

SIM 2025:
18TH INTERNATIONAL SYMPOSIUM
IN MANAGEMENT

Optimizing the Future:
Management Innovation for a Sustainable World

24-25 October 2025, Timisoara

CONFERENCE PROGRAM



Sponsored by



Welcome Message

After seventeen successful editions, it is our great pleasure to welcome you to the **eighteenth edition of the International Symposium in Management (SIM)**, held on **October 24–25, 2025!**

The 2025 edition, titled “Optimizing the Future: Management Innovation for a Sustainable World,” invites us to reflect together on how organizations can embrace innovation and sustainability to navigate the challenges of tomorrow.

Building on its long tradition, SIM continues to serve as a vibrant platform for dialogue and collaboration among scholars, practitioners, and students. It is a space where ideas converge, networks are strengthened, and the future of management takes shape through shared insights and experiences.

We extend our sincere gratitude to all authors and participants for their valuable contributions and engagement. Our heartfelt thanks also go to the reviewers for their careful work, and to everyone involved in organizing this event.

We wish all participants inspiring discussions, fruitful collaborations, and an enjoyable experience at **SIM 2025!**

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 ZSOTER Brigitta, University of Szeged, Hungary
 ZUNJIC Aleksandar, University of Belgrade, Serbia

General Information

Venue

The conference will take place in the Conference Centre of the Politehnica University of Timisoara. The Centre is located on Vasile Pârvan Boulevard, No 2B, right next to the Central Library of the Politehnica.

On the second day of the conference, a networking experiential workshop will take place at Silagiu, outside of Timisoara. Participants will be offered transportation to the venue.

Registration desk

The conference registration desk will be permanently open throughout the conference. Participants can ask for information here.

Non-registered co-authors or accompanying persons will register here.

Language

The official language of the conference is English.

Presentations

Each participant will have 15 minutes for their presentation, including discussions. Presentations can be made by using data projectors. All authors are kindly requested to take their presentation on a USB and upload it on the conference laptop before their session. Authors should not use their own laptops.

Internet

There will be free of charge Internet facilities for the conference participants.

Networking on Saturday

Lunch, wine tasting and visit to the Aramic vineyard located outside Timisoara, in the village of Silagiu. Transportation to the workshop will be by bus, which will pick participants up from the Conference Centre of the Politehnica University of Timisoara.

Insurance

The Organizers of the event do not provide insurance and do not take responsibility for any loss, accident or illness that might occur during the Symposium or in the course of travel to or from the meeting site. It is, therefore, the responsibility of the participants to check their coverage with their insurance provider.

Conference logistics

Monika Jetzin, trivent@trivent.hu

Teodora Artimon, teodora.artimon@trivent-publishing.eu

Conference Warm-Up Events

Thursday, 23 October
Timisoara, Politehnica Conference Centre

Timisoara HUB 5.0 Workshop

Hybrid format: <https://meet.google.com/tha-hgvz-zpc>

Organized by ErgoWork Society in the framework of H2020 application
HIVE5 – Human-Centric Innovation Valley for Industry 5.0

Host: The Romanian Society on Ergonomics and Workplace Management

Location: Google Lab (M103), Faculty of Management in Production and
Transportation, 14 Remus str., Timisoara, Romania



- | | |
|---------------|--|
| 16:00 – 16:15 | Welcome & Opening Remarks – ErgoWork Society & West University of Timișoara (UVT) |
| 16:15 – 16:35 | Keynote: “Industry and Society 5.0 – People at the Centre” – Horizon Europe consortium presentation |
| 16:35 – 16:55 | Session 1: Human Factor, New Ways of Working & Business Models |
| 16:55 – 17:10 | Session 2: Twin Transition for Advanced Manufacturing |
| 17:10 – 17:20 | Session 3: Human-Centricity & AI |
| 17:20 – 17:40 | Session 4: Upskilling and Organizational Learning |
| 17:40 – 17:55 | Session 5: Standardization & Policy Translation |
| 17:55 – 18:10 | Session 6: Community & Social Integration (proximity coworking, 15-min cities, outdoor offices & community gardens) |
| 18:10 – 18:30 | Special Session: Dr. Charlotte Petersson Troije – “The Potential of Outdoor Office Work for Innovative and Sustainable Ways of Organizing” |
| 18:30 – 19:00 | Debates & Next Steps – Invitation to the 2nd International Assembly of Outdoor Office Pioneers (23–25 October 2025) |
| 19:00 | Conclusions and Informal discussion with networking |



Teachers Bootcamp for Academic Writing (within DIGITAL U2 Interreg IPA Romania-Serbia, Project Code RORS00106)

Hybrid format: Online (Zoom/MS-Teams) and On-site (Neuromarketing Laboratory – SPM204),
Faculty of Management in Production and Transportation, 1 Mihai Viteazu Ave., Timisoara, Romania

Organized by Andra Diaconescu

- | | |
|---------------|---|
| 16:00 – 18:00 | Scientific papers dissemination/presentation, discussions, conclusions and networking |
|---------------|---|

Friday, 24 October

Timisoara, Politehnica Conference Centre

8:30 **Registration opens** (the registration desk will be open throughout the event)

9:15 – 9:45 **Welcome by UPT & UVT representatives**

Room: Auditorium

9.45-10.15 **Keynote Presentation I**

Room: Auditorium

Chair: Anca Draghici

Prof. Joanna Paliszukiewicz, Warsaw University of Life Sciences, Management Institute, Poland

ARTIFICIAL INTELLIGENCE IN EDUCATION AND RESEARCH – TRANSFORMING TEACHING, LEARNING, AND RESEARCH PRACTICES

10.15-10.45 **Keynote Presentation II**

Room: Auditorium

Chair: Claudiu Albulescu

Gabor Nagy, INSEEC, Paris, France

LINKING EXTENDED RESOURCE SPACES AND INTERNATIONAL ENTREPRENEURIAL ORIENTATION WITH THE DEGREE OF INTERNATIONALIZATION: A FUZZY-SET QUALITATIVE COMPARATIVE ANALYSIS

10:45 – 11:15 **Coffee Break**

Auditorium lobby

11.15-11.45 **Keynote Presentation III**

Room: Auditorium

Chair: Sabina Potra

Dr. Peter Madzik, Comenius University Bratislava, Slovakia

CAPTURING THE DIGITAL VOICE OF THE CUSTOMER: CONTEMPORARY APPROACHES FOR PRODUCT DEVELOPMENT INSIGHT

11.45-12.15 **Keynote Presentation IV**

Room: Auditorium

Chair: Adrian Pugna

Prof. Arash Shahin, Industrial Engineering – Quality Engineering, Department of Management, University of Isfahan, Isfahan, Iran

SMART PRIORITIZATION OF SERVICE QUALITY DIMENSIONS: AN INTEGRATIVE APPROACH OF THE KANO MODEL AND EISENHOWER MATRIX

12:15 – 13:30 **Lunch**

Auditorium lobby

13:30 – 15:30 SESSION 1

Parallel Session 1. Multiplier Event – VirtualEDU. Digital Skills for the Future

Room: K1

Chairs: Gabriela MIRCEA, Liliana DONATH, Mihaela NEAMTU, Nicoleta SIRGHI,
Maria Elena BOATCĂ

Gabriela Mircea, *VirtualEDU project results presentation*

Maria Elena Boatca, Gabriela Mircea, Sorin Suci

SUSTAINABILITY PLANS OF ONLINE TRAINING PROGRAMS AS HERITAGE OF EU-FUNDED PROJECTS

Caius Tudor Luminosu, Alin Lucretius Dubcek Gaureanu, Cornelia Baera

FOLLOWING THE CODE - HOW ACADEMIC CODES OF CONDUCT HELP STUDENTS BECOME ETHICAL LEADERS IN BUSINESS

Raul Ionuț Riti, Claudiu Ioan Abrudan, Laura Bacali, Andra -Gabriela Țîrnovean

IMMERSIVE LEARNING AND QUANTUM ENGAGEMENT: A FRAMEWORK FOR GEN Z IN METAVERSE CONTEXTS

Marius Ioan Toderici, Aurel Mihail Titu

MANAGING SECURITY UPDATES IN ORGANIZATIONS USING HYBRID CLOUD INFRASTRUCTURES

Diana Baluti, Matei Tamasila, Maria Roxana Ene

SMES CAPACITY TO ADAPT TO DIGITALISATION IN THE WEB 3.0 AGE

Cornelia Baera, Aurelian Gruin, Claudiu-Sorin Dragomir, Ana-Cristina Vasile, Bogdan Bolborea, Alina-Cristina Negru, Vlad Stanciu, Elena Maria Boatca, Caius Luminosu, And Luiza Varga

SOCIAL ENTREPRENEURSHIP DEVELOPMENT BASED ON THE COLLABORATIVE WORK BETWEEN UNIVERSITY, RESEARCH CENTERS, AND COMMUNITY – PART 1&PART 2

Parallel Session 2. Entrepreneurship

Room: K2

Chairs: Laura BRANCU, Nicolae BIBU, Șerban MICLEA, Andra DIACONESCU

Matei Tamasila, Daniel Pavlov, Violeta Yankolova-Ali, Svilen Ruskova, Ilie Mihai Țăucean, Andra Diaconescu

BUSINESS MODELS SUPPORTING STUDENT'S INTENTIONS FROM BULGARIA AND ROMANIA TO HAVE FAMILY BUSINESSES

Cosmin-Lucian Ion, Nicolae Stelian Ungureanu

BRIDGING THE INNOVATION DIVIDE: APPLIED RESEARCH IN ROMANIAN SMES VERSUS EU TRENDS

Roxana Damaschin-Țecu, Gabriela Proștean

FROM WASTE TO WORTH: BUILDING A SOCIAL CIRCULAR ENTERPRISE THROUGH ECOSYSTEM COLLABORATION - THE CASE OF OILRIGHT

Nada Trunk Širca, David Dawson, Anica Novak Trunk, Kriselda Gura, Merita Shala, Salim Bounou, Alenka Dermol

DESIGNING LEADERSHIP PROGRAMMES IN HIGHER EDUCATION: THE CASE STUDIES OF MOROCCO AND KOSOVO & ALBANIA

Andra Diaconescu, Matei Tămășilă, Ilie Mihai Tăucean

EMBEDDING ENTREPRENEURIAL KNOWLEDGE, SKILLS, AND ATTITUDES INTO HIGHER EDUCATION

Renata Alexandra Tinc, Raul Florentin Drența, Miorita Ungureanu

EVALUATING FRAMEWORKS FOR INNOVATION CAPABILITY IN SMES: STRATEGIC AND SUSTAINABILITY IMPLICATIONS

Parallel Session 3. Quality and Production Management

Room: Auditorium

Chairs: Sabina POTRA, Jose Alberto EGUREN, Ilie TĂUCEAN, Rebecca CHINCEA

Sabina Potra, Arash Shahin, Lavinia Bogdanovici, Bristena Nistor, Velimir Radlovački

ASSESSING THE VOICE OF THE CUSTOMER FOR A SUSTAINABLE CLEANING PRODUCT USING THE HWWP-DDDI MODEL

Maria Roxana Ene, Sabina Alina Potra, Adrian Pavel Pugna, Romeo Negrea

TESTING EYE TRACKING METRICS IN SPECTACLE FRAMES CUSTOMER PREFERENCES

Denisa Roxana Sima, Jose Alberto Eguren, Adrian Pavel Pugna

CONCEPTUAL MODEL FOR ENHANCING QUALITY 4.0. TRANSITION IN MANUFACTURING COMPANIES

Anda Nicoleta Crîngureanu, Dan Florin Nițoi, Oana-Roxana Chivu, Nicoleta Merloi, Mădălina-Giulia Boboce, Marius Teodorescu

CONTRIBUTIONS AND DEVELOPMENT REGARDING SIX SIGMA MANAGEMENT SYSTEM IMPLEMENTATION IN A WIRE DRAWING COMPANY

Bogdan Ivan, Constantin Dumitrașcu, Doru-Costin Darabont, Roland Iosif Moraru, Constantin Bujor

NEW TECHNOLOGIES FOR EFFICIENT AND APPROPRIATE URBAN WASTE MANAGEMENT

Andrada-Denisa Beca, Ilie Mihai Tăucean, Joanna Ozga

READINESS FOR INDUSTRY 5.0: A COMPARATIVE ANALYSIS BETWEEN GERMANY AND ROMANIA

Parallel Session 4. ACADEMIA Workshop

Room: Polivalenta

Chairs: Constatin BUNGAU, Laura BACALI, Larisa IVAȘCU, Matei TĂMĂȘILĂ

15:30-16:00 Coffee Break

Auditorium lobby

Parallel Session 1. Multiplier Event – VirtualEDU. Digital Skills for the Future

Room: K1

Chairs: Diana SALA, Caius LUMINOSU, Cornelia BAERA, Sorin SUCIU, Maria Elena BOATCĂ

Anca Draghici, Cornelia Baera, Caius Luminosu, Gabriela Banaduc, Larisa-Madalina Raicu, Roxana Damaschin-Tecu, George Draghici

A FRAMEWORK FOR DIGITAL-SELF-LEARNING IN SOCIAL ENTREPRENEURSHIP FOR THE FUTURE OF COLLABORATION BETWEEN UNIVERSITY AND COMMUNITY

Sandra Melovic, Srdjan Sladojevic, Dusanka Dakic, Darko Stefanovic, Teodora Vuckovic

ACCESSIBLE E-VOTING AS A PILLAR OF SUSTAINABLE DIGITAL GOVERNANCE

Cella-Flavia Buciuman, Monica Wolff

A PREDICTIVE MODEL OF SOCIAL MEDIA ALGORITHM IMPACT ON GENERATION Z DECISION-MAKING

Felix Mora, Florin Lungu

NAVIGATING LEADERSHIP, CULTURAL SHIFTS, AND SENSE-MAKING FOR MILLENNIALS AND GENERATION Z IN THE AI ERA

Dana Cojocaru (Dascal), Angela Repanovici, Corneliu-Nicolae Drugă, Santiago Ferrandiz Bou

INTEGRATION OF ARTIFICIAL INTELLIGENCE IN THE 3D PRINTING PROCESS. LITERATURE REVIEW

Lavinia-Andreea Gruia, Nicolae Bibu, Alexandru Roja, Doina Dănăiață

MANAGEMENT CAPABILITIES AS CATALYSTS OF DIGITAL TRANSFORMATION: PERFORMANCE GAINS ACROSS MATURITY

Parallel Session 2. Workplace and OHS Management

Room: K2

Chairs: Anca DRĂGHICI, Charlotte PETERSSON TROIJE, Alin ARTENE, Alin GĂUREANU

Mircea Samfirescu, Nicoleta Mirea, Constantin Florin Bogdea, Larisa Ivascu, Paula-Roxana Kasai

RETHINKING SMART CITIES THROUGH A HUMANISTIC-STEM MANAGEMENT LENS

Delia Gabriela Dragusin

DEVELOPMENT OF A PATIENT RESPONSE DATABASE FOR ADAPTIVE VIRTUAL REALITY SCENARIOS BASED ON STRESS AND MOTIVATION LEVELS

Francisca Lavinia Voicu

INTEGRATION OF VIBROTACTILE STIMULATION AND EEG ANALYSES FOR OPTIMIZING AUDITORY PROCESSING AND POSTURAL BALANCE IN USERS OF COCHLEAR IMPLANTS AND HEARING AIDS

Elena-Cristina Dediu, Cosmina Diță, Alex-Raul Țăpîrdea, Constantin Bujor, Doru-Costin Darabont

WAR AND WIND: OCCUPATIONAL RISK AND SAFETY MANAGEMENT IN CONFLICT-AFFECTED RENEWABLE ENERGY PROJECTS

Andrei Ștefan Iacob, Oana Roxana Chivu, Cosmina Diță, Dan-Florin Nițoi, Ștefan Sorinel Ghimiși
DIGITIZATION OF OCCUPATIONAL HEALTH AND SAFETY PROCESSES: DESIGN AND IMPLEMENTATION OF AN INTEGRATED SOFTWARE MODULE

Bosco Lopez, Mertol Serban, Anca Draghici
ENTREPRENEURSHIP AND COLLABORATIVE INNOVATION IN MEDICAL DEVICES: SME COMPETITIVENESS UNDER THE EU MDR

Parallel Session 3. Sustainability and Circular Economy. EDU4PlastiCircular Workshop

Room: Auditorium

Chairs: Elena RADA, Marcco RAGAZZI, Valerij DERMOL, Dana PERNIU

E.C. Rada, G. Ragazzi, E. Longo, L. Adami
A PROGRESSIVE INTERNATIONAL PILOT PROJECT OF VERTICAL EDUCATION TO ENVIRONMENTAL SUSTAINABILITY

Yilena Cepeda, Angela Repanovici
ENERGY MANAGEMENT IN SMALL AND MEDIUM ENTERPRISES: SCIENTOMETRIC ANALYSIS OF THE CURRENT EVOLUTION OF THE RESEARCH FIELD

Cătălin-Matei Heredea, Constantin Bungău, Ion-Cosmin Gherghea
WASTE REDUCTION AND PRODUCTIVITY IMPROVEMENT IN THE MANUFACTURING PROCESS OF ELECTRONIC BOARDS

Dana Perniu, Liliana Rogozea, Anca Draghici, Anja Bubik, Katrin Školnik Škrabe
A SYNTHESIS OF THE MICRO-NANO PLASTIC WASTE IMPACT ON HUMAN HEALTH. AN ECOLOGIC AND MEDICAL PERSPECTIVE

Lavinia Maria Iloie, Claudiu Tiberiu Albulescu, Luisa Isabel Dungan
THE IMPACT OF RENEWABLE ENERGY USE ON GAS EMISSIONS IN EU COUNTRIES FOR SUSTAINABLE DEVELOPMENT

Špela Dermol, Valerij Dermol
INDUSTRIAL SYMBIOSIS IN THE PULP AND PAPER INDUSTRY: CASE STUDIES AND TRENDS

Elisabeta-Emilia Halmaghi, Dan Miricescu, Diana Elena Ranf, Dorel Badea, Laura Wieler, Martin Heinisch
THE ROLE OF SUSTAINABLE DEVELOPMENT GOAL 4 IN INTEGRATION OF EDUCATION FOR SUSTAINABLE DEVELOPMENT IN HIGHER EDUCATION

Ergash Egamberdiyevich Kobilov, Khidir Fayziyevich Batirov, Mustafa Kurbanovich Tukhtaev, Fariza Sanjarovna Mardanova, Oybakhor Baxritdinovna Niyazova, Mukhtasam Ganiyevna Boratova, Sarvar Ashurmakhmatov, Ciprian Căpățână, Anca Tulbure, Ramona Giurea
THE WASTE MANAGEMENT IMPACT: PATHWAYS TOWARD SUSTAINABLE MANAGEMENT IN SAMARKAND

Parallel Session 4. Trends in Technologies and Production Management

Room: Polivalenta

Chairs: Augustin SEMENESCU, Aleksander SŁADKOWSKI, Marian MOCAN,
Santiago FERRANDIZ BOU

Andreea Palașcă, Ion Nicolae Stăncel, Constantin Domenic Stăncel, Augustin Semenescu

*EVALUATION OF THE PERFORMANCE AND MANAGERIAL APPLICATIONS OF A
BLUETOOTH LOW ENERGY GATEWAY NETWORK FOR ASSET LOCALIZATION THROUGH
RSSI IN DYNAMIC AIRPORT ENVIRONMENTS*

Alexandru-Dorian Făină, Augustin Semenescu, Alin-Marius Matei, Ana-Maria Nicolau

*ARTIFICIAL INTELLIGENCE BETWEEN ETHICS AND REGULATION: A COMPARATIVE
ANALYSIS OF ROMANIA AND SELECTED EUROPEAN STATES*

Emanuel Balc, Aurel Mihail Titu, Lucian Ioan Tarnu, Daniel Balc

*STRATEGIC INNOVATION MANAGEMENT IN THE CONTEXT OF INTELLIGENT
MECHATRONIC SYSTEMS: AN INTEGRATIVE APPROACH TO BUSINESS PROCESS
TRANSFORMATION IN THE AUTOMOTIVE INDUSTRY*

Alexandra-Florina Iamandii, Aurel Mihail Titu, Camelia Cristina Dragomir-Panzaru

*FROM BLUEPRINT TO PRACTICE: APPLYING PROCESS MAP METHODOLOGIES IN ROAD
FREIGHT TRANSPORT ORGANIZATIONS - A CASE STUDY APPROACH*

Gabriel Sîrbu, Adrian Ciprian Fîru, George Drăghici

*STRATEGIC SCENARIOS FOR THE TRANSITION FROM INDUSTRY 4.0 TO INDUSTRY 5.0 IN
THE AUTOMOTIVE INDUSTRY IN EUROPE*

19:00-21:00 Gala dinner

Casa Politehnicii 2

Bvd. Mihai Eminescu, no. 11

Saturday, 25 October

Timisoara, Politehnica Conference Centre

10:00-12:00 **SESSION 3**

Parallel Session 1. Smart Systems

Room: K1

Chairs: George CARUȚAȘU, Joanna PALISZKIEWICZ, Cella BUCIUMAN, Maria Elena BOATCĂ

Sabin Ioan Irimie, Maria-Elena Boatca-Barabas, Sabina Irimie
CONTEMPORARY APPROACHES TO PROJECT MANAGEMENT

Ioan-Daniel Ungureanu, Nicoleta Luminita Carutasu, George Carutasu, Monica Iorga
SMART URBAN TRAFFIC STRATEGIES FOR OFFICIAL VISITS

Nina Kozma, Dušanka Dakić, Darko Stefanović, Aco Antić
INTEGRATING PROCESS MINING AND BPM TOOLS FOR PRODUCTION PLANNING KPI ANALYSIS

Alexandru Cană, Claudia Borda, Adrian Moise, Ștefan Țepure, Marinela Marinescu
IMPLEMENTING AI TO REDUCE RISKS IN AUTO REPAIR SERVICES

Nicoleta Presură (Adochiței), Teodora-Daniela Chicioreanu, Petrișor-Laurențiu Țucă, Roland Iosif Moraru, Daniel Onuț Badea
DIGITAL TWINS, AI, AND AUTOMATION IN RETAIL

George Carutasu, Daniela Lenuta Zirra
THE TRANSITION TO THE NEXT-GENERATION (NG) ARCHITECTURE OF ECALL SYSTEM IN THE X_HeERO PROJECT

Flavius-Viorel Flonta, Gabriela Tonț, Marius Nicolae Flore
CYBER-VULNERABILITY MANAGEMENT IN ENTERPRISE DIGITAL ENVIRONMENTS

Parallel Session 2. OHS new approaches

Room: K2

Chairs: Nicoleta CĂRUȚASU, Roland Iosif MORARU, Alin GĂUREANU

Constantin Luca, Claudia Borda, Ioana Cătălina Enache, Marilena Gheorghe, Mihaela Helștern
THE IMPACT OF ASBESTOS USE ON THE HEALTH OF CONSTRUCTION WORKERS

Nicoleta Merloi, Dan-Florin Nițoi, Constantin Bujor, Marian Zamfir, Adrian Moise
PROPOSALS FOR LEGISLATIVE IMPROVEMENT ON OCCUPATIONAL SAFETY AND HEALTH AT CULTURAL EVENTS ORGANIZED IN TEMPORARY SPACES

Adrian Moise, Delia Gârleanu, Nicoleta Merloi, Ioana Cătălina Enache, Alexandru Cană
PREVENTION OF WORK ACCIDENTS IN THE CONSTRUCTION SECTOR – STUDY ON THE ACTIVITY OF SLOPE SUPPORT

Ștefan-Teodor Țepure, Claudia Borda, Gabriel Gârleanu, Adrian Moise, Ioana Cătălina Enache
*REDUCING THE LIKELIHOOD OF AN EVENT OCCURRING THROUGH AI MONITORING OF
ACTIVITIES IN FUEL STORAGE AND WAREHOUSING*

Marian Zamfir, Oana-Roxana Chivu, Roland Iosif Moraru, Claudia Borda, Constantin Luca
*REDUCING THE RISKS OF EXPOSURE OF THE POPULATION TO ELECTROMAGNETIC
RADIATION*

Mădălina-Giulia Boboceă, Oana-Roxana Chivu, Claudia Borda, Marilena Gheorghe, Andrei Iacob
*WORKPLACE ACCIDENTS IN CONSTRUCTION STATISTICAL ANALYSIS AND PREVENTIVE
PERSPECTIVES*

Roxana Kasai, Larisa Ivascu, Nicoleta Mirea, Marius Pislaru
*ROMANIA, GLOBAL LEADER IN LABOUR MOBILITY: A BIBLIOGRAPHIC REVIEW OF
WORKFORCE MIGRATION AND RETURN TRENDS*

Parallel Session 3. Production Management New Trends

Room: Auditorium

Chairs: Aleksandar Zivkovic, Nicolae Stelian Ungureanu, Florin LUNGU, Ilie TĂUCEAN

Luca-Dan Ciceu, Radu Rugiubei, Augustin Semenescu
*THE GREAT FILTER: AN ANALYSIS OF AI STARTUP FORMATION AND INVESTMENT
DYNAMICS IN ROMANIA (2020-2025)*

Dejan Lukic, Mijodrag Milosevic, Aleksandar Zivkovic, Dejan Bozic, Dejan Marinkovic
*STUDIES IN PRODUCTION ENGINEERING AT THE FACULTY OF TECHNICAL SCIENCES -
ANALYSIS OF ENROLLMENT AND STUDY SUCCESS*

Anamaria Manuela Savu, Raul Florentin Drența, Nicolae Stelian Ungureanu
*RELIABILITY-CENTERED MAINTENANCE STRATEGY FOR POWER TRANSFORMERS: A CASE
STUDY WITH PREDICTIVE DIAGNOSTICS IN A 110/20 KV SUBSTATION*

Venera-Stanca Nicolici, Ahmed Adjai, Ioana Ionel
*CRITICAL REVIEW OF INNOVATIVE AND CLASSICAL METHODS FOR ANALYZING
NITROGEN OXIDES IN AMBIENT AIR*

Ahmed Adjai, Venera-Stanca Nicolici, Ioana Ionel, Daniel Bisorca
*SUSTAINABLE MANAGEMENT OF INDOOR AIR QUALITY: A NUMERICAL STUDY OF HEAT
AND MASS TRANSFER IN VENTELATED CAVITIES USING THE LB-MRT METHOD*

Alexandru Cosmin Tudora, Mihai Gerorgian, Nicolae Stelian Ungureanu
*STRATEGIC MANAGEMENT FOR THE RELAUNCH OF ROMANIA'S ARMAMENTS INDUSTRY
IN THE NEW INTERNATIONAL CONTEXT*

Bianca Cristina (Pop) Borgyos, Miorița Ungureanu, Raul Florentin Drența
*SHAPING INTELLECTUAL PROPERTY MINDSETS: A PREVENTIVE APPROACH TO CULTURAL
COMPLIANCE AND DIGITAL PIRACY*

Parallel Session 4. HRM & OHS

Room: Polivalenta

Chairs: Gabriela PROȘTEAN, Mircea FULEA, Valentin MUNTEANU, Olivia GIUCA

Mihai Bogdan Umanschi, Silviu Nicușor Suru, Gabriela Prostean, Olivia Giuca

INTEGRATING PHYSICAL EXERCISES INTO ORGANIZATIONAL FRAMEWORKS AND ITS IMPACT ON ORGANIZATIONAL PERFORMANCE

Silviu Nicusor Suru, Mihai Bogdan Umanschi, Gabriela Prostean, Olivia Giuca

KEEPING STUDENT ENGAGEMENT: RETHINKING ENGINEERING COURSES FOR GENERATION Z

Roxana-Mariana Nechita, Dana-Corina Deselnicu, Oliver Ulerich

AN ANALYSIS OF CAUSAL RELATIONSHIPS OF THE FACTORS INFLUENCING HUMAN RESOURCES ALLOCATION IN THE HEALTH PROJECTS

Adile-Elena Nemoianu, Adriana-Ioana Rotă, Sandra-Daniela Nemoianu

LEVERAGING IOT FOR ADAPTIVE OFFICE SPACE MANAGEMENT IN DIGITALLY TRANSFORMED HR ENVIRONMENTS

Luisa Man, Mircea Fulea, Bogdan Mocan, Diana Dragomir

FROM THEORY TO DESIGN: SELF-DETERMINATION THEORY FRAMEWORK FOR PROTOTYPING A CAREER DEVELOPMENT APPLICATION

Rebecca Chincea, Cristiana Rusanda, Natalia Filip, Sabina Potra

FROM WORDS TO ANOMALIES: EYE-TRACKING EVIDENCE OF STUDENTS' ATTENTION PATTERNS IN STORYTELLING LESSONS

13:00-18:00 Lunch with wine tasting

Silagiu winery

Bus departure: at 12:15 in front of the Politehnica Conference Centre

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