

UNIVERSITATEA de VEST din TIMIȘOARA
DOMENIUL MANAGEMENT

TEZĂ de ABILITARE

**REALIZĂRI și CONTRIBUȚII în STUDIUL
COMPETITIVITĂȚII, DEZVOLTĂRII DURABILE
și PERFORMANȚEI ORGANIZAȚIILOR din
SECTOARELE PUBLIC și PRIVAT**

CANDIDAT:

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Summary

The present habilitation thesis summarises the academic career of the undersigned, highlighting the main contributions and achievements in scientific research subsequent to obtaining the doctoral degree in the field of Management; together with the prospects and future directions of career development, the abstract serves the purpose of acquiring the title of doctoral advisor in the field of Management.

The paper is structured in three parts: the first part - highlights the relevant aspects of the academic career; the second part - presents the main scientific achievements and contributions after obtaining the PhD degree in Management; and the third part - is directed towards future academic activity.

Of the three parts, **the first - Academic Career Coordinates** - includes three elements: academic activity (teaching and management), scientific research, and recognition of the impact of my activity. I consider the following to be relevant to this habilitation thesis:

- *The academic perspective:*
 - Doctoral degree in Management, received in 2003;
 - I joined the university teaching staff in 1997 and since then have received promotions, of which the latest to Associate Professor. Since 2019, I have served as Director of the Department of Management and Entrepreneurship (DMA) of the Faculty of Economics and Business Administration (FEAA), West University of Timișoara (UVT);
 - I teach classes and I conduct research in the field of Management;
 - I have participated in the creation and/or implementation of 13 institutional-development projects, won by participation in national competitions and financed via non-reimbursable European funds (including one as a project manager);
- *The scientific research perspective* (after obtaining the doctorate in Management):
 - In 2003, I published my PhD thesis titled “*Strategic Analysis - Support for Investment Decisions*” with a certified national publishing house;
 - I have published 12 books, or chapters in books, manuals or monographs - as a sole author, as part of a group of authors, or as a coordinator - with national publishing houses certified for academic literature;
 - Either as a sole author or by shared authorship, I have published 49 articles and studies, of which: 4 articles published in ISI - Web of Science indexed journals; 3

articles published in ISI Proceedings volumes; 18 articles published in a journal indexed by at least three of the recognized international databases; 23 articles/studies published in proceedings of international conferences held in Romania or abroad, with an ISSN or an ISBN;

- I have participated in the drawing up and/or implementation of 3 research projects won through internal competition funded by CNCSIS (of which one as a project manager);
- *The perspective acknowledging the impact of my activity:*
 - As a project director, I led two projects won through national competition;
 - Board membership of international management conferences;
 - Holder of awards, distinctions and diplomas of excellence;
 - In charge, on behalf of the department, of the bachelor-level, *full-time attendance, Management program (Romanian)*, managed by DMA.

Regarding the **second part - Main scientific achievements and contributions in the study of competitiveness, sustainable development and performance of public and private sector organisations**, the present habilitation thesis, emerging from the idea that competitiveness determines performance under the constraint of adopting a sustainable development model, aims to highlight at the level of public and private sector organisations, regions and countries: (i) how factors such as human capital, EU structural funds or technology transfer interact with competitiveness; (ii) concrete aspects of how consumption and creation of products can contribute to sustainable development through the adoption of energy efficiency and the circular economy; (iii) practical ways, in the form of management tools, to measure and evaluate performance in both public and private organisations, coupled with micro-level analysis of the impact of specific factors on business performance.

Competitiveness is a concept that has meaning and place on many levels, as an enabler of human creativity and innovation with effects in founding businesses and jobs and in creating added value, stakeholder satisfaction and well-being for society as a whole. As a result, the habilitation thesis comprises three articles highlighting my own achievements and contributions on three such levels of competitiveness studies.

On an organisational level, see: Popa, Ș.C., Ștefan, S.C., Olariu, A.A., Albu, C.F. and **Pantea, M.I.** (2023). “Shaping the Culture of Your Organization by Human Capital: Employees’ Competencies and Leaders’ Perceived Behavior”, *Journal of Intellectual Capital*, Vol. 24, No. 5, pp. 1164-1183, Emerald Publishing, ISSN: 1469-1930, e-ISSN:

1758-7468, Published Early Access: 20.04.2023, Indexed: 23.05.2023, Issue publication date: 06.09.2023; DOI: 10.1108/JIC-05-2022-0106, WOS: 000974224700001;

On a regional level, see: Gligor, D., **Pantea, M.** (2015), “Regional Competitiveness and the Impact of EU Structural Funds: The Case of Romania”, *Annals of University of Craiova – Economic Sciences Series*, University of Craiova, Faculty of Economics and Business Administration, vol. 1(43), pp. 58-67, ISSN 1223-365X;

On a national level, see: Ștefan, S.C., Popa, I., Simion, C.P., Popa, Ș.C., **Pantea, M.I.** and Botez, D. (2023), “Measuring the EU Member States RD&I and Technology Transfer Process Efficiency: A DEA Approach”, *Journal of Economic Computation and Economic Cybernetics Studies and Research*, Issue 1/2023; Vol. 57, pp. 203-220, ASE Publishing, Published: 23.03.2023, Indexed: 19.04.2023, online format ISSN 1842–3264, print format ISSN 0424–267X, DOI: 10.24818/18423264/57.1.23.13, WOS: 000960039800013.

Acknowledging the influence resulted from adopting *sustainable development* principles on performance measurement, business organisations are increasingly being assessed rigorously not only from a financial perspective, but also from the perspective of the balanced integration of environmental and social factors into their business strategies and behaviour. Recently, given the growing awareness of the need to adopt the sustainable-development model by the population, public-sector organizations and private-sector organizations alike, I have published, as a member of a team of authors, two articles on which my main scientific achievements and contributions in the study of sustainable development contained in this habilitation thesis are also based, namely:

Energy efficiency: Popa, I., Cioc, M.M., Popa, Ș.C., Botez, D. and **Pantea, M.I.** (2023), “Aligning Public Policy with REPowerEU Program Objectives by Adopting EESS Solutions: A Technology Acceptance Model Approach”, *Amfiteatru Economic*, Volume: 25, no. 64/2023, pp. 660-675, ASE Publishing, print ISSN: 1582-9146, Published: August 2023, Indexed: 28.11.2023, DOI: 10.24818/EA/2023/64/660, WOS: 001101239000002.

Circular economy: Popa, S., Simion C., Olariu, A., Popa, C. and **Pantea, M.** (2024), “Barriers and enablers of the selective collection of domestic waste: an analysis from the circular economy perspective based on structural equation modeling”, *Environmental Engineering and Management Journal*, Vol. 23, No. 1, pp. 197-209, Gheorghe Asachi Technical University of Iași, Romania, print ISSN: 1582-9596, online ISSN: 1843-3707,

published: January 2024, Indexed: 11.06.2024, DOI: 10.30638/eemj.2024.017, WOS:001235350200016.

Achieving a certain degree of competitiveness at organisational, regional and national levels is directly reflected in the *performance* of entities extant at these levels, influencing the quality of life and the degree of meeting key stakeholders' expectations. The concrete ways in which we approached the study of the performance of public and private sector organisations were: (i) assessing the economic, social, environmental and financial dimensions of the performance of public-sector organisations through cost-benefit analysis; (ii) assessing the financial dimension of the performance of private-sector organisations by establishing the value of enterprises and the value creation at the enterprise level; and (iii) identifying the correlations between certain economic determinants and the performance of companies in order to support management in measuring performance and improving business effectiveness and efficiency. The articles considered are:

Cost-benefit analysis:

Gligor, D., **Pantea, M.**, Munteanu, V. (2009), "Cost-benefit analysis - a tool to optimise project cycle management", *Review of International Comparative Management*, Special Issue no. 1, pp. 657-663, ISSN: 1582-3458;

Pantea, M.I. and Gligor, D. (2013), "Cost-benefit analysis general framework: concepts and key elements", *Lucrări Științifice Management Agricol [Scientific Papers in Agricultural Management]*, 15(1), pp. 216-221, print ISSN 1453-1410, online ISSN 2069-2307 (previously, ISSN 1453-1410, E-ISSN 2069-2307);

Enterprise value and value creation:

Pantea, M.I., Gligor, D., Jurcuț, C. (2014), "Considerations regarding the enterprise value's analysis based on patrimonial wealth and stock return", *Lucrări Științifice Management Agricol [Scientific Papers in Agricultural Management]*, 16(2), pp. 190-197, print ISSN 1453-1410, online ISSN 2069-2307 (formerly ISSN 1453-1410, E-ISSN 2069-2307);

Pantea, M., Gligor, D., Jurcuț, C. (2014), "Analysis of the enterprise value based on the return value. Models, comparisons and strategic options", *Proceedings of the 8th International Management Conference: Management Challenges for Sustainable Development*, ISSN 2286-1440, Editura ASE; Research Areas: Business & Economics, Web of Science, Categories: Business & Management, Book Series: International Management Conference, pp. 51-64, Published 2014, Document Type: Proceedings Paper, Conference: Meeting: 8th International Management Conference – Management Challenges for Sustainable Development, Location: Bucharest, Romania, Date: NOV

06-07, 2014, Sponsor: Bucharest University of Economic Studies, Faculty of Management, WOS: 000396392900005.

Economic determinants of company performance:

Pantea, M.I., Gligor, D., Jurcut, C. (2014), “Economic determinants of Romanian firms' financial performance”, *Challenges and Innovations in Management and Leadership, 12th International Symposium in Management*, Book Series: *Procedia Social and Behavioral Sciences*, ISSN 1877-0428; Current Publisher: Elsevier Science, Research Areas: Business & Economics, Web of Science Categories: Management, Volume 124, Page 272-281, Published: 2014, Indexed: 2015-10-07, Document Type: Proceedings Paper, Conference: Meeting: 12th International Symposium in Management (SIM), Location: West University Timișoara, Timisoara, Romania, Date: OCT 11-12, 2013, Sponsor: Polytechnic University Timisoara, DOI: 10.1016/j.sbspro.2014.02.486, WOS: 000361385500034.

Regarding the **third part - Perspectives and future directions for academic career development**, these are proposed based on the very structure of the first part of the thesis; of main importance to the purpose of the habilitation thesis are the aspects related to the research activity. With regard to this activity, I defined several specific objectives, the most important being that of obtaining the status of PhD advisor in the field of Management and of supervisor of PhD students in their research projects. Future research directions have been grouped into two sections: research directions deriving from the limitations of the studies and articles selected for the writing of this habilitation thesis, and new research topics. Some of the new research topics, on which I have initiated collaboration with the authors, developed at a conceptual level in this part of the thesis, concern: (i) the development of a new strategic management model applicable to companies operating in the real estate sector in Romania; (ii) the modelling of entrepreneurial intentions as a function of certain psychological factors during the COVID-19 pandemic, and (iii) the impact of structural funds on the performance of organizations in Romania for the multiannual financial frameworks 2007-2014 and 2014-2021.