

INFORMAȚII PERSONALE

Oana Cătălina Fodor

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EXPERIENȚĂ PROFESIONALĂ

Februarie 2017 - prezent

Lector universitarDepartamentul de Psihologie, Universitatea Babeș - Bolyai, Cluj-Napoca, Romania,
<http://psychology.psiedu.ubbcluj.ro/en>Activități de cercetare, didactice și administrative
Sector Educațional

Aprilie 2015 – Aprilie 2023

Membru în Consiliul Director al Asociației de Psihologie Industrială și Organizațională din RomâniaAsociația de Psihologie Industrială și Organizațională din România, <http://www.apio.ro/>Proiectare cursuri de formare profesională, derulare cercetări în domeniul psihologiei organizaționale și resurselor umane, organizare conferințe, dezvoltare ghiduri de bune practici
Asociație Profesională

Aprilie 2007 – prezent (activitate bazată pe proiecte din 2013)

Consultant în Resurse Umane și Dezvoltare OrganizaționalăKnow-Team SRL, <http://know-team.ro/> și Reframe SRLProiectarea, implementarea și coordonarea proiectelor de consultanță în domeniul resurselor umane, a diagnozei și dezvoltării organizaționale
Consultanță în resurse umane

Octombrie 2007 – Ianuarie 2017 (full-time din 2013)

Asistent universitarDepartamentul de Psihologie, Universitatea Babeș - Bolyai, Cluj-Napoca, România
<http://psychology.psiedu.ubbcluj.ro/en>research activities
didactic activities
Sector Educațional

Martie 2006 – Martie 2007

Consultant în Resurse Umane

DeKlausen, Cluj-Napoca, Romania

Proiectarea, implementarea și coordonarea proiectelor de consultanță în domeniul resurselor umane
Consultanță în resurse umane

EDUCAȚIE FORMALĂ

2008-2011

Doctorat în psihologie aplicată în organizații (Organization Studies)

Universitatea Tilburg, Olanda

Titlul tezei: "Strategic Decision Making in Small and Medium Enterprises"

2006-2007

Masterat în Psihologia Resurselor Umane și Marketing

Departamentul de Psihologie, Universitatea Babeș-Bolyai, România

2002-2006

Licență în Psihologie

Departamentul de Psihologie, Universitatea Babeș-Bolyai, România

APTITUDINI ȘI COMPETENȚE PERSONALE

Limba maternă

Româna

Alte limbi cunoscute

	COMPREHENSIVNE		VORBIT		SCRIS
	Abilități de ascultare	Abilități de citire	Interacțiune	Exprimare	
Engleză	C2	C2	C2	C2	C2
Franceză	B2	C1	B2	B2	B2

Levels: A1/A2: Basic user - B1/B2: Independent user - C1/C2 Proficient user, [Common European Framework of Reference for Languages](#)

Permis de conducere

B

INFORMAȚII ADIȚIONALE

Granturi de cercetare

a. Director de grant și cercetător principal

01.09.2020 – 30.08.2022: Director de grant și Cercetător Principal în grantul de cercetare "MTMREL/Multiple Team Membership: A relational perspective on the leap from burnout to innovation", **PN-III-P1-1.1-TE-2019-1824**, acordat de Unitatea Executivă pentru Finanțarea Învățământului Superior, a Cercetării, Dezvoltării și Inovării (UEFISCDI), ~99.000 EUR

Publicații:

Meslec N, Curseu PL, Fodor OC, Batistic S, Kenda R. (2022). Multiple teams, multiple projects, multiple groups at the intersection of (multiple) research fields: A bibliometric study. *Frontiers in Psychology*. doi: 10.3389/fpsyg.2023.1027349.

Trif, S.R.; Curseu, P.L.; Fodor, O.C. (2022). Power Differences and Dynamics in Multiparty Collaborative Systems: A Systematic Literature Review. *Systems*, 10, 30. (IF: 2.895; Q2). <https://doi.org/10.3390/systems10020030>

Fodor, O.C., Curseu, P.L. & Meslec, N. (2021). Multiple team membership, performance and confidence in estimation tasks, *Frontiers in Psychology*, 12: 658827 (IF 4.232). doi: 10.3389/fpsyg.2021.658827

Meslec, N. (2021). Multiple team membership: current state of affairs and directions for future research. *Human Resources Psychology/Psihologia Resurselor Umane*, 19(1), 3-5. <https://doi.org/10.24837/pru.v19i1.490>

Manole, E., & Fodor, O. C. (2022). Multiple team membership and individual learning: The moderating role of socially prescribed perfectionism. *Human Resources Psychology/Psihologia Resurselor Umane*, 20(1), 33-43. <https://doi.org/10.24837/pru.v20i1.510> (autor corespondent)

Comăniță, O.M., Rus, C.L. & Fodor O.C. (2022). Linking multiple team membership to work-family conflict through work-related well-being and burnout. *Cognition, Brain, Behavior. An Interdisciplinary Journal*, 26(3), 173-195. <https://doi.org/10.24193/cbb.2022.26.10>

Manuscrise în evaluare/ pregătire:

Meslec, N., Curseu, P.L. & Fodor, O.C. (2022, under review). Help me structure my time and keep my performance high: the role of leadership in a multiple-team membership setting

Fodor, O.C., Curseu, P.L. & Meslec, N. (2022). Reward structure and leadership functions as antecedents of performance in MTM settings

Fodor, O.C. & Curseu, P.L. (2022). The More Teams I Am Part of The More I Learn; Or Is It? The Mediating Role of Knowledge Hiding in the Relation Between Multiple Team Membership and Learning

Fodor, O.C., Curseu, P.L. & Meslec, M.N. (2022). A social identity account on the effects of multiple team membership on thriving

01.05.2018 – 30.04.2020: Director de grant și Cercetător Principal în grantul de cercetare "SYNERDEC/ Relational meltdown or synergy: A relational perspective on decision comprehensiveness", **PN-III-P1-1.1-TE-2016-0778**, acordat de Unitatea Executivă pentru Finanțarea Învățământului Superior, a Cercetării, Dezvoltării și Inovării (UEFISCDI), ~99.974 EUR

Publicații:

Fodor, O.C., Curseu, P.L. & Meslec, N. (2021). In leaders we trust, or should we? Supervisors' dark triad personality traits and ratings of team performance and innovation. *Frontiers in Psychology*, 12: 650172 (IF 4.232). doi: 10.3389/fpsyg.2021.650172

Granturi de cercetare (cont.)

Gheorghe, A.; Fodor, O.C.; Curseu, P.L.; Trif, S.R.; Cirebea, L. (2022). The effect of humor and perceived social interdependence on teamwork engagement in student groups. *Current Psychology* (IF: 2.38). <https://doi.org/10.1007/s12144-022-03482-4>

Coman, A. & Fodor, O.C. (2022), Antecedents and consequences of group cognitive complexity: a conceptual review. *Team Performance Management*, Vol. 28 No. 3/4, pp. 238-259. <https://doi.org/10.1108/TPM-09-2021-0069> (corresponding author)

Trif, S., Curseu, P.L., Fodor, O.C. & Fleștea, A.M. (2020). An attributional account of power in multi-party negotiations, *International Journal of Conflict Management*, 31(5), pp. 821-842. (IF 2.54), <https://doi.org/10.1108/IJCM-10-2019-0189>

Trif, S. & Fodor, O.C. (2019). The Dark Side of Humor in the Workplace: Aggressive Humor, Exhaustion and Intention to Leave the Organization. *Psihologia Resurselor Umane*, 17 (2), 88-97. <http://dx.doi.org/10.24837/pru.v17i2.292> (autor corespondent)

Manuscrise în evaluare:

Fodor, O.C. & Curșeu, P.L. (under review). Autonomy to fail: An investigation of workload, work autonomy, interpersonal relations and performance in service teams – submitted to *The Service Industries Journal*

Fodor, O.C., & Curșeu, P.L. (under review). Joke at work, but not too much: The implications of humor for team work engagement and team effectiveness – submitted to *Group & Organization Management*

01.10.2015 – 30.09.2017: Director de grant și Cercetător Principal în grantul de cercetare “Social Networks and Emotions: Implications for the Rationality of Entrepreneurial Strategic Decision Making”, PN-II-RU-TE-2014-2111, acordat de Unitatea Executivă pentru Finanțarea Învățământului Superior, a Cercetării, Dezvoltării și Inovării (UEFISCDI), ~113.110 EUR

Publicații:

Fodor, O.C. & Pinteș, S., (2017). The “emotional side” of entrepreneurial performance: A meta-analysis of the relation between positive and negative affect and entrepreneurial performance. *Frontiers in Psychology*, 8, 310, (IF 2.089). doi: <https://doi.org/10.3389/fpsyg.2017.00310>

Heilman, R. M. (2018). A new look at the Ultimatum Game: relational and individual differences underlying the division of gains and losses. In T. Rehman (Ed.): *Behavioral Economics: Trends, Perspectives and Challenges*. Nova Science Publishers, USA, pp. 31-65.

Curșeu, P.L., Fodor, O.C., Pavelea, A. & Meslec, M.N., (2020). “Me” versus “We” in moral dilemmas: Group composition and social influence effects on group utilitarianism, *Business Ethics: A European Review* (IF 6.96), <https://doi.org/10.1111/beer.12292>

01.11.2013 – 01.10.2014: Director de grant și Cercetător Principal în grantul de cercetare “The interaction of cognitive and emotional factors in the entrepreneurial strategic decision making”, GTC 34046, Universitatea Babeș-Bolyai, Cluj Napoca, România, ~4.535 EUR

Publicații:

Fodor, O. C., Curșeu, P. L., & Fleștea, A. M. (2016). Affective experiences and ecological rationality in entrepreneurial decision making. *Journal of Managerial Psychology*, 31, 7, 1-18, <http://dx.doi.org/10.1108/JMP-07-2015-0275>

b. Membru în echipe de cercetare

2018 – 2020: Cercetător în grantul de cercetare “The dual nature of fairness: relational and individual factors involved in resources and loss allocation”, **PN-III-P1-1.1-TE-2016-1655**, acordat de Unitatea Executivă pentru Finanțarea Învățământului Superior, a Cercetării, Dezvoltării și Inovării (UEFISCDI). Director de grant: R. Heilman

2011 – 2016: Cercetător în grantul de cercetare “A Cognitive Architecture for Social Groups: Further Development and Validation”, PN-II-ID-PCE-2011-3-0482, acordat de Unitatea Executivă pentru Finanțarea Învățământului Superior, a Cercetării, Dezvoltării și Inovării (UEFISCDI). Director de grant: P.L. Curșeu,

08.2012 – 11.2012: Expert pe termen scurt/ Cercetător în grantul de cercetare “Ensuring the quality of the superior educational system by elaborating and managing the evaluation methodologies” / “Asigurarea calității învățământului superior prin elaborarea și pilotarea metodologiilor de evaluare”, POSDRU/114/1.2/S/123268, UEFISCDI, România

a. Membru în echipele de implementare ale proiectului: Consultant R.U./ Psiholog

2020 - 2021: Expert pe termen lung (moderator științific) în grantul POCU “Cercetător viitor antreprenor - noua generație”, POCU 123793, Universitatea Babeș-Bolyai

2014 - 2015: Expert pe termen lung (psiholog) în grantul POSDRU “Practică pentru un loc de muncă în mass media”, POSDRU/161/2.1/G/138032, Universitatea Babeș-Bolyai

2009 – 2011: Expert pe termen lung (training și dezvoltare organizațională) în grantul POSDRU “Investim în tine”, Sales Consulting, Cluj Napoca, România

Activitate editorială

Editor șef pentru jurnalul: Psihologia Resurselor Umane (BDI) (2019-2023)
 Membru în echipa editorială a jurnalului: Team Performance Management: An International Journal (ISI)
 Guest editor for a special issue on "The Dark and the Bright Sides of Non-rational Decision-making" in International Journal of Organizational Analysis (2023)
 Reviewer pentru jurnalele: Human Relations, Group Processes and Intergroup Relations, Frontiers in Psychology, International Journal of Conflict Management, Team Performance Management, Psihologia Resurselor Umane etc.
 Reviewer pentru conferințele: Academy of Management Conference, INGroup, EAWOP, EURAM, Conferința Națională de Psihologie Industrială și Organizațională

Publicații

a. Cărți și capitole de cărți

Fodor, O.C. (2011). Strategic decision making in small and medium enterprises. The impact of cognition and motivation on strategic decision-making processes. *ASCR Press*, Cluj Napoca
 Curșeu, P. L. & **Iederan, O. C.** (2007). Managerial cognition and strategic decision making in the context of Romanian SMEs. In Anitei M., Popa, M., Mincu, C. L. & Pap, A. M. (Eds.) *Centenary of Psychology at the University of Bucharest 1906-2006*, Bucharest, October 26th-29th, Ed. Universității București, (p. 617-632).

b. Articole în jurnale indexate ISI/WOS

Meslec N, Curșeu PL, **Fodor OC**, Batistič S, Kenda R. (2022). Multiple teams, multiple projects, multiple groups at the intersection of (multiple) research fields: A bibliometric study. *Frontiers in Psychology*. doi: 10.3389/fpsyg.2023.1027349.
 Trif, S.R., Curșeu, P.L. & **Fodor, O.C.** (2022). Individual Versus Group Negotiation in Multiparty Systems: The Effect of Power and Goal Difficulty on Negotiation Outcomes in a Potential Gain Task. *Group Decision and Negotiation* (IF: 2.928). <https://doi.org/10.1007/s10726-022-09805-x>
 Gheorghe, A., **Fodor, O.C.**; Curșeu, P.L.; Trif, S.R.; Cirebea, L. (2022). The effect of humor and perceived social interdependence on teamwork engagement in student groups. *Current Psychology* (IF: 2.38). <https://doi.org/10.1007/s12144-022-03482-4>
 Pluut, H.; Curșeu, P.L.; **Fodor, O.C.** (2022). Development and Validation of a Short Measure of Emotional, Physical, and Behavioral Markers of Eustress and Distress (MEDS). *Healthcare*, 10, 339. (IF 2.64), <https://doi.org/10.3390/healthcare10020339>
 Coman, A. & **Fodor, O.C.** (2022), Antecedents and consequences of group cognitive complexity: a conceptual review. *Team Performance Management*, Vol. 28 No. 3/4, pp. 238-259. <https://doi.org/10.1108/TPM-09-2021-0069> (corresponding author)
 Trif, S.R.; Curșeu, P.L.; **Fodor, O.C.** (2022). Power Differences and Dynamics in Multiparty Collaborative Systems: A Systematic Literature Review. *Systems*, 10, 30. (IF: 2.895; Q2). <https://doi.org/10.3390/systems10020030>
 Curșeu, P.L., Schrujjer, S.G.L. & **Fodor, O.C.** (2021). Minority Dissent, Openness to Change and Group Creativity, *Creativity Research Journal*, DOI: 10.1080/10400419.2021.2018833
 Rațiu, L., Curșeu, P.L., & **Fodor, O.C.** (2021). Death anxiety, job satisfaction and counterproductive work behaviors during the COVID-19 pandemic: a comparative study of healthcare and non-healthcare professionals. *Psychology Health and Medicine*. DOI: 10.1080/13548506.2021.2007965
Fodor, O.C., Curșeu, P.L. & Meslec, N. (2021). In leaders we trust, or should we? Supervisors' dark triad personality traits and ratings of team performance and innovation. *Frontiers in Psychology*, 12: 650172 (IF 4.232). doi: 10.3389/fpsyg.2021.650172
Fodor, O.C., Curșeu, P.L. & Meslec, N. (2021). Multiple team membership, performance and confidence in estimation tasks, *Frontiers in Psychology*, 12: 658827 (IF 4.232). doi: 10.3389/fpsyg.2021.658827
 Curșeu, P.L., Coman, A. D., Pachenko, A., **Fodor, O.C.** & Rațiu, L. & (2021). Death anxiety, death reflection and interpersonal communication as predictors of social distance towards people infected with COVID 19, *Current Psychology*, 1-14 (IF 4.29). <https://doi.org/10.1007/s12144-020-01171-8>
 Curșeu, P.L., Coman, A. D., **Fodor, O.C.**, Rațiu, L. & Pachenko, A. (2021). Let's Not Joke about It Too Much! Exposure to COVID-19 Messaging, Attitudes and Protective Behavioral Intentions, *Healthcare* (IF 3.16; Q2), 9 (2), 122. <https://doi.org/10.3390/healthcare9020122>
 Curșeu, P.L., **Fodor, O.C.**, Pavelea, A. & Meslec, M.N., (2020). "Me" versus "We" in moral dilemmas: Group composition and social influence effects on group utilitarianism, *Business Ethics: A European Review* (IF 6.96), <https://doi.org/10.1111/beer.12292>
 Meslec, M.N., Curșeu, P.L., **Fodor, O.C.**, & Kenda, R. (2020). Effects of charismatic leadership and rewards on individual performance, *Leadership Quarterly*, 31(6), 101423 (IF 10.51), <https://doi.org/10.1016/j.leaqua.2020.101423>

Publicații

- Trif, S., Curșeu, P.L., **Fodor, O.C.** & Fleștea, A.M. (2020). An attributional account of power in multi-party negotiations, *International Journal of Conflict Management*, 31(5), pp. 821-842. (IF 2.54), <https://doi.org/10.1108/IJCMA-10-2019-0189>
- Coman, A. D., Curșeu, P.L., **Fodor, O.C.**, Oțoiu, C., Rațiu, L., Fleștea, A.M. & Bria, M. (2019). Communication and Group Cognitive Complexity. *Small Group Research*, 50 (4), 539–568, (IF 1.72). <https://doi.org/10.1177/1046496419853624>
- Fodor, O.C.**, Fleștea, A.M., Onija, I. & Curșeu, P.L. (2018). Networks Originate in Minds: An Exploration of Trust Self-Enhancement and Network Centrality in Multiparty Systems. *Administrative Sciences*, 8, 60; doi:10.3390/admsci8040060
- Fodor, O.C.** & Pinteș, S., (2017). The “emotional side” of entrepreneurial performance: A meta-analysis of the relation between positive and negative affect and entrepreneurial performance. *Frontiers in Psychology*, 8, 310, (IF 2.089). doi: <https://doi.org/10.3389/fpsyg.2017.00310>
- Fleștea, A.M., Curșeu, P.L. & **Fodor, O.C.** (2017). The bittersweet effect of power disparity: Implications for emergent states in collaborative multi-party systems. *Journal of Managerial Psychology*, 32, 5, pp. 401-416, <https://doi.org/10.1108/JMP-09-2016-0289>
- Fleștea, A. M., **Fodor, O.C.**, Curșeu, P. L., & Miclea, M. (2017). We didn't know anything; it was a mess! Emergent Structures and the Effectiveness of a Rescue Operation Multi-Team System, *Ergonomics*, 1, 44-58, <http://dx.doi.org/10.1080/00140139.2016.1162852>.
- Curșeu, P.L., Schrujijer, S.G.L. & **Fodor, O.C.** (2017). Minority dissent and social acceptance in collaborative learning groups, *Frontiers in Psychology*, 8: 458, doi: <https://doi.org/10.3389/fpsyg.2017.00458>
- DeJong, J.P. & **Fodor, O.C.** (2017). Attuning to individual work routines and team performance, *Team Performance Management: An International Journal*, 23, 7/8, pp.385-406, <https://doi.org/10.1108/TPM-01-2017-0001>
- Fodor, O.C.**, Curșeu, P. L., & Fleștea, A. M. (2016). Affective experiences and ecological rationality in entrepreneurial decision making. *Journal of Managerial Psychology* (O.C. Fodor was supported by the grant GTC 34046), 31, 7, 1-18, <http://dx.doi.org/10.1108/JMP-07-2015-0275>.
- Fodor, O.C.** & Fleștea, A. M. (2016). When fluid structures fail: A Social Network Approach to Multi-team Systems Effectiveness, *Team Performance Management: An International Journal*, 22, 3, 156–180, <http://dx.doi.org/10.1108/TPM-11-2015-0055>
- Curșeu, P. L., Schrujijer, S.G.L. & **Fodor, O.C.** (2016). Decision rules, escalation of commitment and sensitivity to framing in group decision-making: An experimental investigation. *Management Decision*, 54, 7, 1649-1668, <http://dx.doi.org/10.1108/MD-06-2015-0253>.
- Curșeu, P. L., & **Fodor, O.C.** (2016) Humor and group atmosphere: Development of a short scale for evaluating affiliative and aggressive humor in groups, *Team Performance Management: An International Journal*, 22, 7.
- Meslec, N., Curșeu, P. L., Meus, M.L.M., & **Fodor (Iederan) O.C.** (2014). When none of us performs better than all of us together? The role of analogical decision rules in groups, *PLoS One*, 9, 1.
- Iederan (Fodor) O.C.**, Curșeu, P. L., Vermeulen P.A.M. & Geurts, J.L.A. (2013). Antecedents of Strategic Orientations in Romanian SMEs: An Institutional Framing Perspective. *Journal of East European Management Studies*, 3, 18. doi: 10.5771/0949-6181-2013-3-386
- Iederan O.C.**, Curșeu, P. L., Vermeulen P.A.M. & Geurts, J.L.A. (2011). Cognitive representations of institutional change: Similarities and dissimilarities in the cognitive schema of entrepreneurs. *Journal of Organizational Change Management*, 24, 1, 9-28. doi: 10.1108/095348111111102265
- Iederan O.C.**, Curșeu, P. L., Vermeulen P.A. M. (2009). Effective decision-making: The role of cognitive complexity in strategic decisions. *Studia Psychologica*, 51, 4, 293-304.

c. Articole BDI (CNCSIS B+)

Comăniță, O.M., Rus, C.L. & **Fodor O.C.** (2022). Linking multiple team membership to work-family conflict through work-related well-being and burnout. *Cognition, Brain, Behavior. An Interdisciplinary Journal*, 26(3), 173-195. <https://doi.org/10.24193/cbb.2022.26.10>

Manole, E., & **Fodor, O. C.** (2022). Multiple team membership and individual learning: The moderating role of socially prescribed perfectionism. *Human Resources Psychology/Psihologia Resurselor Umane*, 20(1), 33-43. (autor corespondent) <https://doi.org/10.24837/pru.v20i1.510>

Gheorghe, A., **Fodor, O.C.**, Pavelea, A. (2020). Ups and downs on the roller coaster of task conflict: the role of group cognitive complexity, collective emotional intelligence and team creativity. *Psihologia Resurselor Umane*, 18 (1), 23-37.

Fodor, O.C. (2019). Multiteaming in the Workplace: Challenges for Human Resources Policies and Organizational Development. *Psihologia Resurselor Umane*, 17 (2), 59-62. <http://dx.doi.org/10.24837/pru.v17i2.289>

Trif, S. & **Fodor, O.C.** (2019). The Dark Side of Humor in the Workplace: Aggressive Humor, Exhaustion and Intention to Leave the Organization. *Psihologia Resurselor Umane*, 17 (2), 88-97. <http://dx.doi.org/10.24837/pru.v17i2.292> (autor corespondent)

Kovacs, P., **Fodor, O.C.** & Virgă, D., (2017). Steps towards bridging the scientist-practitioner gap in the field of Work and Organizational Psychology in Romania. *Psihologia Resurselor Umane*, 15 (1), 11-24. <http://dx.doi.org/10.24837/pru.2017.1.2>

Conferințe (selecție)

Fodor, O.C., Curșeu, P. L. (2022). Multiple team membership and learning: the mediating role of knowledge hiding. *82nd Annual Meeting of the Academy of Management*, Seattle, USA, August 2022 (hibrid)

Fodor, O.C., Curșeu, P. L. (2022). The More Teams I Am Part of The More I Learn; Or Is It? The Mediating Role of Knowledge Hiding in the Relation Between Multiple Team Membership and Learning. *INGRoup, 17th Annual Conference*, Hamburg, Germany, July 2022

Trif, S. R., Curșeu, P. L., & **Fodor, O. C.** (2022). Power differences and dynamics in multiparty collaboration systems: A systematic literature review. *INGRoup, 17th Annual Conference*, Hamburg, Germany, July 2022

Fodor, O.C., Curșeu, P. L., Meslec, N. (2021). Multiple team membership, performance and confidence in estimation tasks. *INGRoup, 16th Annual Conference*, octombrie-noiembrie 2021

Fodor, O.C. (2021). Leader knowledge hiding and employee retaliation: The mediating role of LMX. *The 32nd International Congress of Psychology*, 18-23 iulie 2021.

Fodor, O.C., Curșeu, P.L., Fleștea, A.M. & Coman, A. (2019). The implications of humor for collective participation, Conferința Asociației de Psihologie Industrială și Organizațională "Horia Pitariu", 9-11 May 2019, Constanța, România

Fodor, O.C., Curșeu, P.L., Bria, M & Fleștea, A.M. (2018). Autonomy to fail: An investigation of workload, work autonomy, interpersonal relations and performance in service teams International Workshop on Teamworking: Teamworking and Technology at work (IWOT 22), 6-7 September, Leiden, The Netherlands

Fodor, O.C., Fleștea, A.M., Onija, I. & Curșeu, P.L. (2018). Networks in minds: An exploration of trust expectations and network centrality in multiparty collaboration, Conferința Asociației de Psihologie Industrială și Organizațională, 24-26 May 2018, Constanța, România

Bria, M., Curșeu, P.L., **Fodor, O.C.**, & Fleștea, A.M. (2018). Burnout and affect in teams: Does conflict and support asymmetry spice up the stew?, Conferința Asociației de Psihologie Industrială și Organizațională, 24-26 May 2018, Constanța, România

Fodor, O.C., Curșeu, P.L. & Pavelea, A. (2017) - "Me" versus "We" in moral dilemmas: Group composition and social influence effects on group utilitarianism. International Workshop on Teamwork (IWOT 21): Putting knowledge into team design, 6-9 September 2017, Trondheim, Norway

Fodor, O.C., & Pinteș, S. (2017). „Affect and entrepreneurial performance: a meta-analysis”. European Association of Work and Organizational Psychology Congress (EAWOP), 17- 20 May 2017, Dublin, Ireland

Fodor, O.C. (2017). „Network centrality and risk perception in entrepreneurial decision making: the moderating role of innovative cognitive style”. European Association of Work and Organizational Psychology Congress (EAWOP), 17- 20 May 2017, Dublin, Ireland

Fodor, O.C. (2017). „Entrepreneurial network centrality and the selection of imitate the best decision heuristic: the moderating role of innovative cognitive style”. The 15th European Congress of Psychology, Amsterdam, the Netherlands, July 11-14, 2017

Curșeu, P.L., **Fodor, O.C.**, & Pavelea, A. (2017) - "Me" versus "We" in moral dilemmas: Group composition and social influence effects on group utilitarianism. Conferința Asociației de Psihologie Industrială și Organizațională, 5-6 May 2017, București, România

Fodor, O.C., Meslec, M.N., Curșeu, P.L., Fleștea, A. M., & Pluut, H. (2016). "Multiple Team Membership and Team Performance: The Role of Reward Structure and Leadership Functions". *International Workshop on Teamworking, IWOT*, September 7th-8th 2016, Utrecht, Netherlands

Meslec, M.N., Curșeu, P.L., **Fodor, O.C.**, Fleștea, A. M., & Pluut, H. (2016). "Help me structure my time: the role of leadership in multiple-team membership setting". *International Workshop on Teamworking, IWOT*, September 7th-8th 2016, Utrecht, Netherlands

Conferințe

Fodor, O.C. (2014). "Emotions and entrepreneurial decision making". *28th International Congress of Applied Psychology*, Paris, France

Fodor, O.C. & Heilman, R.M (2014). "Cooperation under stress – an experimental investigation". *35th Stress and Anxiety Research Society Conference*, Cluj-Napoca, Romania

Heilman, R.M. & **Fodor, O.C.** (2014). Stress and pro-social behavior: An experimental investigation of the effects of stress on interpersonal trust. *35th Stress and Anxiety Research Society Conference*, Cluj-Napoca, Romania

Curșeu, P. L., Schrujijer, S. G. L. & **Fodor, O. C.** (2014). "Collaboration, escalation of commitment and sensitivity to framing in group decision-making". *14th APIO National Conference*

Curșeu, P. L. & Schrujijer, S.G.L. & **Fodor, O. C.** (2012). "Minority dissent, social acceptance and group cognitive complexity." *International Workshop on Teamworking*, Trondheim, Norway

Iederan (Fodor), O. C., Curșeu, P. L. & Vermeulen, P. A. M. (2008). "The role of cognitive complexity in strategic decision-making practices." *24th EGOS Colloquium, Amsterdam*, The Netherlands

Curșeu, P. L. & **Iederan (Fodor)**, O. C. (2006). "Managerial Cognition and Strategic Decision Making in the Context of Romanian SMEs." *International Conference Centenary of Psychology at the University of Bucharest*, Bucharest

Prezentări tip State of the art/
Keynote

Humor at work and in the larger social systems, a *XXIII-a Conferință a Asociației Naționale de Psihologie Industrial-Organizațională "Horia D. Pitariu"*, Constanța 2022

Multiple team membership – "The Good, the Bad, the Ugly", a *XVI-a Conferință a Asociației Naționale de Psihologie Industrial-Organizațională "Horia D. Pitariu"*, Cluj-Napoca 2016

Premii și distincții

„Professor Bologna Award 2018” granted by Alianța Națională a Organizațiilor Studentești din România (ANOSR) (The National Alliance of Student Organizations from Romania), at the **XIth Edition of the Professor Bologna Gala**

Outstanding Paper in the 2017 Emerald Literati Network Awards for Excellence granted by Emerald Group Publishing for the article: Fodor, O.C. & Fleștea, A. M. (2016). When fluid structures fail: A Social Network Approach to Multi-team Systems Effectiveness, *Team Performance Management*, 22, 3, 156–180, <http://dx.doi.org/10.1108/TPM-11-2015-0055>

“Horia Pitariu Award” for the best article published by a Romanian Researcher in the area of Work, Industrial and Organizational Psychology, 2012 for the article: Iederan, O. C. Curșeu, P. L., Vermeulen, P. A. M., & Geurts, J. L. A. (2011). Cognitive representations of institutional change: Similarities and dissimilarities in the cognitive schema of entrepreneurs. *Journal of Organizational Change Management*, 24(1), 9-28

2014: Award for research published in 2014 (PRECISI Program) granted by the Romanian National Authority for Scientific Research, UEFISCDI, for the article: MESLEC, N., CURȘEU, P. L., MEUUS, M.L.M., **FODOR (IEDERAN) O.C** (2014). When none of us performs better than all of us together? The role of analogical decision rules in groups, *PLoS One* (ISI)

Afilieri profesionale

European Association of Work and Organizational Psychology (EAWOP)
Interdisciplinary Network for Group Research (INGroup)
International Association of Applied Psychology (IAAP)
Asociația de Psihologie Industrială și Organizațională (APIO)

Programe de dezvoltare profesională

Comprehensive Meta-analysis Workshop, 2018, London, course trainer: Dr. Michael Borenstein
Structural Equation Modeling and Multilevel Modeling in Mplus, Falcon Training, London, Great Britain, 2016, course trainer: Dr. Chris Stryde
EAWOP Summer School, Aston Business School, Birmingham, Great Britain, 2016
Structural Equation Modeling and Longitudinal Analysis in MPlus, Babes-Bolyai University, Romania, 2016, course trainer: Dr. Elisabeta Crocetti
Certificate of Individual and Group Coaching - International Professional Development Programme – Leading Meaningful Change, Professional Development International, Utrecht, The Netherlands, 2011 – 2012
Certificate of professional competence for the Trainer occupational standard, National Council for Adult Vocational Training (CNFPA), Romania, 2010
Training Certificate for the cluster competencies “Communication, Leadership, Customer Care”, National Council for Adult Vocational Training (CNFPA), Romania, 2010
GlaxoSmithKline Business School, Romania, interactive classes in Marketing, Sales, Finance, Human Resources, Public Communication, Organizational Development, 2006

Articole de popularizare a științei**Articole de popularizare a științei**

Fodor O.C. (2022). „Specialized gig work” oportunitate sau provocare? Revista Cariere <https://revistacariere.ro/leadership/contribuitori/specialized-gig-work-oportunitate-sau-provocare/>

Fodor O.C. (2021). Femeile, lideri excepționali în condiții excepționale. Revista Cariere <https://revistacariere.ro/leadership/femeile-lideri-exceptionali-in-conditii-exceptionale/>

Fodor O.C. (2020). Climatul de siguranță psihologică la locul de muncă, starea de bine și productivitatea angajaților. Revista HR Manager. <https://hrmanageronline.ro/climatul-de-siguranta-psihologica-la-locul-de-munca-starea-de-bine-si-productivitatea-angajatilor/>

Fodor O.C. (2020). Încrederea ca ingredient pentru succesul echipelor virtuale. Revista HR Manager. <https://hrmanageronline.ro/despre-multe-fatete-ale-grijii-fata-de-angajat/>

**Programe de consultanță
implementate - selecție****Programe de consultanță (diagnoză și dezvoltare organizațională)**

Sykes Egypt (2019) – diagnoză organizațională
Sykes Romania (2018) – diagnoză organizațională (2 proiecte)
Takata Romania - Airbag Plant – program de diagnoză și dezvoltare organizațională cu focus pe cultura organizațională (2012)
Takata Romania - Airbag Plant – program de consultanță: optimizarea funcționării echipei manageriale (2012)
Star Transmission Romania - program de consultanță: optimizarea funcționării echipelor de proiect (2010)
Honeywell Romania - program de consultanță: optimizarea funcționării echipelor departamentale (cca 5 workshop sessions) (2012)
Honeywell Romania - program de consultanță: optimizarea funcționării echipelor de proiect în cadrul ședințelor de lucru (2011)
Bosch Rexroth - program de consultanță pentru a susține transferul competențelor post training (2011 - 2012)
Takata Romania – program de consultanță: optimizarea funcționării echipelor de proiect (2010, 2011)
Linde Gas Romania – strategy development workshop (2012)
Linde Gas Romania - consultancy project on improving the efficacy of the Financial Department Team (2011)
Robert Bosch – inter-team collaboration workshop (2016)
Robert Bosch – transition workshop (2016)
Takata Romania - consultancy project on improving the efficacy of team functioning during meetings (2012)

Programe de Leadership și Coaching

Marelli (2021 – 2022) – Boost your remote leadership skills
Bitdefender (2021) – Leadership Program
Universitatea Lucian Blaga din Sibiu (2021) – Leadership Academic
Transilvania IT Cluster (2021) – Profiling the organization of the future, structure and organizational culture. Management and leadership in the organization X.0 paradigm
Joyson Safety Systems – Leadership Academy Program (2019, 2020)
Takata Romania – Takata Leadership Program (4 module) (2018)
Continental Automotive Systems – Leading Self Program (3 module) (2016-2017)
Takata Romania - Leadership Academy Program (4 module) (2017)
Takata Romania - Leadership Academy Program (4 module) (2016)
Takata Romania - Leadership Academy Program (4 module) (2015 - 2016)
Takata Romania - Leadership Academy Program (4 module) (2015)
Takata Romania - Leadership Academy Program (3 module) (2014)
Takata Romania - Leadership Academy Program (3 module) (2013)
Takata Romania - Leadership Academy Program (5 module) (2011-2012)
Takata Romania - Leadership and Team Development Program (2008)
Star Transmission Romania - Leadership Program for Talents in Leadership (6 module) (2014-2015)
Imprezzio Global – Leadership Program (2015)
Emerson Romania - Leadership Program (2012)
Garmin Romania - Leadership Program (cca 10 module) (2011, 2014)
Bosch Rexroth - Leadership Program (4 grupe * 7 module) (2008 - 2011)
Faist Metalwork Romania - Leadership Program (3 module de training) (2013)
Cybercom Plenware - Leadership Program (2009 - 2010)
Office Depot Romania - Leadership Program (4 grupe) (2009)
Star Transmission Romania - Coaching program for Talents in Leadership (2014-2015)
Star Transmission Romania - Coaching for Performance Program (2014)
Office Depot Romania - Coaching for Performance Program (4 grupe) (2009)

Assessment Centers

Star Transmission Romania - Assessment Centers for identifying potential Leaders (cca 10 programe) (2013-2016)

Faist Metalwork Romania - Assessment Centers for identifying potential leaders (2013)

Henkel - Assessment Centers for identifying potential leaders (2008)

Problem Solving and Decision Making Training Programs

Continental Automotive Romania - Problem Solving and Decision Making Training Program (cca 43 groups) (2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018)

CSI Romania - Effective Decision Making Program (4 grupe) (2012)

Conflict Management Training Programs

Leoni (2022) – Conflict Management

Frequentis (2021) – Conflict Management

MSG - Conflict Management trainings (cca 10 grupe, 2014 – 2018)

Continental Automotive Romania - Conflict Management trainings (cca 10 grupe) (2008- 2010, 2012 - 2014)

Takata Romania - Communication and Conflict Management Training Program (3 grupe) (2008)

Train the Trainers Programs

Continental Automotive Romania - Train the Trainers trainings (cca 15 grupe) (2010- 2014)

Bombardier Transportation Romania - Train the Trainers Program (cca 10 grupe) (2012- 2014)

Masters of Presentations Program

Continental Automotive Romania - Masters of Presentations (cca 11 grupe) (2012 - 2017)

Bombardier - Masters of Presentations (cca 4 grupe) (2012 - 2014)