

PERSONAL INFORMATION

Horia Moasa



✉ horia.moasa@unitbv.ro

● Horia Moasa

WORK EXPERIENCE

- | | |
|----------------|--|
| 2024 - Present | Dean
Faculty of Sociology and Communication, Transilvania University of Brasov, Brasov (Romania) |
| 2023 - Present | Associate Professor
Transilvania University of Brasov, Brasov (Romania)
courses and seminars in: organizational communication, sociology of organizations, organizational development, HR Management, motivation techniques, staffing, project management |
| 2014–2023 | Lecturer
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)

2002–2002 Research assistant
MEMRB, Brasov (Romania)

2001–2002 PR assistant
Conex Advertising, Brasov (Romania)

2000–2000 Marketing assistant
RDS - Romanian Data Systems, Brasov (Romania)

EDUCATION AND TRAINING

2010–2013 Phd
National School of Political and Administrative Studies, Bucharest (Romania)

2004–2006 Master of Science
Copenhagen Business School, Copenhagen (Denmark)

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

Driving licence B

ADDITIONAL INFORMATION

Memberships ISSWOV – International Society for the Study of Work and Organizational Values
EGOS - European Group on Organizational Studies
SSR - Romanian Sociological Society

- Publications (selection)
- Moasa, H. (in press). Bad leadership and the construction of its consequences. In A. Örtenblad (Ed.), The Oxford handbook of bad leadership. Oxford University Press. ISBN 9780198958307.
 - Antohi, A., & Moaşa, H. (2025). Age or generation? How occupational stress shapes satisfaction, commitment, and turnover intentions. Psihologia Resurselor Umane, 23(2). <https://doi.org/10.24837/pru.v23i2.608>
 - Moasa, H. (2025). Bad leadership and the erosion of corporate governance. Bulletin of the Transilvania University of Braşov. Series VII: Social Sciences ■ Law, 18(67), No. 2. <https://doi.org/10.31926/but.ssl.2025.18.67.2.12>
 - Arciniega, L. M., Gonzalez Fernandez, L., Woehr, D. J., et al. (2025). Assessing the similarity of work ethic profiles across eight diverse cultures. Academy of Management Proceedings.
 - Marcus, J., Scheibe, S., Kooij, D., Truxillo, D. M., Zaniboni, S., et al. (2024). LeverAge: A European network to leverage the multi-age workforce. Work, Aging and Retirement, 10(4), 309–316. <https://doi.org/10.1093/workar/waae009>
 - Zichil, B., Moasa, H., & Meresan Schmitz, L. (2024). Analysis of organizational culture and climate. Bulletin of the Transilvania University of Braşov. Series VII: Social Sciences ■ Law, 17(66), No. 1. <https://doi.org/10.31926/but.ssl.2024.17.66.1.14>
 - Moasa, H., Cunha, M. P. e, Clegg, S., & Sorea, D. (2023). Romancing leadership: Temporality and the myths of Vlad Dracula. Management & Organizational History, 18(2), 119–150. <https://doi.org/10.1080/17449359.2023.2167831>
 - Cunha, M. P. e, Soares Leitão, M. J., Clegg, S., Hernández-Linares, R., Moasa, H., Randerson, K., & Rego, A. (2022). Cognition, emotion and action: Persistent sources of parent–offspring paradoxes in the family business. Journal of Family Business Management, 12(4), 729–749. <https://doi.org/10.1108/JFBM-11-2020-0104>
 - Shkoler, O., Rabenu, E., Iqbal, M. Z., Ferrari, F., Hatipoglu, B., Roazzi, A., Kimura, T., Tabak, F., Moasa, H., Vasiliu, C., Tziner, A., & Lebron, M. J. (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, 37(2), 67–83. <https://doi.org/10.5093/jwop2021a8>

- Țintaru, O., Meresan Schmitz, L., & Moașa, H. (2021). The impact of emotional intelligence on organizational climate. Bulletin of the Transilvania University of Brașov. Series VII: Social Sciences ■ Law, 14(63), 89–100. <https://doi.org/10.31926/but.ssl.2021.14.63.1.9>

Horia Moasa