

Elena-Cristina Manole, PhD Candidate
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Doctoral School of Applied Cognitive Psychology
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EDUCATION

2021 – present

PhD student – Doctoral School of Applied Cognitive Psychology
Babeş-Bolyai University, Cluj-Napoca, Romania
Coordinator: Prof. univ. dr. Petru L. Curşeu

2019 - 2021

MSc - Psychology of Human Resources and Organizational Health
Faculty of Psychology and Educational Sciences, Babeş-Bolyai University
Thesis title: Multiple team membership and individual learning: The moderating role of socially prescribed perfectionism

2016 - 2019

BSc – Psychology
Faculty of Psychology and Educational Sciences, Babeş-Bolyai University
Thesis title: Multiple team membership and team learning behaviors. The moderation effect of awareness of expertise location

TEACHING EXPERIENCE

March 2023 - present	Teaching Assistant <i>Social Psychology</i>
October 2022 – present	Teaching Assistant <i>Work and Personnel Psychology</i>
March 2022 – present	Tutoring <i>Work and Personnel Psychology</i>
October 2021 – present	Tutoring <i>Social Psychology</i>

PUBLICATIONS

Journal Articles

- Manole, E. C.**, Curşeu, P. L., & Trif, S. R. (2025). The differentiation–integration paradox of hybrid work: A focus group exploration of team and individual mechanisms. *Administrative Sciences*, 15(6), 201. <https://doi.org/10.3390/admsci15060201>
- Rus, C. L., Ratiu, L., **Manole, E. C.**, & Trif, S. (2025). Intra-team learning behaviors and psychological safety: Linking team leader coaching behaviors and team performance in work teams. *Team Performance Management: An International Journal*, 31(3/4), 209-225. <https://doi.org/10.1108/TPM-05-2024-0052>

Manole, E. C., Curșeu, P. L., Olar, N. I., & Fodor, O. C. (2024). Believing in change: Predicting identification, performance, and ethical culture in an organizational acquisition case in Romania. *Administrative Sciences*, 14(10), 234.
<https://doi.org/10.3390/admsci14100234>

Manole, E. C., & Curșeu, P. L. (2024). Stress-related growth in the early stages of the COVID-19 pandemic: Evidence from a panel study. *Personality and Individual Differences*, 222, 112578. <https://doi.org/10.1016/j.paid.2024.112578>

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

Trif, S., Rus, C., **Manole, E.,** & Duma, O. C. (2022). How well do we know ourselves? Disentangling self-judgment biases in perceived accuracy and preference of personality feedback. *Psihologia Resurselor Umane*, 20(2).
<https://doi.org/10.24837/pru.v20i2.518>

CONFERENCE PRESENTATIONS

Paper session presentations

Manole, E. C., Curșeu, P. L., Trif, S. R. (2024, April 12-14). “Natura dinamică a stereotipurilor de gen despre lideri în contextul pandemiei Covid-19”. Paper presented at the 24th National Conference of Industrial and Organizational Psychology (APIO 2024).

Manole, E. C. (2020, November 27-29). “Multiple team membership and team learning behaviors. The moderation effect of awareness of expertise location”. Paper presented at the 19th National Conference of Industrial and Organizational Psychology (APIO 2020).

Poster Presentations

Manole, E. C. (2022, July 21-24). Multiple team membership and individual learning: The moderating role of socially prescribed perfectionism. Poster presented at the 17th Annual Conference of Interdisciplinary Network for Group Research (INGRoup), Hamburg, Germany.

GRANTS AND AWARDS

- "Horia Pitariu" Research Grant for Students awarded in 2019 by the Association of Industrial and Organizational Psychology (APIO)

PROFESSIONAL EXPERIENCE

- **May 2022 – December 2023**, Human Resources Trainer, POCA/831/1/2/140086
Transparență și competență în sectorul public (Modul Resurse Umane)
- **Nov 2017 – Feb 2018**, Human Resources Intern, Psihoselect, Cluj-Napoca
- **Oct 2016 – Jan 2017**, Volunteer, Asociația Autism Transilvania, Cluj-Napoca

EDITORIAL SERVICE

Editorial activity: *Cognition, Brain, Behavior: An Interdisciplinary Journal*, Associate Editor (2025), Technical Editor (2023-2024)

Ad-Hoc Reviewer: *Human Resources Psychology (Psihologia Resurselor Umane)*, *Romanian Journal of Applied Psychology*, *Team Performance Management*

MEMBERSHIPS AND AFFILIATIONS

- Student Member of INGRoup (Interdisciplinary Network for Group Research), Apr 2022

SKILLS

Languages:

- English: full professional proficiency

Software Skills:

- IBM SPSS,
- E-learning platforms - Google Classroom, Microsoft Teams, Schoology, Moodle