

# **Diagnoza organizațiilor**

**Cum se îmbolnăvesc, cum se vindecă și cum se dezvoltă organizațiile**

**Habilitation thesis**

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## CUPRINS

ABSTRACT.....	3
REZUMAT .....	5
INTRODUCERE.....	7
REALIZĂRI ȘTIINȚIFICE ȘI PROFESIONALE .....	9
1. Evoluția profesională până la susținerea doctoratului (1990-2005).....	9
1.1. Perioada de formare la Centrul Independent de Studii Sociale și Sondaje .....	9
1.2. Activitatea la Biroul de Cercetări Sociale al FSLI PETROM .....	13
1.3. Studiile coordonate în cadrul Fundației "Biroul de Cercetări Sociale" .....	16
1.4. Teza de doctorat despre mediul penitenciar .....	20
1.5. Activitatea didactică .....	23
2. Evoluția profesională după susținerea doctoratului (2006-2017) .....	25
2.1. Continuarea cercetărilor în domeniul politic .....	25
2.2. Cercetările în domeniul managementului și antreprenoriatului .....	35
2.3. Activitatea didactică și publicistică.....	58
PLANUL DE EVOLUTIE SI DEZVOLTARE A CARIEREI.....	65
BIBLIOGRAFIE .....	73

## **ABSTRACT**

The paper presents briefly the researches I have conducted from 1990 and until now, with a focus on those completed after earning the Ph.D. (2005). I have emphasized their role within the larger projects they have belonged to, as well as the social changes that they have produced. My studies are grouped on two topics: politics and elections, on one hand, and management, on the other hand. My professional career path is exposed on different areas: social research, academic, and public.

In the past 30 years I have coordinated and I was directly involved in conducting over 400 public opinion polls and hundreds of focus groups and in-depth interviews. Working for research non-governmental organizations, I made public most of my studies, revealing them in hundreds of TV programs and articles. My researches have also been extensively discussed in the written and visual media.

I have taught every year in front of over 400 students. Within the 28 years of academic activity, I have taught social sciences (optional courses) to over 10000 students who have been earning a degree in the technical field. Over 3000 of my students have been involved in my researches, doing the fieldwork, collecting and imputing data, and also writing the research reports.

From the first public opinion polls at the beginning of 1990s I have been cooperating with European, American, and Israeli experts, learning from them to develop a work platform at international professional standards. Most of the times the differences between my estimations and the electoral results have been lower than the margin of error of the public opinion polls. The reliability of my public opinion polls in the political field has opened new avenues for researches in other areas. As a result, I have earned dozens of contracts focused on management studies, which have been financially supported by the European Union or private companies. All these studies displayed a high degree of complexity, involving staff with diverse skills and expertise and larger teams of sociologists, requiring a wide array of research methods and techniques, and strongly impacting the target groups. Habilitation thesis overviews some of these projects, their general objectives, the conclusions, and their impact.

The results of my researches have not been materialized only in scientific reports; frequently they have been developed in books and articles. During the past 20 years I have authored and co-authored 12 books. Three of them have been published in USA. I have also published 2 articles in ISI journals with impact factor, 10 articles in peer reviewed scientific journals that are indexed in international research databases and I have presented the results of my studies in numerous national and international conferences.

In the second half of habilitation thesis I elaborated my plan of professional development, mentioning some areas of interest I intend to focus my future efforts on.

I am committed to continue at a higher level my research, academic, and public activity in political studies and management field, strengthening the relationships with existing partners and looking for new ones. At the same time I am ready to explore new lines of studies related to the management and work environment of the IT specialists, but also, doctors and pharmacists, banks and financial institutions, diplomats and foreign affairs personnel, etc. I have developed contacts with representatives from these domains, I have identified financial opportunities and grants in some cases, and I hope to carry on projects to be successfully implemented.

On the other hand, it's my intention to return to research areas that I have touched in the past and where I believe that I still can make a significant contribution. I refer firstly to field of total organizations (monasteries, prisons, barracks, etc.). I have known numerous priests and monks, detainees and employees of the penitentiary system, the military and sailors and I believe that their social role should be better emphasized in the Romanian society. They are rather known especially through some anecdotes, marginal and irrelevant scandals or events, and less for what is essential and profound in their profession. I will do research on phenomena, relationships, feelings, but also on the organization of institutions in which these individuals spend a significant part of their lives.

Secondly, even though I have worked in academia for 28 years, I haven't studied enough this field from sociological point of view. I am convinced that I can develop researches that could generate conclusions about how to better organize the universities and how to enhance the quality of their activities in order to improve their positions in the international academic rankings.

Thirdly, I aim to bring the public as an evaluator of the literary and artistic works, contrasting the intensive promotion of weak values by TV channels and mass media. The aggressiveness, ugliness, and vulgarity have been often transformed into "virtues" and the audience has not expressed its opinion about it. I consider that the sociological researches in this field can contribute to resettling of values in the Romanian society.

In the professional development plan I have also mentioned briefly other 18 areas in which I intend to work in the close future.

The third part of habilitation thesis includes bibliographic resources that I used in my researches. I excluded my own books and articles as I presented them within the paper.

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