

## LISTA DE LUCRĂRI

### A. Teza de doctorat:

***IMPACTUL CULTURII ORGANIZAȚIONALE ASUPRA PERFORMANȚEI ORGANIZAȚIEI. (2018).*** Teză de doctorat în Management. Conducător de doctorat: prof.univ.dr. Liviu Ilieș. Universitatea Babeș-Bolyai, Facultatea de Științe Economice și Gestiunea Afacerilor, Cluj-Napoca, România.

### B. Articole indexate ISI Thomson Reuters:

1. Mihalca, L., Ratiu, L., Bredea, G., **METZ, D.**, Dragan, M., & Dobre, F. (2021). Overloaded, but not exhausted while teleworking during COVID-19? Evidence for a work overload and exhaustion relationship mediated by role clarity and moderated by self-efficacy and task interdependence. *Oeconomia Copernicana*, 12(2). <https://doi.org/10.24136/oc.2021.010>.
2. Loredana Mihalca, Cristoph Mengenkamp, Gabriela Bredea, **DANIEL METZ**. *JOB ATTRIBUTE PREFERENCES OF INCOMING UNIVERSITY STUDENTS AND NEWLY HIRED EMPLOYEES IN THE CONTEXT OF THE ROMANIAN LABOUR MARKET*. *Journal for East European Management Studies (JEEMS)*. Article is scheduled for publication in issue 1/2022.
3. **DANIEL METZ**, Liviu Ilieș, Răzvan Liviu Nistor, (2020). *THE IMPACT OF ORGANIZATIONAL CULTURE ON CUSTOMER SERVICE EFFECTIVENESS FROM A SUSTAINABILITY PERSPECTIVE*. *Sustainability*, 12(15), 6240; DOI: <https://doi.org/10.3390/su12156240>.
4. **DANIEL METZ**, Adrian Viorel, (2020). *NONLINEAR DYNAMICS OF AN ARMS RACE MODEL WITH UNDERLYING ECONOMIC GROWTH*. *Studia Universitatis Babeș-Bolyai Mathematica*, Vol. 65, No. 2; DOI: <http://dx.doi.org/10.24193/subbmath.2020.2.12>.

### C. Articole indexate WOS:

1. **DANIEL METZ**, Liviu Ilieș, Maria Metz, (2020). *THE IMPACT OF ORGANISATIONAL CULTURE ON LEADERSHIP EFFECTIVENESS AND*

*PERFORMANCE. PROCEEDINGS OF THE 14<sup>th</sup> INTERNATIONAL MANAGEMENT CONFERENCE.* “Managing Sustainable Organizations” 5<sup>th</sup>-6<sup>th</sup> November, 2020, Bucharest, Romania.

[http://conferinta.management.ase.ro/archives/2020/PDF/4\\_9.pdf](http://conferinta.management.ase.ro/archives/2020/PDF/4_9.pdf).

2. Diana Ivana, Mihaela Drăgan, Mihaela Maftai, Uwe Götze, **DANIEL METZ, (2020).** *STUDY OF KNOWLEDGE MANAGEMENT IMPACT ON SUSTAINABLE HIGHER EDUCATION INSTITUTIONS: A BUSINESS PROCESS MODELLING APPROACH.* *Proceedings of the 11<sup>th</sup> Edition of Griffiths School of Management and IT Annual Conference: Navigating through crisis - business, technological and ethical considerations.* September 18<sup>th</sup>, 2020, Emanuel University of Oradea, Romania.  
[https://link.springer.com/chapter/10.1007/978-3-030-82751-9\\_6](https://link.springer.com/chapter/10.1007/978-3-030-82751-9_6).
3. **DANIEL METZ,** Liviu Ilieș, Maria Metz, **(2019).** *THE ROLE OF MANAGEMENT PRACTICES IN ENSURING ORGANIZATIONAL PERFORMANCE.* Proceedings of the 13<sup>th</sup> International Management Conference “Management Strategies for High Performance” 31<sup>st</sup> October – 1<sup>st</sup> November, 2019, Bucharest, Romania. Edited by: Ion Popa, Cosmin Dobrin, Carmen Nadia Ciocoiu, ISSN 2286-1440, ISSN-L 2286-1440, pag. 666 – 674, Editura ASE.  
[http://conferinta.management.ase.ro/archives/2019/pdf/3\\_14.pdf](http://conferinta.management.ase.ro/archives/2019/pdf/3_14.pdf).
4. **DANIEL METZ,** Liviu Ilieș, Maria Metz, **(2018).** *THE ROLE OF THE ORGANIZATIONAL CULTURE IN ENSURING THE EFFECTIVENESS OF THE MANAGEMENT SYSTEM.* Proceedings of The 12<sup>th</sup> International Management Conference “Management Perspectives in the Digital Era” November 1<sup>st</sup>-2<sup>nd</sup>, 2018, Bucharest, Romania. Edited by: Ion Popa, Cosmin Dobrin, Carmen Nadia Ciocoiu, ISSN 2286-1440, ISSN-L 2286-1440, pag. 748 – 755, Editura ASE.  
[http://conferinta.management.ase.ro/archives/2018/pdf/4\\_16.pdf](http://conferinta.management.ase.ro/archives/2018/pdf/4_16.pdf).
5. **DANIEL METZ, (2017).** *RELATIONSHIP BETWEEN THE RESISTANCY TO CHANGE AND PERFORMANCE. CONCLUSIONS FROM AN ORGANIZATIONAL DIAGNOSIS MODEL APPLIED WITHIN A MULTINATIONAL COMPANY IN ROMANIA.* Proceedings of The 11<sup>th</sup> International Management Conference “The Role of Management in the Economic Paradigm of the XXIst Century”, November 2<sup>nd</sup> - 4<sup>th</sup>, 2017, Bucharest, Romania, Edited by: Ion Popa, Cosmin Dobrin, Carmen Nadia

Ciociu, ISSN 2286-1440, pag. 45 – 55, Editura ASE.  
[http://conferinta.management.ase.ro/archives/2017/pdf/1\\_6.pdf](http://conferinta.management.ase.ro/archives/2017/pdf/1_6.pdf).

**D. Articole indexate BDI:**

1. **DANIEL METZ, (2021).** *ROLE OF ORGANIZATIONAL DIAGNOSIS IN IMPROVING EMPLOYEE-CENTRED STRATEGIES IN THE IT&C SECTOR.* The Romanian Economic Journal, No. 82, December 2021, pag. 47-55.  
<http://www.rejournal.eu/sites/rejournal.versatech.ro/files/articole/2021-12-21/3677/4danielmetz.pdf>
2. Dan, S., Ivana, D., Zaharie, M., **METZ, D.**, Drăgan, M., (2021). *MANAGING DIGITAL TALENT. A 21ST-CENTURY CHALLENGE.* Research Outreach, Issue 127, ISSN 2517-7028. <https://researchoutreach.org/articles/managing-digital-talent-21st-century-challenge/?cn-reloaded=1>
3. **DANIEL METZ, (2018).** *THE INFLUENCE OF MANAGEMENT PRACTICES EFFECTIVENESS ON ORGANIZATIONAL PERFORMANCE.* International Journal of Business Research (IJBR). The IJBR is a refereed publication of the International Academy of Business and Economics, California, United States. Volum 18 (3), indexat în: OCLC, EconLit, CNKI, ANVUR, VHB, EBSCO HOST, Ulrich's™, ICI Journals Master List, Research Bible, NSD. <http://dx.doi.org/10.18374/IJBR-18-3.3>.
4. **DANIEL METZ,** Liviu Ilies, Bernd Otto Hörmann, (2018). *THE IMPACT OF HUMAN RESOURCES MANAGEMENT SYSTEM EFFECTIVENESS ON PERFORMANCE.* The Journal “*The Annals of the University of Oradea. Economic Sciences*” – Tom XXVII, 2018, ISSN 1582-5450 (electronic format), ISSN 1222-569X (print format), Oradea University Press pag. 471 - 478.  
<http://anale.steconomieuoradea.ro/volume/2018/AUOES-1-2018.pdf>.
5. Liviu Ilieș, **DANIEL METZ, (2017).** *INFLUENCE OF THE HUMAN RESOURCES PRACTICES ON THE EMPLOYEES ATTACHMENT. EMPIRICAL STUDY WITHIN THE COMPANIES IN THE PROCESSING INDUSTRY.* Management and Economics Review (MER), Vol. 2, Issue 2/2017 (December), pag. 183 – 194, ISSN 2501-885X, Bucharest, published by Editura ASE, indexat în: CNCSIS, Cabells International, RePEc, NSD ERIHPLUS, DOAJ, EBSCO. [http://www.mer.ase.ro/files/2017\\_2/2.pdf](http://www.mer.ase.ro/files/2017_2/2.pdf).

6. Liviu Ilies, **DANIEL METZ**, (2017). *ORGANIZATIONAL CULTURE: KEY ISSUES. A LITERATURE REVIEW*. The Annals of the University of Oradea. Economic Sciences, România, Tom XXVI, 1<sup>st</sup> Issue/July 2017, pag. 797 – 806, ISSN 1582-5450 (format electronic CD-ROM), ISSN 1222-569X (printat), jurnal CNCISIS categoria B+, indexat în RePec, Doaj, EBSCO și Cabells Publishing Services. <http://anale.steconomieuoradea.ro/volume/2017/n1/81.pdf>.
7. Liviu Ilies, **DANIEL METZ**, (2017). *AN EMPIRICAL STUDY ON THE RELATIONSHIP BETWEEN EMPLOYEE MOTIVATION AND LEADERSHIP STYLE CONDUCTED ACROSS INDUSTRIAL COMPANIES IN NORTH-WESTERN REGION OF ROMANIA*. The Annals of the University of Oradea. Economic Sciences, România, Tom XXVI, 2<sup>nd</sup> Issue/December 2017, pag. 397 - 404, ISSN 1582-5450 (format electronic CD-ROM), ISSN 1222-569X (printat), jurnal CNCISIS categoria B+, indexat în RePec, Doaj, EBSCO și Cabells Publishing Services. <http://anale.steconomieuoradea.ro/volume/2017/n2/41.pdf>.
8. Liviu Ilies, **DANIEL METZ**, (2017). *THE LINK BETWEEN ORGANIZATIONAL CULTURE AND ORGANIZATIONAL PERFORMANCE – A LITERATURE REVIEW*. Managerial Challenges of the Contemporary Society, Vol. 10, no. 1, pag. 41 – 46, ISSN 2069-4229, Cluj-Napoca. <https://search.proquest.com/openview/69e9c4061ca6e5317ca2408b960c5945/1?pqor-igsite=gscholar&cbl=1606337>.
9. Mihai Alexandru Dragan, **DANIEL METZ**, (2017). *ANALYSIS AND IMPROVEMENT OF DATA QUALITY. IMPROVEMENT OF DATA QUALITY FOR BUSINESS PURPOSES*. Virgil Madgearu, Review of Economic Studies and Research, 10 (2017), No. 2, pp. 43 – 55. Revistă recunoscută CNCISIS B+, ISSN: 2069-0606. [https://econ.ubbcluj.ro/rvm/numere/10/RVM,%202017,%2010\(2\),%20Dragan,%20Metz.pdf](https://econ.ubbcluj.ro/rvm/numere/10/RVM,%202017,%2010(2),%20Dragan,%20Metz.pdf)

**E. Cărți și capitole în volume de cărți cu ISBN apărute la edituri naționale și internaționale:**

1. Sorin Dan, Diana Ivana, Monica Aniela Zaharie, **DANIEL METZ**, Mihaela Dragan, (2021). *DIGITAL TALENT MANAGEMENT. INSIGHTS FROM THE INFORMATION TECHNOLOGY AND COMMUNICATION INDUSTRY*. Palgrave Macmillan, ISBN

978-3-030-76750-1. DOI: <https://doi.org/10.1007/978-3-030-76750-1>.

<https://www.palgrave.com/gp/book/9783030767495#aboutBook>.

2. Mihaela Drăgan, **DANIEL METZ**, Heidemarie Seel, Codruța Francisca Șimandan, Jürgen Taeger, “Qualitäts-, Leistungsmanagement und Risikomanagement”, in Drăgan, Mihaela (coor.), *AUSZÜGE ZUR LEHRE DER UNTERNEHMENSFÜHRUNG*, Presa Universitară Clujeană, Cluj-Napoca, (2021), pp. 27–66.  
<http://www.editura.ubbcluj.ro/bd/ebooks/pdf/2879.pdf>
3. Diana Ivana, Mihaela Dragan, **DANIEL METZ**, (2018). *QUALITÄTSMANAGEMENT AUF HOCHSCHULEBENE. THEORETISCHE ASPEKTE DER QUALITÄTSSICHERUNG UND QUALITÄTSSICHERUNGSPROZESSE: EVALUATION UND AKKREDITIERUNG*, pag. 29 - 43, ISBN 978-606-37-0364-5, Editura Presa Universitară Clujeană, Cluj-Napoca.  
<http://www.editura.ubbcluj.ro/bd/ebooks/pdf/2249.pdf>
4. Diana Ivana, Mihaela Dragan, **DANIEL METZ**, (2018). *DARSTELLUNG DES AKKREDITIERUNGSSYSTEM IM VERGLEICH IN DEUTSCHLAND UND RUMÄNIEN. IMPLEMENTIERUNG DES AKKREDITIERUNGSVERFAHREN IM SPANNUNGSFELD VOM ARBEITSMARKT ANHAND EINER EMPIRISCHEN STUDIE AM DEUTSCHSPRACHIGEN STUDIENGANG DER FAKULTÄT FÜR WIRTSCHAFTSWISSENSCHAFTEN*, pag. 43 - 55, ISBN 978-606-37-0364-5, Editura Presa Universitară Clujeană, Cluj-Napoca.  
<http://www.editura.ubbcluj.ro/bd/ebooks/pdf/2249.pdf>
5. Mihaela Drăgan, Mureșan Mariana, Pitic Diana, Pop Zenovia, Diana Ivana, Tudor Irimias, Bernhard Schellberg, Jürgen Taeger, **DANIEL METZ**, Codruta Simandan, (2018). *AUSZÜGE ZUR LEHRE DER UNTERNEHMENSFÜHRUNG*. Editura Presa Universitară Clujeană, Cluj-Napoca, ISBN 978-606-37-0364-5.  
<http://www.editura.ubbcluj.ro/bd/ebooks/pdf/2226.pdf>
6. Mihaela Drăgan, Mureșan Mariana, Bernhard Schellberg, Pop Zenovia, Diana Pitic, Diana Ivana, Vlad Botos, **DANIEL METZ**, Codruta Simandan, (2017). *AUSZÜGE DER BETRIEBSWIRTSCHAFTLICHEN LEHRE*, Editura Presa Universitară Clujeană, Cluj-Napoca, ISBN 907- 606-37-0160-3.

<http://www.editura.ubbcluj.ro/bd/ebooks/pdf/2059.pdf>

**F. Participări la conferințe internaționale:**

1. Mihalca, L., Ratiu, L., Mengelkamp, C., Brendea, G., & **METZ DANIEL**, (November 12, 2021). *Teleworking during COVID-19: The moderating role of the degree of telework on the relationship between self-management and performance*. Paper presented at the 5<sup>th</sup> International Conference on Economics and Business Management (ICEBM), Cluj-Napoca, Romania. [ICEBM](#)
2. **DANIEL METZ**. *Challenges of IT company management in the context of the COVID-19 pandemic*. The 15th International Management Conference, “Managing People and Organizations in a Global Crisis”. The Bucharest University of Economic Studies, November 4 – 5, 2021, Bucharest, Romania.  
**Keynote speaker:** <http://conferinta.management.ase.ro/about-the-conference/keynote-speakers/>
3. Dan, Sorin, Diana Ivana, Monica Zaharie, **DANIEL METZ**, Mihaela Dragan - *Digital talent management, insights from the information technology and communication industry*. ”10<sup>th</sup> EIASM Workshop On Talent Management”, Online, October 4-5, 2021, EIASM. [https://www.eiasm.org/frontoffice/event\\_announcement.asp?event\\_id=1455](https://www.eiasm.org/frontoffice/event_announcement.asp?event_id=1455).
4. **DANIEL METZ**. ”International Case Conference Preview”, September 17, 2021, Emerald Publishing. Webinar organized by Sunway University Business School (SUBS) and Jaipuria Insitute of Management India, supported by The Case Writers Association of Malaysia (CWAM), Malaysian Accounting Association (MyAA), Mahidol International University College Thailand, Indo-Gulf Management Association, Harvard Business Publishing Education, Emerald Publishing and Asian Journal of Management Cases. [DANIEL METZ - Online certificate of participation](#).
5. Mihalca, L., Ratiu, L., Brendea, G., **METZ DANIEL**, Dragan, M., & Dobre, F. (June 17-18, 2021). *Overloaded, but not exhausted while teleworking during COVID-19? Evidence for a work overload and exhaustion relationship mediated by role clarity and moderated by self-efficacy and task interdependence*. Paper presented at the 11th International Conference on Applied Economics: Contemporary Issues in Economy, Poland. <http://economic-research.pl/Books/index.php/eep/catalog/view/79/81/116-1>

6. **DANIEL METZ.** *Impact of COVID-19 on Entrepreneurship: Challenges and Opportunities.* “FEB Zagreb 12<sup>th</sup> International Odyssey Conference on Economics and Business”. University of Zagreb, Faculty of Economics & Business, Šibenik, Croatia – June 9-12, 2021. Abstracts of FEB Zagreb 12<sup>th</sup> International Odyssey Conference on Economics and Business, p.39-40. <https://odyssey.net.efzg.hr>.
7. **DANIEL METZ,** Liviu Ilieș, Maria Metz - *The impact of organisational culture on leadership effectiveness and performance.* The 14<sup>th</sup> International Management Conference “Managing Sustainable Organizations”. Bucharest University of Economic Studies Faculty of Management in partnership with SAMRO. Bucharest, Romania, 5th - 6th November, 2020. <http://conferinta.management.ase.ro/wp-content/uploads/2020/11/IMC2020-program-FINAL.pdf>.
8. Diana Ivana, Mihaela Drăgan, **DANIEL METZ.** *Knowledge Management and Modelling in Higher Education Institutions: an HR perspective.* The 12th International Conference on Knowledge Science, Engineering and Management (KSEM) 2019. University of Piraeus, Athens, Greece, August 28-30, 2019. [https://ksem2019.unipi.gr/files/KSEM2019\\_Program\\_v20190829-extended.pdf](https://ksem2019.unipi.gr/files/KSEM2019_Program_v20190829-extended.pdf).
9. **DANIEL METZ,** Liviu Ilieș, Maria Metz. *The Role of Strategic, General and Operational Management in Ensuring the Performance of the Management System.* The 13<sup>th</sup> International Management Conference “Management Strategies for High Performance” 2019. ASE Bucuresti, Romania, 3 Octombrie – 1 Noiembrie, 2019. <http://conferinta.management.ase.ro/wp-content/uploads/2020/01/PROGRAM-IMC2019-FINAL.pdf>.
10. **DANIEL METZ,** Liviu Ilieș, Maria Metz. *The role of the organizational culture in ensuring the effectiveness of the management system.* The 12<sup>th</sup> International Management Conference “Management Perspectives in the Digital Era” 2018. ASE Bucuresti, Romania, 1- 2 Noiembrie, 2018. <http://conferinta.management.ase.ro/wp-content/uploads/2019/01/IMC-2018-Programme.pdf>.
11. **DANIEL METZ,** Liviu Ilies. *The impact of organizational culture on management system effectiveness.* The 11<sup>th</sup> edition of the International Conference Managerial Challenges of the Contemporary Society (MCCS) 2018. Universitatea Babes-Bolyai, FSEGA, Cluj-Napoca, Romania, 8 – 9 Iunie, 2018.

<https://econ.ubbcluj.ro/mccs/2018/news.php>.

12. Facultatea de Stiinte Economice Oradea, Romania, 24-26 Mai, 2018. **DANIEL METZ**, Liviu Ilies, Bernd Otto Hörmann. *The impact of human resources management system effectiveness on performance*. The 14<sup>th</sup> International Conference on European Integration – New Challenges – (EINCO) 2018.

[http://anale.steconomieuoradea.ro/en/wp-content/uploads/2018/05/PROGRAM-EINCO-2018\\_final.pdf](http://anale.steconomieuoradea.ro/en/wp-content/uploads/2018/05/PROGRAM-EINCO-2018_final.pdf).

13. **DANIEL METZ**. *Relationship Between the Resistancy to Change and Performance. Conclusions from an Organizational Diagnosis Model Applied Within a Multinational Company in Romania*. The 11<sup>th</sup> International Management Conference “The Role of Management in the Economic Paradigm of the XXIst Century”. ASE Bucuresti, Romania, 2 – 4 Noiembrie, 2017.

<http://conferinta.management.ase.ro/archives/2017/contents.html>.

14. Liviu Ilies, **DANIEL METZ** - *The link between organizational culture and business excellence – a literature review*. The 10<sup>th</sup> edition of the International Conference Managerial Challenges of the Contemporary Society (MCCS) 2017. Universitatea Babes-Bolyai, FSEGA, Cluj-Napoca, Romania, 26-27 Mai, 2017.

<https://econ.ubbcluj.ro/mccs/2017/Program%20MCCS%202017.pdf>.