

## Coralia Sulea, PhD



**Associate professor at  
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**Research fellow at the Research Group Work,  
Organisational & Personnel Psychology WOPP – O2L,  
KU Leuven, Belgium**

### Education

- Ph.D., I-O Psychology, "Babeş-Bolyai" University of Cluj-Napoca
- MA, I-O Psychology, West University of Timișoara
- BA, Psychology, West University of Timișoara

### Professional experience

- Associate Professor — West University of Timișoara, teaching classes of Leadership & Management and Occupational Health Psychology (academic positions since 2002).
- Senior consultant SHL/CEB Romania
- Research fellow at Research Group Work, Organisational and Personnel Psychology within KU Leuven (from July, 2014)
- HR consultant at Regional Development Agency Timișoara (2003-2007)

### Training and Certifications


- SHL Certification Personality and Ability Assessment, Assessment and Development Centre Design

### Professional Affiliations:

- 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

### Awards

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.

## List of publications (selection)

- Maricutoiu, 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>
- 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
- Albulescu, P., Tuşer, A., & **Sulea, C.** (2018). Effective strategies for coping with burnout. A study on Romanian teachers. *Psihologia Resurselor Umane*, 16(2), 59–74. <http://dx.doi.org/10.24837/pru.2018.2.487>
- 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. Măcsinga, 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
- Maricuţoiu, L. P., **Sulea, C.**, & Iancu, A. (2017). Work engagement or burnout: Which comes first? A meta-analysis of longitudinal evidence. *Burnout Research*, 5, 35–43. <https://doi.org/10.1016/j.burn.2017.05.001>
- 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
- Măcsinga, 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.**, Phillippaers, 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
- 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.
- 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.

## 2. Research grants

- 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*, cod 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 de către 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 – CEEEX , 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.
- 2005 The role of values and emotions in determining the employees behavior in Romanian organizations - A CNCSIS project, member of the research team
- 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
- 2002 New religious movements in Romania: Typology, profile

## Professional Experience

Coralia was 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 centres,
- Soft-skills training and team development

- HR procedures and documents

for companies in the banking sector, engineering, IT, communications

A detailed reference list can be sent on request.