


ANDREEA CORBEANU






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EDUCATION

-  **PhD in Work and Organisational Psychology** | University of Bucharest | Bucharest, Romania 2019 – date
-  **MSc in Occupational Health and HR Performance** | University of Bucharest | Bucharest, Romania 2017 – 2019
-  **BA in Psychology** | University of Bucharest | Bucharest, Romania 2013 – 2016

TEACHING

-  **Teaching Assistant** 2019 – date
Faculty of Psychology and Educational Sciences | University of Bucharest | Bucharest, Romania

Delivering both in-person and online lectures & seminars to graduate and undergraduate students, enrolled in the English and Romanian Study Programmes. Creating course materials such as syllabus, visual aids, answer keys, supplementary notes, course presentations. Supervising and grading course work. Additionally supporting other faculty members with classroom instructions, exams, record keeping and other miscellaneous & administrative tasks for the Department. Supervising an average of six (6) graduate and undergraduate dissertations per academic year, since 2020, on topics related to Work and Organisational Behaviour/Psychology.




Among the highlight course contributions:

- *Organisational Talent Management* - Graduate level (lectures & seminars) | 2021 – date;
- *Psychological Assessment I* - Undergraduate level (lectures & seminars) | 2022 – date;
- *Foundations of Psychology* - Undergraduate level (seminars) | 2022 – date;
- *Culture and Social Cognition* - Undergraduate level (seminars) | 2022 – date;
- *Work Psychology* - Undergraduate level (lectures & seminars) | 2021 - 2022;
- *Work & Organisational Psychology* - Undergraduate level (seminars) | 2020-2021;
- *Foundations of Research Methodology* – Undergraduate level (seminars) | 2019 - 2021.

-  **English Teacher** 2013 – 2016
DMM Eikaiwa | Remote (online)

Taught one-to-one online English classes, to a wide age-range of Japanese students, of various levels of English proficiency. Developed courses and curricula, teaching materials and course exercises. Prepared students for obtaining English fluency qualifications, such as CAE, IELTS, FCE, as well as for specific purposes (e.g., business English, general fluency, travelling English).

GRANTS & RESEARCH

-  **Researcher Role** (PI: Dragoş Iliescu) 2023 – 2026
Progress in International Reading Literacy Study (PIRLS) Grant (international funding)
-  **Researcher Role** (PI: Dragoş Iliescu) 2021 – 2022
Trends in International Mathematics & Science Studies (TIMSS) Grant (international funding)
-  **Researcher Role** (PI: Andrei Ion) 2019 – 2022
The Genetic Foundations of Intra- and Inter-Individual Variability of Personality: Twin Study and Investigation of Polygenic Scores Project PN-III-P1-1.1-TE- 2019-1243 (national funding; 95k€)

LEADERSHIP & SERVICE

Administrative Secretary

2020 – date

The European Association of Work and Organisational Psychology (EAWOP) | Rotterdam, The Netherlands (remote; paid position)

Responsible for managing all day-to-day activities of the EAWOP and supporting the President, General Secretary and Treasurer in their responsibilities. Minute-keeper for executive committee meetings, general assembly, and constituent meetings. Acting as a liaison and first point of contact between the executive board and the association's circa 2,000 members, as well as other relevant European and national stakeholders. Tackling all issues relating to membership, website, and registration and administration tasks for the biennial conference and other EAWOP-initiatives (e.g., EAWOP summer school, EAWOP WorkLab, EAWOP small group meetings). Overseeing all budgetary and financial transactions, and closely liaising with the Treasurer and preparing financial reports.

Contributor

2017 – date

Research Central | Bucharest, Romania

Taking active part in an initiative meant to provide accessible scientific tests to the Romanian population, for research purposes. Point of contact between external stakeholders and the team. Overseeing the quality of submissions. Led the initiative between 2019 – 2021, and coordinated a team between 3 to 9 people in researching, supplying, translating and occasionally adapting research questionnaires to the Romanian population. Streamlined the translations workflow, and reduced the time needed to upload a new research measure on the website, from a month to one week.

Organising Committee Member

2021 & 2023

The Romanian Association of Psychology (APR) & The Romanian Association of Industrial Organisational Psychology (APIO) | Bucharest, Romania

Actively contributed to the organisation and well-running of the 13th National Conference of the Romanian Psychological Association (APR); Member of the Organising Committee of the 24th Conference of the Romanian Association of Industrial Organisational Psychology (APIO), to be held in Bucharest, Romania in March 2024.

Volunteer

2013 – 2016

Association Internationale des Étudiants en Sciences Économiques et Commerciales (AIESEC) | Bucharest, Romania

Recruited and engaged with young foreign professionals wishing to find a year-long paid internship in Romania. Account manager for corporate partners, and trainee buddy for internationals. Organised and hosted various events, trainings and workshops for the community of internationals

BUSINESS/INDUSTRY EXPERIENCE

Organisational Consultant

2018 – date

Project-Based Work | Bucharest, Cluj & Iasi, Romania

Involved in 30+ Assessment Centre Projects (based on the SHL Assessment Centre Methodology). Supporting HR Business Partners and business leaders in improving recruitment and selection decisions using psychometric testing and assessment centres. Delivering both assessment and development centres, liaising with senior management in creating and managing tailored individual growth plans for key candidates. Drafting candidate reports, detailing on both ability and potential, providing career coaching, development-oriented feedback and intervention strategies. Additionally, involved on occasion in various projects around psychometric testing and test development.




Technical Recruiter

2016 – 2018

VON Consulting | Bucharest, Romania

Account manager for a number of the recruitment agency's clients. Managed end-to-end recruitment processes, for various roles across the IT sector (e.g., PHP Developer, JAVA Developer, IoT Project Manager, Cloud Developer, Embedded C Developer (for an automotive project), Network Operations Engineer, IOS and Android Developer, Business Analyst, among others). Held competency-based interviews and drafted interview reports. Liaised with hiring managers and other client-side stakeholders

MEMBERSHIP OF NATIONAL AND INTERNATIONAL ORGANISATIONS

 The European Association of Work and Organisational Psychology (EAWOP)	2020 – date
 The Romanian Association of Psychology (APR)	2019 – date
 The Romanian Association of Industrial Organisational Psychology (APIO)	2018 – date

PUBLICATIONS

Fischmann, G., **Corbeanu**, A., Spînu, R., Sulea, C., Iliescu, D. (2023). Job insecurity, job security, job future abliguity? Oh my... A new step towards conceptual clarity. In N. De Cuyper, E. Selenko, M. Euwema & W. Schaufeli (Eds.) *Job Insecurity, Precarious Employment and Burnout* (1st ed., pp. 12-30). Edward Elgar Publishing

Nicolau, R., **Corbeanu**, A., Iliescu, D. (2023). Conscientiousness and Cognitive Abilities: a Meta-Analysis. *Psihologia Resursei Umane*, 21(1) 11-28. <https://doi.org/10.24837/pru.v21i1.531> (equal contribution & corresponding author)

Spînu, R. M., & **Corbeanu**, A. (2023, in press). Toward a better future for assessment reports: Design for efficiency in selection decisions. *European Journal of Psychological Assessment*. Advance online publication. <https://doi.org/10.1027/1015-5759/a000768> (equal contribution)

Corbeanu, A., Iliescu, D., Ion, A., & Spînu, R. (2023). The link between burnout and job performance: a meta-analysis. *European Journal of Work and Organizational Psychology*, 1-18. <https://doi.org/10.1080/1359432X.2023.2209320>

Corbeanu, A., & Iliescu, D. (2023). The link between work engagement and job performance: A meta-analysis. *Journal of Personnel Psychology*, 22(3), 111–122. <https://doi.org/10.1027/1866-5888/a000316>

Iliescu, D., Butucescu, A., **Corbeanu**, A., Spînu, R., (2022, in press). The Cross-Cultural Equivalence of Predictor, Moderator and Outcome Variables Related to Job Insecurity in Academic Settings: A Maximum Likelihood Alignment Approach

Butucescu, A., **Corbeanu**, A., Zandirescu, A. S., Mincu, C. L., Vîrgă, D., & Iliescu, D. (2022). Interventions for the prevention of perceived unfairness in assessment contexts. *Psihologia Resursei Umane*, 20(1), 19-21. <https://doi.org/10.24837/pru.v20i1.505>

Corbeanu, A. (2018). Expanding the JD-R Model: is Vocational Fit a Resource to Consider? *Studia Doctoralia*, 9(2), 97-106

Olteanu, G. A., & **Corbeanu**, A (2018). The Relationship between Neuroticism and Job Satisfaction. The Mediating Role of Affect, *Studia Doctoralia*, 9(1), 65-74

PUBLICATIONS IN PROGRESS

Corbeanu, A., Iliescu, D., Ion, A., Individual Differences versus Job Attitudes in Predicting Job Performance: A Meta-Analytic SEM Approach

Corbeanu, A., Butucescu, A., Iliescu, D., Workaholism and Cognitive Abilities. How are they related?

Butucescu, A., **Corbeanu**, A., Iliescu, D., Twenty Questions about Employment Testing Fairness and Bias in Romania (book chapter)

Ion, A., Miu, A., Postelnicu, M., **Corbeanu**, A., Iliescu, D., Stress and Personality: The Unexpected Consequences of Stress Appraisal and Emotion Regulation Fizzles

Butucescu, A., Popescu, S.T., **Corbeanu**, A., Iliescu, D., Vîrgă, D., Financial Implications of Perceived Unfairness in Selection

Spînu, R. M., & **Corbeanu**, A., Iliescu, D., Changes in the Graphs of Assessment Reports; Following the Job Requirements: Making the Report Easier to Follow

CONFERENCE PRESENTATIONS

Butucescu, A., **Corbeanu**, A., (2023, June). Fairness in employment selection processes – the candidates' perspective. Workshop delivered at the 15th Conference of the Romanian Psychological Association (APR), Constanța, Romania

Corbeanu, A., Iliescu, D. (2023, May). The link between work engagement and job performance: a meta-analysis. Poster presented at the 21st Congress of the European Association of Work and Organisational Psychology (EAWOP), Katowice, Poland

Butucescu. A., Popescu, S.T., **Corbeanu**, A., Iliescu, D., Vîrgă, D. (2023, May). Financial Implications of Perceived Unfairness in Selection – preliminary results. Poster presented at the 21st Congress of the European Association of Work and Organisational Psychology (EAWOP), Katowice, Poland

Corbeanu, A., Butucescu, A., Iliescu, D. (2023, April). The Role of HRM Involvement in Minimizing the Effects of Intentional Negative Behaviours. The Case of Counterproductive Work Behaviours and Turnover Intentions. Paper presented at the 23rd Conference of the Romanian Association of Industrial Organisational Psychology (APIO), Timișoara, Romania

Butucescu, A., **Corbeanu**, A., Zanfirescu, A. S., Mincu, C. L., Vîrgă, D., & Iliescu, D. (May, 2022). Interventions for the prevention of perceived unfairness in assessment contexts. Paper presented at the 22nd Conference of the Romanian Association of Industrial Organisational Psychology (APIO), Constanța, Romania

Corbeanu, A., Iliescu, D., Ion, A., & Spînu, R. (January, 2022). The link between burnout and job performance: a meta-analysis. Paper accepted for presentation & shortlisted for Best Paper Awards at the 20th Congress of the European Association of Work and Organisational Psychology (EAWOP), Glasgow, United Kingdom – cancelled due to Covid19

Corbeanu, A., Iliescu, D., Ion, A., & Spînu, R. (November, 2022). The link between burnout and job performance: a meta-analysis – preliminary results. Paper presented at the 21st Conference of the Romanian Association of Industrial Organisational Psychology (APIO), Brașov, Romania

Spinu, R. M., & **Corbeanu**, A. (May, 2021). Toward a better future for assessment reports: Design for efficiency in selection decisions. Paper presented at the 20th Conference of the Romanian Association of Industrial Organisational Psychology (APIO), Brașov, Romania (online)

Corbeanu, A. (May, 2018). Expanding the JD-R Model: is Vocational Fit a Resource to Consider? Paper presented at the 28th Conference of the Romanian Association of Industrial Organisational Psychology (APIO), Constanța, Romania