

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