, Romania</i> Andreea MARIN-PANTELESCU, Diana-Eugenia PANAIT-IONCICĂ - <i>Bucharest University of Economic Studies, Romania</i></p>	<p>Organizational Culture in Different Environments: Evidence from Japan Claudiu CICEA , Corina MARINESCU, Nicolae PINTILIE - <i>Bucharest University of Economic Studies, Romania</i></p>	<p>Entrepreneurial Motivations to Start New Businesses: A Panel Data Analysis Ane-Mari ANDRONICEANU, Irina GEORGESCU - <i>Bucharest University of Economic Studies, Romania</i> Jani KINNUNEN - <i>Åbo Akademi University, Finland.</i></p>
	<p>Investment Models for Cybersecurity and Information Security of Businesses – Systematic Literature Review Lukáš PODEŠVA, Miloš KOCH, Jan LUHAN - <i>Brno University of Technology, Czech Republic</i></p>	<p>Education in Digital Era between Analysis of Predictability and Consolidation of Resilience Romeo-Cătălin CREȚU - <i>University of Agronomic Sciences and Veterinary Medicine of Bucharest, Romania</i> Irina-Daniela CIȘMAȘU, Adrian ANICA-POPA - <i>Bucharest University of Economic Studies, Romania</i> Petrică ȘTEFAN - <i>University of Agronomic Sciences and Veterinary Medicine of Bucharest, Romania</i></p>	<p>Valorization of Entrepreneurship Through the Exercise Company, the Real Premise of Sustainable Rural Development Geanina-Valentina LUPU - <i>University of Agriculture and Veterinary Medicine, Bucharest, Romania</i> Costel CEOCEA - <i>Vasile Alecsandri University of Bacău, Academy of Romanian Scientists, Romania.</i> Alina Bianca POP - <i>Technical University of Cluj-Napoca, Northern University Centre of Baia Mare, Romania.</i> Aurel Mihail ȚÎȚU - <i>Lucian Blaga University of Sibiu, Academy of Romanian Scientists, Romania</i></p>
	<p>Salary CAP Model – Influence of Sports Leagues Competitiveness: National Basketball Association vs National Hockey League in North America Daniel Nicolae MĂIȚĂ, Alexandra-Irina PĂDUREAN (BADEA), Claudiu CREȚU, Vasile APOSTOL – <i>Bucharest University of Economic Studies, Romania</i></p>	<p>The Education Reform: a Teachers’ Perspective Shimon NAAMAN - <i>West University of Timișoara, Romania</i></p>	<p>Study Regarding the Identification and Evaluation of Risks in the Management of a Romanian Organization Raluca Alexandra CEOCEA - <i>Gheorghe Asachi Technical University of Iași, Romania</i> Costel CEOCEA - <i>Vasile Alecsandri University of Bacău, Academy of Romanian Scientists, Romania</i> Alina Bianca POP - <i>Technical University of Cluj-Napoca, Northern University Centre of Baia Mare, Romania</i> Aurel Mihail ȚÎȚU - <i>Lucian Blaga University of Sibiu, Academy of Romanian Scientists, Romania</i></p>

<p>15:30 - 16:30</p>	<p>Integrated Adoption of Management Systems: A Dual Sword Asad UR REHMAN - <i>Universiti Sultan Zainal Abidin, Malaysia</i>, Muhammad SHOAI B, Roman ZÁMEČNÍK - <i>Tomas Bata University in Zlín, Czech Republic</i>, Ayesha NAWAL - <i>Universiti Sultan Zainal Abidin, Malaysia</i>, Renata KORSAKIENĖ - <i>Vilnius Gediminas Technical University, Lithuania</i></p>	<p>Applications of Bibliometric Analysis in Management Gabriel MĂNESCU, Ghiță BÂRSAN, Dorel BADEA, Diana-Elena RANF - <i>“Nicolae Bălcescu” Land Forces Academy, Sibiu, Romania</i></p>	<p>Managing Changes in Developing World: Case Studies of Blended Learning Adoption (Change) in Cambodian Higher Education Institutions Ratana SOM, Raksmei CHAN - <i>Royal University of Phnom Penh, Cambodia</i> Dănuț Dumitru DUMITRAȘCU - <i>Lucian Blaga University of Sibiu, Romania</i></p>
	<p>The Attitude of the Managers of the Enterprises in the Jiu Valley Regarding the Current Changes in the Business Environment Mihaela GHICAJANU - <i>University of Petroșani, Romania</i></p>	<p>Managing People During an Educational Global Crisis Diana TIMIS - <i>Bucharest University of Economic Studies, Romania</i> Giani Ionel GRĂDINARU - <i>Bucharest University of Economic Studies, Institute of National Economy - Romanian Academy, Romania</i></p>	<p>Organized Crime as an Entrepreneurial Activity Costin-Dan DAVID, Dănuț Dumitru DUMITRAȘCU - <i>Lucian Blaga University of Sibiu, Romania</i></p>
	<p>Statistical Coordinates of Young Entrepreneurs in The Romanian Business Environment in the North-East Region Daniela-Mihaela NEAMȚU, Cristian-Valentin HAPENCIUC - <i>University Stefan cel Mare of Suceava, Romania</i></p>	<p>Management from an Educational Perspective Cornelia PETRE (STAN), Loredana Elena COMĂNESCU, Nicușor DIACONU – <i>Valahia University of Târgoviște, Romania</i></p>	<p>Macro-management Indices Modeled with Artificial Neural Network. Influences on Purchasing Power Parities Constantin ILIE, Margareta ILIE - <i>Ovidius University from Constanta, Romania</i></p>
<p>BREAK</p>			

Thursday, November 4th, 2021

PARALLEL SESSIONS - 2nd PART 16:50 - 18:50

Schedule	SESSION I: <i>Business Administration, Project Management and Organizational Performance</i>	SESSION II: <i>Education, Innovation and Knowledge Management</i>	SESSION III: <i>Strategic Management, Change Management and Entrepreneurship</i>
	<p><u>Virtual Room 1 - Link ZOOM</u> <i>Session chair:</i> Professor Dan POPESCU, Ph.D. <i>Virtual meeting host:</i> Lecturer Cristina STATE, Ph.D.</p>	<p><u>Virtual Room 2 - Link ZOOM</u> <i>Session chair:</i> Associate Professor Cătălina RADU, Ph.D. <i>Virtual meeting host:</i> Assist Prof. Cristina DIMA, Ph.D.</p>	<p><u>Virtual Room 3 - Link ZOOM</u> <i>Session chair:</i> Professor Doina POPESCU, PhD. <i>Virtual meeting host:</i> Lecturer Ruxandra DINULESCU, Ph.D.</p>
16:50 - 17:50	<p>Modeling Tourism and Culture Expenditure in Romania – Evidence of Change in Cultural Values Mirabela-Constanța MATEI - <i>University of Oradea, Romania</i>, Alexandru-David ABRUDAN - <i>Babeș-Bolyai University of Cluj-Napoca, Romania</i>, Leonard-Călin ABRUDAN, Maria-Madela ABRUDAN - <i>University of Oradea, Romania</i></p>	<p>Internal Saboteurs and Work Performance - Implications for HRM Practices Cătălina RADU - <i>Bucharest University of Economic Studies, Romania</i></p>	<p>Traditional Investing vs New Trends: A Review of The Investment Landscape in Transition Towards Industry 4.0 Ruxandra DINULESCU, Florin PUCHEANU, Alexandru-Mihai BUGHEANU – <i>Bucharest University of Economic Studies, Romania</i></p>
	<p>A Comparative Analysis of Time, Cost and Risk Approaches in Romanian and Icelandic Environmental Project Management Cezar-Petre SIMION - <i>Bucharest University of Economic Studies, Romania</i>, Camelia DRAGHICI - <i>Transilvania University of Braşov, Romania</i> Mihai VRÎNCUȚ, Daniel-Constantin JIROVEANU, Florin ANGHEL - <i>Bucharest University of Economic Studies, Romania</i></p>	<p>Proposal of an aggregated measurement of innovation: the Composite Innovation Index (CII) Robert ȘTEFAN - <i>"Dunărea de Jos" University of Galati, Romania</i></p>	<p>Innovative Models for Approaching Managerial Practice Doina POPESCU, Eduard Gabriel CEPTUREANU, Sebastian Ion CEPTUREANU - <i>Bucharest University of Economic Studies, Romania</i></p>
	<p>Management Strategies on Digitalization in the Health Field Vasile APOSTOL - <i>Bucharest University of Economic Studies, Romania</i></p>	<p>Approaching "Quality of Education" in Romanian and Finnish Education Systems Tatiana MARIAN (TUTUNARU) - <i>Valahia University of Târgoviște, Romania</i></p>	<p>Economic Theory and the Economic Crisis Cătălin HUIDUMAC - <i>Bucharest University of Economic Studies, Romania</i></p>

<p>17:50 - 18:50</p>	<p>Integrating Storm Coverage in the Management of Householding Insurance in Romania Nicoleta RADU, Felicia ALEXANDRU, Dumitru BADEA - <i>Bucharest University of Economic Studies, Romania</i></p>	<p>Educational Management and Performance of School Organizations Nicușor DIACONU, Cornelia PETRE (STAN), Loredana Elena COMĂNESCU - <i>Valahia University of Târgoviște, Romania</i></p>	<p>The Digital Transformation: A Premise of Agile Organizations Ioana BORCAN, Ionuț Cătălin NICA - <i>University of Craiova, Romania</i></p>
	<p>Sustainable Reporting: Practices and Challenges Lyudmila MIHAYLOVA - <i>University of Ruse „Angel Kanchev”, Bulgaria</i>, Emil PAPAȘOV - <i>University of National and World Economy - Sofia, Bulgaria</i></p>	<p>Statistical Analysis of the Population of Economic and Social Operators - Romania-France Comparison Mihaela Diana OANCEA-NEGESCU, Petruț Cristian VASILACHE, Oana Matilda SABIE, Ovidiu Andrei Cristian BUZOIANU - <i>Bucharest University of Economic Studies, Romania</i></p>	<p>The Premises of Implementing a Strategy of Talent Management in Organizations Ioana BORCAN, Ionuț Cătălin NICA - <i>University of Craiova, Romania</i></p>
	<p>A Comparative Analysis of Waste Management Systems Used for Environmental Protection NORWAY (RoAF - Oslo) – ZANZIBAR (Zanrec - Zanzibar) Cristian-Alexandru ȘTEFĂNESCU, Răzvan-Cătălin DOBREA, Maria LOGHIN - <i>Bucharest University of Economic Studies, Romania</i></p>	<p>Human Resources Management in the Organization of the Future Laurențiu Gabriel FRÂNCU – <i>Bucharest University of Economic Studies, Romania</i> Amza MAIR, Anna KANT, Raluca VASILESCU - <i>Valahia University of Târgoviște, Romania</i></p>	<p>Strategies for Revenue Management in the Hotel Industry During a Crisis Lucian STANCIU-GORUN – <i>Bucharest University of Economic Studies, Romania</i></p>

Thursday, November 4th, 2021
PARALLEL SESSIONS - 1st PART 13:30 - 16:30

Schedule	SESSION IV: HR Management and Ergonomics, Organizational Culture and Leadership <u>Virtual Room 4 - Link ZOOM</u> Session chair: Professor Alexandrina DEACONU, Ph.D. Virtual meeting host: Assistant Prof. Ovidiu BUNEA, Ph.D.	SESSION V: Behavioural Sciences, Communication Studies and Business Ethics <u>Virtual Room 5 - Link ZOOM</u> Session chair: Associate Professor Ștefan Dominic GEORGESCU, Ph.D. Virtual meeting host: Assistant Prof. Radu USZKAI, Ph.D.
13:30-14:30	Barriers to Accessing Mental Health Services: An Exploratory Study Zuhair ABBAS, Roman ZÁMEČNÍK, Ismat HAIDER - <i>Tomas Bata University in Zlin, Czech Republic</i> Saima WASIM, Afshan KHAN, Ather AKHLAQ, Kanwal HUSSAIN - <i>Institute of Business Management, Pakistan</i>	Green Intellectual Capital - A Comprehensive Review and Opportunities for Future Research Lavinia-Mihaela BECEA, Anca BORZA - <i>Babes-Bolyai University, Romania</i>
	Responsible Competitiveness Factors and Competitive Advantage: A Socially Responsible - HRM Perspective Elona ÇERA, Aleš GREGAR, Jana MATOŠKOVÁ, Zuhair ABBAS - <i>Tomas Bata University in Zlin, Czech Republic</i>	Is There a Classical Solution for a Contemporary Problem? Daniel-Ștefan BELINGHER, Nicolae MOROIANU – <i>Bucharest University of Economic Studies, Romania</i>
	The Influence of Romanian Students' Choices in Higher Education on Employment Rate and Job Satisfaction Alina Nicoleta DOBRE, Andreea BREAZU, Simona Cătălina ȘTEFAN - <i>Bucharest University of Economic Studies, Romania</i>	Workplace Vaccination Mandates: Moral Dilemmas and Human Rights Mihail-Valentin CERNEA, Dragoș BÎGU - <i>Bucharest University of Economic Studies, Romania</i>
14:30-15:30	Effect of Size on Decision-Making at Groups: What Would Be the Ideal Team Size? Besnik AVDIAJ - <i>University of Prishtina, Republic of Kosovo</i>	Aspects of Organizational Communication Influencing the Success of Change Orlando VOICA, Cristina VEITH, Iyad ISBAITA - <i>Bucharest University of Economic Studies, Romania</i>

	<p>A Bibliometric Analysis of the Relationship Internship - Skills - Employability Cristian Virgil MARINAȘ, Simona Irina GOIA, Ana-Alexandra GORA, Ramona Ștefania IGREȚ, Monica ROMAN, Simona Cătălina ȘTEFAN - <i>Bucharest University of Economic Studies, Romania</i></p>	<p>Factors Influencing Trust in Remote Teams Cristina VEITH, Iyad ISBAITA - <i>Bucharest University of Economic Studies</i> Paul MARINESCU – <i>University of Bucharest, Romania</i></p>
	<p>Configurational Study on the Antecedent Conditions that Affect the Adaptation of Athletes to a Specific Cultural Context Using the FSQCA Methodology Daniel LOVIN, Alexandru CĂPĂȚÎNĂ - <i>“Dunărea de Jos” University of Galati, Romania</i></p>	<p>The Challenges of the VUCA World in the Development of Sustainable Investment Projects Mihaela MINCIU, Florin Aurel BERAR, Răzvan Cătălin Dobrea - <i>Bucharest University of Economic Studies, Romania</i></p>
15:30-16:30	<p>Investigating the Perception of Employees on Telework in a Romanian Family Business Lavinia CONSTANTINESCU - <i>1 Decembrie 1918 University, Alba Iulia, Romania</i> Mirela PĂUNESCU, Elena-Mirela NICHITA - <i>Bucharest University of Economic Studies, Romania</i></p>	<p>CSR Communication During the COVID-19 Pandemic and the Impact on Consumer Loyalty Simona Aurelia BODOG, Nicoleta Alina ANDREESCU – <i>University of Oradea, Romania</i></p>
	<p>Traditions in Japanese Corporate Culture and Its Impact on Work Performance Kurtz LAW, Irina TARABAN, Takatomo ITOI, Dorin MARCHIS - <i>Bucharest University of Economic Studies, Romania</i> Saddam IQBAL – <i>Babes-Bolyai University, Romania</i></p>	<p>Social Responsibility Projects in a Comparative Perspective in the New Context of Economic Development Maria LOGHIN, Răzvan-Cătălin DOBREA, Cristian Alexandru ȘTEFĂNESCU – <i>bucharest University of Economic Studies, Romania</i></p>
	<p>A Perspective of the Fake News’ Impact in the Employee Behaviour in the Covid 19’s Crisis Cristian Marian RADU - <i>Bucharest University of Economic Studies, Romania</i></p>	<p>A Bibliometric Analysis of Peer-Reviewed Literature on Determinants of Small Business Growth Laurențiu LAZĂR, Carmen Nadia CIOCOIU, Cristian MARCU - <i>Bucharest University of Economic Studies, Romania</i></p>
BREAK		

Thursday, November 4th, 2021
PARALLEL SESSIONS – 2nd PART 16:50 - 18:50

Schedule	SESSION IV: HR Management and Ergonomics, Organizational Culture and Leadership <u>Virtual Room 4 - Link ZOOM</u> Session chair: Professor Alexandrina DEACONU, Ph.D. Virtual meeting host: Assistant Prof. Ovidiu BUNEA, Ph.D.	SESSION V: Behavioural Sciences, Communication Studies and Business Ethics <u>Virtual Room 5 - Link ZOOM</u> Session chair: Associate Professor Ștefan Dominic GEORGESCU, Ph.D. Virtual meeting host: Assistant Prof. Radu USZKAI, Ph.D.
16:50-17:50	Corporate Governance Mechanism Practiced by Romanian Entities Alina Mădălina BELU, Cătălina SITNIKOV, Anca BĂNDOI - <i>University of Craiova, Faculty of Economics and Business Administration, Romania</i>	The Discourse of Plastic Surgeons and Their Therapeutic Role in the Private Medical Market: Social Media Representations Carmen VOINEA - <i>University of Bucharest, Romania</i>
	The Importance of Digitization in Human Resources Ion STEGAROIU, Florin SAVU - <i>University Valahia of Târgoviște, Romania</i>	Managing Artificial Intelligence as a Driver for Future Tourism Andreea Valentina BUȘILĂ, Nicoleta CRISTACHE - <i>"Dunărea de Jos" University of Galați, Romania</i>
	Leading Virtual Teams During COVID-19 Nicoleta Dorina RACOLȚA-PAINA, Alexandra LUNCAȘU, Maria METZ, Sergiu Eugen ZĂGAN- <i>Babes Bolyai University, Romania</i>	The Perception of Employees in Public Institutions on Internal Managerial Control as a Tool in Preventing and Combating the Fraud Phenomenon Daniel CONSTANTIN, Marius Silviu CULEA, Nicoleta CRISTACHE- <i>Dunărea de Jos" University of Galați, Romania</i>
17:50-18:50	Empowering Employer's Performance by Valuing Their Emotional Intelligence in the Intra-Institutional Communication Act Corina Daniela BOGHEANU - <i>Bucharest University of Economic Studies, Romania</i> Madlena NEN, Horia Răzvan BOTIȘ - <i>Military Technical Academy „ Ferdinand I”</i>	The Impact of Using Social Media Platforms in Business Promotion Oana PRICOPOAIA - <i>"Transilvania" University of Brașov, Romania</i> Irina Olimpia SUSANU - <i>"Dunărea de Jos" University of Galați, Romania</i>
	The Effect of Intrinsic and Extrinsic Motivation on Civil Servants' Performance Elvira NICA, Ana-Mădălina POTCOVARU, Ioana PĂDURARIU - <i>Bucharest University of Economic Studies, Romania</i>	The Ethical Assessment of Technology: Theoretical Issues and Methodological Difficulties Andrei JOSAN – <i>Bucharest University of Economic Studies, Romania</i>
	Research Regarding the Preference of Way of Working in Covid Crisis Times Iudith Anci KIS, Alexandrina DEACONU, Adela JANSEN - <i>Bucharest University of Economic Studies, Romania</i>	Responsibility Attribution Problems in Companies: Could an Artificial Moral Advisor Solve This? Cristina VOINEA, Radu USZKAI, Toni GIBEA - <i>Bucharest University of Economic Studies, Romania</i>

Friday, November 5th, 2021
PARALLEL SESSIONS - 3rd PART 10:00 - 13:00

Schedule	SESSION I: <i>Business Administration, Project Management and Organizational Performance</i> Virtual Room 1 - Link ZOOM <i>Session chair: Professor Dan POPESCU, Ph.D.</i> <i>Virtual meeting host: Lecturer Cristina STATE, Ph.D.</i>	SESSION II: <i>Education, Innovation and Knowledge Management</i> Virtual Room 2 - Link ZOOM <i>Session chair: Associate Prof. Cătălina RADU, Ph.D.</i> <i>Virtual meeting host: Assist Prof. Cristina DIMA, Ph.D.</i>	SESSION III: <i>Strategic Management, Change Management and Entrepreneurship</i> Virtual Room 3 - Link ZOOM <i>Session chair: Professor Doina POPESCU, PhD.</i> <i>Virtual meeting host: Lecturer Ruxandra DINULESCU, Ph.D.</i>
10:00 – 11:00	<p>Pandemic Consumer - How the Pandemic Changed our Buying Habits: Romanian Example Alina-Nicoleta BÎRSAN, Raluca-Elena GHINEA, Robert-Andrei COSTACHE, Cristina STATE - <i>Bucharest University of Economic Studies</i></p>	<p>Responsible Development for Managing a Sustainable Future Dumitru Alexandru BODISLAV, Florina BRAN, Mihai DINU, Raluca Iuliana GEORGESCU - <i>Bucharest University of Economic Studies, Romania</i></p>	<p>Motivation of Health Personnel in State Hospitals in the Context of COVID-19 Pandemic Ioana Antoaneta PONEA (RADU), Ion STEGAROIU, Bogdan ȘTEFĂNESCU, Maria Georgiana PONEA - <i>Valahia University of Târgoviște, Romania</i></p>
	<p>Efficient Organizations in the next five years: Current Operations and Organic Growth Lorian-Ovidiu VINTILĂ, Dan POPESCU, Alin STATIE- <i>Bucharest University of Economic Studies</i></p> <p>Approaches Related to Sanitary Efficiency in the European Space from the Viewpoint of the Budgetary Effort for Health Valentin Marian ANTOHI – <i>Transylvania University, Romania</i> Cristian MIRICA, Romeo-Victor IONESCU - <i>Dunarea de Jos University, Romania</i>; Monica Laura ZLATI – <i>Stefan cel Mare University, Romania</i></p>	<p>Basic Skills of Students: Reading, Mathematics and Science Carmen Valentina RADULESCU, Sorin Petrică ANGHELUȚĂ, Sorin BURLACU, Victor Adrian TROACĂ - <i>Bucharest University of Economic Studies, Romania</i></p>	<p>Integration of Young NEETs on the Labor Market Denisa Ligia MATEI - <i>Bucharest University of Economic Studies, Romania</i></p> <p>Challenges of Tourism in the Conditions of Economic Crisis Lavinia Ștefania ȚOȚAN, Corina FRĂȘINEANU, Raluca-Corina DAWED - <i>Bucharest University of Economic Studies, Romania</i></p>

	<p>Management Team Solutions at Crisis Caused by the Covid-19 Pandemic Ion-Marius SAVIN - <i>Bucharest University of Economic Studies, Romania</i></p>	<p>Managing the Equilibrium between Economic Development, National Security and Capitalism Florina BRAN, Dumitru Alexandru BODISLAV, Raluca Iuliana GEORGESCU, Svetlana PLATAGEA GOMBOS - <i>Bucharest University of Economic Studies, Romania</i></p>	<p>Coordinates of Hybrid Threats - Challenges for Risk Management Adrian Apostol - <i>"Dunărea de Jos" University of Galați, Romania</i></p>
11:00 – 12:00	<p>"People for a nation" (PFN) model - How Can We Manage the Causes of the Discontent of Romanian Who Decide to Emigrate Daniela PREDEȚEANU (DRAGNE), Constantin-Iulian TĂNAȘCU, Dan POPESCU, Alina-Nicoleta BÎRSAN - <i>Bucharest University of Economic Studies</i></p>	<p>Level of Tertiary Education in the European Union Sorin Petrică ANGHELUȚĂ, Sorin BURLACU, Carmen Valentina RĂDULESCU, Carol Cristina GOMBOȘ - <i>Bucharest University of Economic Studies, Romania</i></p>	<p>Study on the University Education System in The Context of the Crisis Generated by the Coronavirus Lavinia Ștefania ȚOȚAN, Corina FRĂSINEANU - <i>Bucharest University of Economic Studies, Romania</i> Valentin Sorin POPESCU - <i>Ministry of National Education, Romania</i></p>
	<p>Factors that Influence the Behavior of Young People in Making the Decision to Start a Business. Case Study Liana-Eugenia MEȘTER, Andreea-Florina FORA, Nicoleta Georgeta BUGNAR - <i>University of Oradea, Romania</i>, Csipkés MARGIT- <i>University of Debrecen, Hungary</i></p>	<p>Improving the Quality and Efficiency of Educational Systems - a Condition for the Development of Society Aura COLAN, Irina SUSANU - <i>"Dunărea de Jos" University of Galați, Romania</i></p>	<p>Entrepreneurship for Sustainable Development Florinel CÎMPEANU - <i>Valahia University of Târgoviște, Romania</i></p>
	<p>Tourism Management in a Pandemic Crisis: How to Make a City Break Out of Instagram Spots Robert-Andrei COSTACHE, Constantin-Iulian TĂNAȘCU, Cristina STATE, Genoveva Da Costa LUPEDIA - <i>Bucharest University of Economic Studies, Romania</i></p>	<p>Alternatives for Development of Organizational Culture Public Administration Cosmin DOBRIN, Cristina DIMA, Ruxandra DINULESCU - <i>Bucharest University of Economic Studies, Romania</i></p>	<p>The impact of Economic Uncertainty on Household Consumption Choices George ANTON - <i>Bucharest University of Economic Studies, Romania</i></p>

12:00 – 13:00	<p>Approaches Related to the Effects of Covid 19 Pandemics on Financing of the Healthcare System in Romania Valentin Marian ANTOHI – <i>Transylvania University, Romania</i> Romeo-Victor IONESCU – <i>Dunarea de Jos University, Romania</i>; Monica Laura ZLATI – <i>Stefan cel Mare University, Romania</i> Cristian MIRICA - <i>Dunarea de Jos University, Romania</i>;</p>	<p>Analysis of the Evolution of the Transport Fleet at EU Level Florin DOBRE- <i>Bucharest University of Economic Studies, Romania</i> Amza MAIR, Alexandru VASILESCU - <i>Valahia University of Târgoviște, Romania</i> Anna KANT – <i>Politehnica University of Bucharest, Romania</i></p>	<p>The Consequences of Covid-19 on Social Interactions: An Online Study of Camera Use During Virtual Meetings Michelle LIM, Ana DAMASCHIN, Choon Howe SIA - <i>Nagaoka University of Technology</i></p>
	<p>Modelling of Time Delayed Processes in Business Economics Martina BOBALOVÁ, Veronika NOVOTNÁ- <i>Brno University of Technology, Czech Republic</i></p> <p>Solving Challenges in Business Structures with the Help of Generative Models Marian-Sorin IONESCU, Olivia NEGOIȚĂ - <i>University Politehnica of Bucharest, Romania</i></p>	<p>Performance and Corporate Social Responsibility in SMEs Daniel RUSU - <i>Bucharest University of Economic Studies</i></p> <p>The Effect of Internal and External Factors on Strategic Management for Innovation Processes at the Company Level Daniel RUSU - <i>Bucharest University of Economic Studies</i></p>	<p>The Global World after Crisis Toward New Economic and Entrepreneurship Models. Kyudo - Key Concept of Growth Strategy in Japanese Society Toru TAKAHASHI, Andra – Stefanica GROSU, Seiko ADACHI - <i>Bucharest University of Economic Studies, Romania</i>, Ana DAMASCHIN - <i>Nagaoka University of Technology, Japan</i>, Nitin HINGARH - <i>Babes-Bolyai University, Romania</i></p>

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Schedule	SESSION IV: HR Management and Ergonomics, Organizational Culture and Leadership <i>Virtual Room 4 - Link ZOOM</i> Session chair: Professor Alexandrina DEACONU, Ph.D. Virtual meeting host: Assistant Prof. Ovidiu BUNEA, Ph.D.	SESSION V: Behavioural Sciences, Communication Studies and Business Ethics <i>Virtual Room 5 - Link ZOOM</i> Session chair: Associate Professor Ștefan Dominic GEORGESCU, Ph.D. Virtual meeting host: Assistant Prof. Radu USZKAI, Ph.D.
10:00 – 11:00	The Strategic Positioning of the Purchasing Function Within Organisations Simona TOMA, Alexandrina DEACONU - <i>Bucharest University of Economic Studies, Romania</i>	Human Behaviour in Times of Crisis. Anthropological and Sociological Insights Sergiu BĂLAN, Lucia Ovidia VREJA - <i>Bucharest University of Economic Studies, Romania</i>
	Coaching and Leadership in Disruptive Transition Processes Alina-Mery HURUBEAN - <i>Alexandru Ioan Cuza University of Iasi, Romania</i>	The Interview as a Qualitative Research Instrument Ștefan-Dominic GEORGESCU - <i>Bucharest University of Economic Studies, Romania; The Institute of Philosophy and Psychology „Constantin Rădulescu-Motru” Romanian Academy;</i> Ionuț ANASTASIU - <i>Bucharest University of Economic Studies, Romania</i>
	Ergonomics, Sustainability and Performance Violeta FIRESCU - <i>Technical University of Cluj-Napoca, Romania</i>	Implementation of E-Government in Romania Ovidiu Andrei Cristian BUZOIANU, Mihaela Diana NEGESCU OANCEA, Petrut Cristian VASILACHE - <i>Bucharest University of Economic Studies, Romania</i> Florentina COMANESCU - <i>Valahia University of Târgoviște, Romania</i>
11:00 – 12:00	The Congruence Between Total Quality and Ergonomics Aurel MANOLESCU, Cosmin DOBRIN, Monica TRICULESCU - <i>Bucharest University of Economic Studies, Romania</i>	The Activity of Holdings in Romania and the Need for Financial Planning Ghenadie CIOBANU - <i>National Scientific Research Institute for Labour and Social Protection, Romania</i> Amalia DIACONU - <i>ARTIFEX University of Bucharest, Romania</i> Dinu MIHAI, Victor Adrian TROACA - <i>Bucharest University of Economic Studies, Romania</i>
	The New Public Management and the Analysis of Citizens Satisfaction Elena Daniela SFICHI - <i>University Valahia Targoviste, Romania</i>	Civil Service in the Member States of the European Union - Conditions for Access to the Civil Service, Classification and Career Evaluation Criteria Alina (Veisa) TĂNASE, Georgiana (Popa) ILIE - <i>Bucharest University of Economic Studies, Romania</i>

	<p>Challenging and Stimulating Medical Staff in the Covid 19 Pandemic Silvia MINCIUNA (GRIGORE), Mihai MIEILĂ - <i>University Valahia of Târgoviște, Romania</i></p>	<p>Training Theory-Interactive Strategies in the Educational Process Gabriela CERCHEZ - <i>Ion Creangă State Pedagogical University, Moldova</i> Dan Ionuț PETRE, Răzvan Ioan NEDELCU - <i>State University of Physical Education and Sport, Moldova</i></p>
12:00 - 13:00	<p>Leadership Style, Interpersonal Relationships and the Quality of the Medical Act During the COVID-19 Pandemic within a State Hospital Răzvan-Andrei CORBOȘ - <i>Bucharest University of Economic Studies, Romania</i> Daniel Alin CRISTIAN, Răzvan SCĂUNAȘU – <i>Coltea Clinical Hospital, Bucharest, Romania; UMF Carol Davila, Bucharest, Romania</i> Ruxandra-Irina POPESCU, Ovidiu-Iulian BUNEA - <i>Bucharest University of Economic Studies, Romania</i></p>	<p>Talent Reskilling as Competitive Advantage in Hospitality Business in Okinawa Alexandra DUTESCU - <i>Bucharest University of Economic Studies, Romania</i> Morio HIGASHIONNA – <i>Meio University, Japan</i> Andra GROSU, Cristian VLAD, Cosmin DOBRIN - <i>Bucharest University of Economic Studies, Romania</i></p>
		<p>Process Economy and Service Transformation at Duskin in Japan Marius PROFIROIU, Hiedki ISHIDA, Hiroaki KANEKO, Keita SUGIYAMA, George MOISE - <i>Bucharest University of Economic Studies, Romania</i></p>

Friday, November 5th, 2021, 11:30 – 13:00 SAMRO General Assembly

<https://ase.zoom.us/j/88336206269?pwd=aGxuRzJBQ3VzMkI0Yi9TQ1JuN2tuQT09>

