

## PERSONAL INFORMATION

## Horia Moasa



 Brasov (România)

 horia.moasa@unitbv.ro

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## WORK EXPERIENCE

06/04/2024–Present

**Dean**

Faculty of Sociology and Communication, Transilvania University of Brasov, Brasov (Romania)

01/07/2023–Present

**Associated professor**

Faculty of Sociology and Communication, Transilvania University of Brasov, Brasov (Romania)

Courses and seminars in: leadership, organizational communication, sociology of organizations, performance evaluation, HR management, motivation techniques, staffing, project management

Director – Technology and Business Incubator – Transilvania University of Brasov (Romania)

01/03/2014–Present

**Lecturer**

Faculty of Sociology and Communication, Transilvania University of Brasov, Brasov (Romania)

courses and seminars in: organizational communication, sociology of organizations, organizational development, HR Management, motivation techniques, staffing, project management

2004–2006

**Teaching Assistant**

Copenhagen Business School, Copenhagen (Denmark)

undergraduate level course in “International Business and Politics”, graduate level course in “Intercultural Management” and the undergraduate level course in “Interdisciplinary Research Methods” (Quantitative and qualitative research methodology in management)

2004–Present

**General manager**

Century Image, Brasov (Romania)

2010–2011

**Marketing manager**

Doripesco SA, Brasov (Romania)

2009–2012

**Consultant**

Romanian Senate, Bucharest (Romania)

2008–2009

**Assistant**

European Parliament, Brussels (Belgium)

- 2007–2007 **Communication Manager**  
1001NET Romania, Brasov (Romania)
- 2007–2007 **Marketing Manager**  
Hard Discount, Brasov (Romania)
- 2004–2016 **Political consultant**  
Brasov (Romania)  
I have managed campaigns for several candidates running for: Mayor of Brasov (2004 and 2016), County Council President (2018), Senator (2008 and 2012), European Parliament (2007)
- 2003–2004 **Political consultant**  
1ONE Communication, Bucharest (Romania)

## EDUCATION AND TRAINING

- 2010–2013 **Phd**  
National School of Political and Administrative Studies, Bucharest (Romania)
- 2004–2006 **Master of Science in International Business Administration**  
Copenhagen Business School, Copenhagen (Denmark)  
Scholarship – Texas A&M University, Mays Business School & Department of Communication
- 2000–2005 **BA Communication and PR**  
National School of Political and Administrative Studies, Bucharest (Romania)
- 2000–2004 **BA Sociology**  
Transilvania University of Brasov, Brasov (Romania)

## PERSONAL SKILLS

Mother tongue(s) Romanian

Other language(s)

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	C2	C2	C2	C2	C2
French	C2	C1	B2	B2	B2
Bac Section Lettre					
Danish	A2	A2	A1	A1	A1

Levels: A1 and A2: Basic user - B1 and B2: Independent user - C1 and C2: Proficient user  
Common European Framework of Reference for Languages

## ACADEMIC ASSOCIATIONS

- Memberships
- EGOS - European Group on Organizational Studies
  - SSR - Romanian Sociological Society

## SELECTION OF PUBLICATIONS

- Horia Moasa, Miguel Pina e Cunha, Stewart Clegg & Daniela Sorea (2023) Romancing leadership: temporality and the myths of Vlad Dracula, *Management & Organizational History*, 18:2, 119-150, DOI: [10.1080/17449359.2023.2167831](https://doi.org/10.1080/17449359.2023.2167831)
- O Tintaru, L Mesesan Schmitz, H Moasa (2021). The Impact of Emotional Intelligence on Organizational Climate, *Bulletin of the Transilvania University of Braşov. Series VII: Social Sciences & Law*, Vol. 14(63) No. 1
- Miguel Pina e Cunha, Maria João Soares Leitão, Stewart Clegg, Remedios Hernández-Linares, Horia Moasa, Kathleen Randerson, Arménio Rego (2021). Cognition, emotion and action: persistent sources of parent–offspring paradoxes in the family business, *Journal of Family Business Management*, Vol. ahead-of-print No. ahead-of-print
- Or Shkoler, Edna Rabenu, Muhammad Zahid Iqbal, Filippo Ferrari, Burcin Hatipoglu, Antonio Roazzi, Takuma Kimura, Filiz Tabak, Horia Moasa, Cristinel Vasiliu, Aharon Tziner, Mariana J Lebron (2021). Heavy-Work Investment: Its dimensionality, invariance across 9 countries and levels before and during the COVID-19's pandemic, *Journal of Work and Organizational Psychology*, vol. 37, no. 2, 2021, pp. 67-83
- Buzea, Carmen si Moasa, Horia (2020). *Managementul Resursei Umane: Teorii in practica profesionala*, Institutul European: Iaşi
- Moasa, Horia (2020). Post-pandemic HR Trends in Romania and Beyond, *Bulletin of the Transilvania University of Braşov. Series VII: Social Sciences & Law*, Vol. 13(62) No. 1
- Moasa, Horia (2019). Family business identity as source of performance, efficiency and competitive advantage, *Bulletin of the Transilvania University of Braşov. Series VII: Social Sciences & Law*, Vol. 12(61) No. 1
- Oros, C. G, Moaşa, H. (2018). Cities for people or the reason for social radicalization? Dakar's special case, *Bulletin of the Transilvania University of Brasov, Series VII: Social Sciences & Law*, Vol. 11 (60) No. 1
- Moaşa, Horia (2017). Paradoxes in a family business, *Bulletin of the Transilvania University of Brasov, Series VII: Social Sciences & Law*, Vol. 10 (59) No. 1
- Moaşa, Horia (2015). *Justiţia organizaţională: perspective culturale şi individuale*, în Răţulea G. (2015). *Justiţie şi coeziune socială*, Institutul European: Iaşi
- Moaşa, Horia (2013). Struggling for Organizational Identity: Employee Voice and Silence, *Procedia - Social and Behavioral Sciences*, Volume 92, 10 October 2013, Pages 574–581, Logos Universality Mentality Education Novelty (LUMEN 2013), Iasi, Romania, 10-13 April 2013
- Moaşa, Horia (2012). Voice and silence in relation to identity, *Analele Universităţii din Oradea – Seria Relaţii Internaţionale şi Studii Europene*, European Union – Identity, Diversity and Integration
- Moaşa, Horia (2012). Exit, voice and loyalty: a reading of an ongoing debate, *Romanian Journal of Communication and Public Relations*, Vol. 14, No. 5
- Moaşa, Horia (2012). Relationships between Voice, Silence and Identity Formation in Organizations, *Bulletin of the Transilvania University of Brasov, Series VII: Social Sciences & Law*, Vol. 5 (54) No. 1
- Moaşa, Horia (2011). Voice and silence in organizations, *Bulletin of the Transilvania University of Brasov, Series VII: Social Sciences & Law*, Vol. 4 (53) No. 2
- Moaşa, Horia (2009). *Voice and Silence in Organizations – A case-based Analysis*, Lambert Academic Publishing, Berlin, ISBN 978-3-8383-0079-5