

Instituția de învățământ superior **Academia de Studii Economice din București**  
 Facultatea de **Administrarea Afacerilor cu predare în limbi străine**  
 Departamentul de **Administrarea Afacerilor, cu predare în limbi străine (Catedra UNESCO)**  
 Poz. postului **30** Disciplinele postului: **Management financiar (engleză), Leadership și performanță în afaceri (engleză)**  
 Domeniul **Administrarea Afacerilor**

**Fișa de verificare a îndeplinirii standardelor pentru ocuparea  
 postului de CONFERENȚIAR UNIVERSITAR,**  
 publicat în Monitorul Oficial al României, partea a III-a, nr. 93 din 10.04.2025

Candidat **HORGA MARIA-GABRIELA,**  
 Funcția actuală: **LECTOR UNIVERSITAR** Data numirii în funcția actuală: 21.02.2022  
 Instituția: **ACADEMIA DE STUDII ECONOMICE DIN BUCUREȘTI**

**1. Studiile universitare**

| Nr.crt. | Instituția de învățământ superior și facultatea absolvită                                 | Domeniul                                    | Perioada  | Titlul acordat      |
|---------|-------------------------------------------------------------------------------------------|---------------------------------------------|-----------|---------------------|
| 1.      | ASE București, Facultatea de Relații Economice Internaționale (limba de studiu – engleză) | Relații Economice Internaționale            | 2004-2008 | Economist licențiat |
| 2.      | Universitatea Valahia Târgoviște, Facultatea de Științe Economice                         | Finanțe - Management bancar și în asigurări | 2008-2009 | Diplomă de master   |

**2. Studiile de doctorat**

| Nr.crt. | Instituția organizatoare de doctorat | Domeniul   | Perioada   | Titlul științific acordat |
|---------|--------------------------------------|------------|------------|---------------------------|
| 1.      | ASE București                        | Management | 2008 -2011 | Doctor în management      |

**3. Studii și burse doctorale (stagii de cel puțin 6 luni)**

| Nr.crt. | Țara / instituția                                                                                                                                                                                                                              | Domeniul / specializarea | Perioada  | Tipul de bursă |
|---------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|-----------|----------------|
| 1.      | ASE București –Școala doctorală<br><i>Rolul leadership-ului în performanța organizațională</i> , Poz. 96 din Secțiunea A:<br>Programul de cercetare doctorală - A.2.<br>Programul de cercetare doctorală – doctoranzi anul III (promoția 2008) | Management               | 2008-2011 | -              |

**4. Atestat de abilitare**

| Nr.crt. | Instituția | Domeniul | Perioada | Titlul științific acordat |
|---------|------------|----------|----------|---------------------------|
| 1.      |            |          |          |                           |

**5. Grade didactice / profesionale**

| Nr.crt. | Instituția | Domeniul | Perioada | Titlul / postul didactic sau gradul profesional |
|---------|------------|----------|----------|-------------------------------------------------|
|         |            |          |          |                                                 |

|    |                                                                                                                                                                                                                            |                                      |                                      |                                                        |
|----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------------------------|
| 1. | Academia de Studii Economice București, Facultatea de Administrarea Afacerilor cu predare în limbi străine                                                                                                                 | Administrarea Afacerilor             | 2022-prezent                         | Lector univ. dr.                                       |
| 2. | Universitatea Ovidius Constanța, Facultatea de Științe Economice                                                                                                                                                           | Management; Administrarea Afacerilor | 2012-2022                            | Lector univ. dr.                                       |
| 3. | Universitatea Ovidius Constanța, Facultatea de Științe Economice                                                                                                                                                           | Management                           | 2011-2012                            | Asist univ.dr/drd.                                     |
| 4. | ASE București, Facultatea de Management, Facultatea de Administrație și Management Public, Facultatea de Economie Agroalimentară și a mediului, Facultatea de Administrarea Afacerilor cu predare în limbi străine (FABIZ) | Management; Administrarea Afacerilor | 2013-2014; 2016-2018; 2020 - prezent | Cadru didactic asociat                                 |
| 5. | Universitatea Ovidius Constanța, Facultatea de Științe Economice                                                                                                                                                           | Management și afaceri internaționale | 2011                                 | Drd. Ec. – Colaborator Universitatea Ovidius Constanța |

6. Îndeplinirea obligatorie, în conformitate cu Anexa 1 la Metodologia de concurs, a cerințelor pentru obținerea calificativului FOARTE BINE.

a) Situația îndeplinirii criteriilor:

| Punctaj minim conferențiar universitar cf. OMENCS nr. 6129/2016 | Punctaj obținut de candidat |
|-----------------------------------------------------------------|-----------------------------|
| <b>P ≥ 0,75</b>                                                 | <b>P = 8,415</b>            |
| <b>C ≥ 0,5</b>                                                  | <b>C = 6,750</b>            |
| <b>S = P+C ≥ 1,5</b>                                            | <b>S = 15,165</b>           |

Condiții ce trebuie îndeplinite pentru Conferențiar universitar (număr minim de articole) :

| Criterii minimale pentru Conferențiar                                                             | Situație candidat                                                                                                                             |
|---------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------|
| 1 articol ISI cu AIS > 0,15                                                                       | <b>4 articole ISI cu AIS &gt; 0,15</b>                                                                                                        |
| Minim 2 articole ISI cu AIS nenul din care 1 din categoriile Core Economics și/sau Infoeconomics. | <b>Total 5 articole ISI în reviste cu AIS nenul, din care 4 articole ISI cu AIS nenul din categoriile Core Economics și/sau Infoeconomics</b> |

b) Publicarea unui curs universitar, în calitate de unic autor sau co-autor, în domeniul disciplinelor postului scos la concurs, în edituri naționale sau internaționale de prestigiu.

1. **Maria-Gabriela Horga**, „Leadership and Organisational Performance”, Revised english edition, Ed. Sitech, 2025, ISBN 978-606-11-8855-0
2. Răzvan Hoinaru, Melissa Vasi, **Maria Gabriela Horga**, The Palgrave Handbook to Practical Sustainability, Part XII, ch. 30, "The European Union Sustainable Leadership Agency: Bridging the Gap Between Environment, Industry and Society" – Home and Abroad, Palgrave Macmillan, 2025, ISBN978-3-031-82856-

7. *Realizări profesional-științifice.* În vederea dovedirii îndeplinirii standardelor minimale necesare și obligatorii pentru conferirea titlului didactic de conferențiar universitar, realizările profesional-științifice se vor structura conform Anexei 1 la *Metodologia de concurs*, aferentă domeniului științific al postului scos la concurs.

a) *Criteriu : Articole publicate în reviste cotate ISI cu AIS nenul, cărți publicate la edituri naționale, articole publicate în volume ISI Proceedings (maxim 10 lucrări)*

| Nr.      | Articole publicate în reviste cotate ISI cu AIS nenul                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | M  | N | AIS   | Pi     |
|----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|---|-------|--------|
| 1        | Alina Elena Ionașcu, Shankha Shubhra Goswami, Alexandra Dănilă, <b>Maria-Gabriela Horga</b> , Corina Aurora Barbu, Adrian Șerban-Comănescu, <i>Analyzing Primary Sector Selection for Economic Activity in Romania: An Interval-Valued Fuzzy Multi-Criteria Approach</i> , Mathematics, 12 (8), 1157, 2024, WOS:001209945100001, DOI: <a href="https://doi.org/10.3390/math12081157">10.3390/math12081157</a><br><a href="https://www.mdpi.com/2227-7390/12/8/1157">https://www.mdpi.com/2227-7390/12/8/1157</a>                                                                                                                                                                                                                                                                                                                                                                       | 8  | 6 | 0,373 | 1,492  |
| 2        | Irena MUNTEANU, Alexandra DĂNILĂ, Alina Elena IONAȘCU, Oana OPRÎȘAN, <b>Maria Gabriela HORGA</b> , Muhammad Ali MOHSIN, The Impact of Financial Inclusion on the Attainment of the United Nations Development Goals – A Case Study in the Balkan Countries, <i>Economic Computation and Economic Cybernetics Studies and Research</i> , 58 (3), 2024, pp. 292-306. DOI: <a href="https://doi.org/10.24818/18423264/58.3.24.18">10.24818/18423264/58.3.24.18</a>                                                                                                                                                                                                                                                                                                                                                                                                                        | 10 | 5 | 0,135 | 0,81   |
| 3        | Dănilă, A., <b>Horga, M.G.</b> , Oprișan, O. and Stamule, T., 2022, 2022, <i>Good Practices on ESG Reporting in the Context of the European Green Deal</i> . <i>Amfiteatru Economic</i> , 24(61), pp. 847-860, WOS:000855161200016, DOI: <a href="https://doi.org/10.24818/EA/2022/61/847">10.24818/EA/2022/61/847</a><br><a href="https://www.amfiteatruconomic.ro/temp/Article_3146.pdf">https://www.amfiteatruconomic.ro/temp/Article_3146.pdf</a>                                                                                                                                                                                                                                                                                                                                                                                                                                  | 10 | 4 | 0,282 | 1,974  |
| 4        | Adriana Ana Maria Davidescu, Simona-Andreea Apostu, Vasile Alecsandru Strat, Adrian Istrate Scrădeanu, Ion Daniel Zgură, <b>Maria-Gabriela HORGA</b> , <i>The Impact of Teleworking on the Romanians Employees' Job Satisfaction. An Empirical Evidence Based on Multiple Correspondence Analysis (MCA) and Logistic Regression</i> , <i>Journal Amfiteatru Economic</i> , Issue Year: XXIII/2021, Issue No: 58, pg. 637-653, 2021, ISSN 1582-9146 (eISSN: 2247-9104), Zona Galbenă, WOS: 000678147700005, DOI: 10.24818/EA/2021/58/637, Factor Impact: 1.983, 5-Year Impact Factor: 1.345, AIS: 0.169<br><a href="https://www.cceeol.com/search/article-detail?id=973333">https://www.cceeol.com/search/article-detail?id=973333</a><br><a href="https://www.amfiteatruconomic.ro/ArticolRO.aspx?CodArticol=3026">https://www.amfiteatruconomic.ro/ArticolRO.aspx?CodArticol=3026</a> | 10 | 6 | 0,282 | 1,41   |
| 5        | Bostan, C.M. Lazar, N. Asalos, I. Munteanu, <b>Horga Maria-Gabriela</b> , <i>The three-dimensional impact of the absorption effects of European funds on the competitiveness of the SMEs from the Danube Delta</i> , <i>Ind Crops &amp; Products Journal</i> , Vol.132 (2019), pp 460–467, ISSN:0926-6690 © 2019 Published by Elsevier BV, Indexed Scopus, SCIEXP/ Web of Science – Zona roșie/ Top 3, Category Web of Science/Clarivate Analytics, CiteScore: 4.19, Impact Factor: 3.849, 5-Year Impact Factor: 4.072, WOS: 000464485400048, DOI: 10.1016/j.indcrop.2019.02.053, AIS: 0.774<br><a href="https://www.sciencedirect.com/science/article/pii/S0926669019301542">https://www.sciencedirect.com/science/article/pii/S0926669019301542</a>                                                                                                                                  | 6  | 5 | 0,758 | 2,7288 |
| Total Pi |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |    |   |       | 8,415  |

**Criteriu minimal: Publicarea unui curs universitar, în calitate de unic autor sau co-autor, în domeniul disciplinelor postului scos la concurs, în edituri naționale sau internaționale de prestigiu**

1. **Horga Maria-Gabriela**, „*Leadership and Organisational Performance*”, Revised english edition, Ed. Sitech, 2025, ISBN 978-606-11-8855-0.

2. Răzvan Hoinaru, Melissa Vasi, **Maria Gabriela Horga**, *The Palgrave Handbook to Practical Sustainability*, Part XII, ch.30, The European Union Sustainable Leadership Agency: Bridging the Gap Between Environment, Industry and Society – Home and Abroad, pg. 571-585, Palgrave Macmillan, 2025, ISBN978-3-031-82856-0.

**B. Citări în reviste indexate ISI cu AIS nenul (maxim 10 citări) și în cărți publicate la edituri de prestigiu**

| Nr. Crt.    | Articolul citat                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Revista și articolul în care a fost citat                                                                                                                                                                                                                                                                                                                                                                                                      | Cvart ilă | Domeniu                | AIS   | f <sub>i</sub> |
|-------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|------------------------|-------|----------------|
| <b>B.1.</b> | <b>Citări în reviste indexate ISI cu AIS nenul (maxim 10 citări) și în cărți publicate la edituri de prestigiu</b>                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                |           |                        |       |                |
| 1.          | <p>Davidescu Adriana Ana Maria, Apostu Simona-Andreea, Strat Vasile Alecsandru, Scrădeanu Adrian Istrate, Zgură Ion Daniel, <b>Horga Maria-Gabriela</b>, <i>The Impact of Teleworking on the Romanians Employees' Job Satisfaction. An Empirical Evidence Based on Multiple Correspondence Analysis (MCA) and Logistic Regression</i>, Journal Amfiteatru Economic, Issue Year: XXIII/2021, Issue No: 58, pg. 637-653, 2021, ISSN 1582-9146 (eISSN: 2247-9104), <b>WOS: 000678147700005</b></p>                                                   | <p>Jamal, M. T., Alalyani, W. R., Thoudam, P., Anwar, I., &amp; Bino, E. (2021). Telecommuting during COVID 19: A Moderated-Mediation Approach Linking Job Resources to Job Satisfaction. Sustainability, 13(20), 11449 <a href="https://www.mdpi.com/2071-1050/13/20/11449">https://www.mdpi.com/2071-1050/13/20/11449</a></p>                                                                                                                | Q2        | ENVIRONMENTAL SCIENCES | 0,462 | 0,75           |
| 2.          | <p>Bostan, C.M. Lazar, N. Asalos, I. Munteanu, <b>Horga Maria-Gabriela</b>, <i>The three-dimensional impact of the absorption effects of European funds on the competitiveness of the SMEs from the Danube Delta</i>, Ind Crops &amp; Products Journal, Vol.132 (2019), pp 460–467, ISSN:0926-6690 © 2019 Published by Elsevier BV, Indexed Scopus, SCIExp/ Web of Science – Zona roșie/ Top 3, Category Web of Science/Clarivate Analytics, CiteScore: 4.19, Impact Factor: 3.849, 5-Year Impact Factor: 4.072, <b>WOS: 000464485400048</b>.</p> | <p>Teoh Ming Fang, Noor Hazlina Ahmad, Hasliza Abdul Halim, Qaisar Iqbal, T. Ramayah, PATHWAY TOWARDS SME COMPETITIVENESS: DIGITAL CAPABILITY AND DIGITAL BUSINESS MODEL INNOVATION, <i>Technology in Society</i>, 2024, 102728, ISSN 0160-791X, Q1, Web of Science, Clarivate Analytics: Social Sciences Citation Index (SSCI), <a href="https://doi.org/10.1016/j.techsoc.2024.102728">https://doi.org/10.1016/j.techsoc.2024.102728</a></p> | Q1        | SOCIAL ISSUES          | 1,526 | 1,00           |
| 3.          | <p>Bostan, C.M. Lazar, N. Asalos, I. Munteanu, <b>Horga Maria-Gabriela</b>, <i>The three-dimensional impact of the absorption effects of European funds on the competitiveness of the SMEs from the Danube Delta</i>, Ind Crops &amp; Products Journal, Vol.132 (2019), pp 460–467, ISSN:0926-6690 © 2019 Published by Elsevier BV, Indexed Scopus, SCIExp/ Web of Science – Zona roșie/ Top 3, Category Web of Science/Clarivate Analytics, CiteScore: 4.19, Impact Factor: 3.849, 5-Year Impact Factor: 4.072, <b>WOS: 000464485400048</b>.</p> | <p>Chiripuci, BC., Constantin, M., Popescu, MF., Scrieciu, A., The Socio-Economic Impact of Migration on the Labor Market in the Romanian Danube Region, journal SUSTAINABILITY 2020, 12, 8654, Q2 ENVIRONMENTAL SCIENCES in SCIE edition, AIS: 0.46, doi:10.3390/su12208654, Science, <a href="https://www.mdpi.com/2071-1050/12/20/8654#cite">https://www.mdpi.com/2071-1050/12/20/8654#cite</a></p>                                         | Q2        | ENVIRONMENTAL SCIENCES | 0,46  | 0,75           |

|    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |    |                            |       |      |
|----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|----------------------------|-------|------|
| 4. | Bostan, C.M. Lazar, N. Asalos, I. Munteanu, <b>Horga Maria-Gabriela</b> , <i>The three-dimensional impact of the absorption effects of European funds on the competitiveness of the SMEs from the Danube Delta</i> , Ind Crops & Products Journal, Vol.132 (2019), pp 460–467, ISSN:0926-6690 © 2019 Published by Elsevier BV, Indexed Scopus, SCIExp/ Web of Science – Zona roşie/ Top 3, Category Web of Science/Clarivate Analytics, CiteScore: 4.19, Impact Factor: 3.849, 5-Year Impact Factor: 4.072, <b>WOS: 000464485400048</b> . | Bak, I., Spoz, A., Ziolo, M., & Dylewski, M. (2021). Dynamic Analysis of the Similarity of Objects in Research on the Use of Renewable Energy Resources in European Union Countries. <i>Energies</i> , 14(13), 3952, Journal: ENERGIES, Q3 ENERGY & FUELS in SCIE edition, AIS: 0.444, <a href="https://doi.org/10.3390/en14133952">https://doi.org/10.3390/en14133952</a>                                                                                                                                                                                                                                                                      | Q3 | ENERGY & FUELS             | 0,444 | 0,5  |
| 5  | Bostan, C.M. Lazar, N. Asalos, I. Munteanu, <b>Horga Maria-Gabriela</b> , <i>The three-dimensional impact of the absorption effects of European funds on the competitiveness of the SMEs from the Danube Delta</i> , Ind Crops & Products Journal, Vol.132 (2019), pp 460–467, ISSN:0926-6690 © 2019 Published by Elsevier BV, Indexed Scopus, SCIExp/ Web of Science – Zona roşie/ Top 3, Category Web of Science/Clarivate Analytics, CiteScore: 4.19, Impact Factor: 3.849, 5-Year Impact Factor: 4.072, <b>WOS: 000464485400048</b> . | Xavier S. Bastos, Fernando A.F. Ferreira, Devika Kannan, Neuza C.M.Q.F. Ferreira, Nerija Banaitienė, <b>A CM-DEMATEL ASSESSMENT OF SME COMPETITIVENESS FACTORS</b> , <i>CIRP Journal of Manufacturing Science and Technology</i> , Volume 46, 2023, Pages 74-88, ISSN:1755-5817 <a href="https://www.sciencedirect.com/science/article/pii/S1755581723000986?casa_token=RmKZck4Z5NQAAAAA:GfkDOK8AJXt8IEpZ6K7DIkg5HaxWeFYgcINtu936S6kQ6oJoUR_UGzUKjAZxF_dw11uGGNg6">https://www.sciencedirect.com/science/article/pii/S1755581723000986?casa_token=RmKZck4Z5NQAAAAA:GfkDOK8AJXt8IEpZ6K7DIkg5HaxWeFYgcINtu936S6kQ6oJoUR_UGzUKjAZxF_dw11uGGNg6</a> | Q2 | Engineering, Manufacturing | 0,855 | 0,75 |
| 6. | Bostan, C.M. Lazar, N. Asalos, I. Munteanu, <b>Horga Maria-Gabriela</b> , <i>The three-dimensional impact of the absorption effects of European funds on the competitiveness of the SMEs from the Danube Delta</i> , Ind Crops & Products Journal, Vol.132 (2019), pp 460–467, ISSN:0926-6690 © 2019 Published by Elsevier BV, Indexed Scopus, SCIExp/ Web of Science – Zona roşie/ Top 3, Category Web of Science/Clarivate Analytics, CiteScore: 4.19, Impact Factor: 3.849, 5-Year Impact Factor: 4.072, <b>WOS: 000464485400048</b> . | Agnieszka Dembicka-Niemiec, Edyta Szafranek-Stefaniuk, Antonina Kalinichenko, Structural and Investment Funds of the European Union as an Instrument for Creating a Low-Carbon Economy by Selected Companies of the Energy Sector in Poland, MDPI, <i>Energies</i> <b>2023</b> , 16(4), 2031; <a href="https://doi.org/10.3390/en16042031">https://doi.org/10.3390/en16042031</a>                                                                                                                                                                                                                                                               | Q3 | Energy & Fuels             | 0,443 | 0,5  |
| 7. | Bostan, C.M. Lazar, N. Asalos, I. Munteanu, <b>Horga Maria-Gabriela</b> , <i>The three-dimensional impact of the absorption effects of European funds on the competitiveness of the SMEs from the Danube Delta</i> , Ind Crops & Products Journal, Vol.132 (2019), pp 460–467, ISSN:0926-6690 © 2019 Published by Elsevier BV, Indexed Scopus, SCIExp/ Web of Science – Zona roşie/ Top 3, Category Web of Science/Clarivate                                                                                                              | Kazak, J. K., Kamińska, J. A., Madej, R., & Bochenkiewicz, M. (2020). Where renewable energy sources funds are invested? spatial analysis of energy production potential and public support. <i>Energies</i> , 13(21), 5551, : ENERGIES 2020, Q3 ENERGY & FUELS in SCIE edition, AIS: 0.444, <a href="https://doi.org/10.3390/en13215551">https://doi.org/10.3390/en13215551</a> , EBSCO, SCOPUS, ISI Web of                                                                                                                                                                                                                                    | Q3 | Energy & Fuels             | 0,444 | 0,5  |

|     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                |    |                        |       |             |
|-----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|------------------------|-------|-------------|
|     | Analytics, CiteScore: 4.19, Impact Factor: 3.849, 5-Year Impact Factor: 4.072, <b>WOS: 000464485400048.</b>                                                                                                                                                                                                                                                                                                                                                                                                                            | Science <b>Q3</b> , <a href="https://www.mdpi.com/1996-1073/13/21/5551#cite">https://www.mdpi.com/1996-1073/13/21/5551#cite</a>                                                                                                                                                                                                                                                                |    |                        |       |             |
| 8.  | Bostan, C.M. Lazar, N. Asalos, I. Munteanu, <b>Horga Maria-Gabriela</b> , <i>The three-dimensional impact of the absorption effects of European funds on the competitiveness of the SMEs from the Danube Delta</i> , Ind Crops & Products Journal, Vol.132 (2019), pp 460–467, ISSN:0926-6690 © 2019 Published by Elsevier BV, Indexed Scopus, SCIE/ Web of Science – Zona roșie/ Top 3, Category Web of Science/Clarivate Analytics, CiteScore: 4.19, Impact Factor: 3.849, 5-Year Impact Factor: 4.072, <b>WOS: 000464485400048.</b> | Standar, A., Kozera, A., & Satoła, Ł. (2021). The Importance of Local Investments Co-Financed by the European Union in the Field of Renewable Energy Sources in Rural Areas of Poland. <i>Energies</i> , 14(2), 450, Journal: ENERGIES, Q3 ENERGY & FUELS in SCIE edition, AIS: 0.444, <a href="https://www.mdpi.com/1996-1073/14/2/450#cite">https://www.mdpi.com/1996-1073/14/2/450#cite</a> | Q3 | Energy & Fuels         | 0,444 | 0,5         |
| 9   | Bostan, C.M. Lazar, N. Asalos, I. Munteanu, <b>Horga Maria-Gabriela</b> , <i>The three-dimensional impact of the absorption effects of European funds on the competitiveness of the SMEs from the Danube Delta</i> , Ind Crops & Products Journal, Vol.132 (2019), pp 460–467, ISSN:0926-6690 © 2019 Published by Elsevier BV, Indexed Scopus, SCIE/ Web of Science – Zona roșie/ Top 3, Category Web of Science/Clarivate Analytics, CiteScore: 4.19, Impact Factor: 3.849, 5-Year Impact Factor: 4.072, <b>WOS: 000464485400048.</b> | Piátkowski, M. J. (2020). Results of SME Investment Activities: A Comparative Analysis among Enterprises Using and Not Using EU Subsidies in Poland. <i>Administrative Sciences</i> , 10(1), 4. <a href="https://www.mdpi.com/2076-3387/10/1/4">https://www.mdpi.com/2076-3387/10/1/4</a>                                                                                                      | Q2 | Management             | 0,499 | 0,75        |
| 10. | Alexandra, I., <b>Maria-Gabriela, H.</b> , & Dorinela, N. (2013). Firm Financial Performance: An Empirical Investigation on Romanian SMEs. <i>Ovidius University Annals, Series Economic Sciences</i> , 13(1).                                                                                                                                                                                                                                                                                                                         | Davidescu, A. A., Apostu, S. A., Paul, A., & Casuneanu, I. (2020). Work flexibility, job satisfaction, and job performance among Romanian employees—Implications for sustainable human resource management. <i>Sustainability</i> , 12(15), 6086. AIS: 0.462; Q2 ENVIRONMENTAL SCIENCES <a href="https://www.mdpi.com/2071-1050/12/15/6086">https://www.mdpi.com/2071-1050/12/15/6086</a>      | Q2 | ENVIRONMENTAL SCIENCES | 0,533 | 0,75        |
|     | <b>Total fi</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                |    |                        |       | <b>6,75</b> |

**Centralizator punctaj**

| <b>Punctaj minim conform OMENCS nr. 6129/2016</b> | <b>Punctaj obținut</b> |
|---------------------------------------------------|------------------------|
| $S \geq 1,5$ ; $P \geq 0,75$ ; $C \geq 0,5$       | $S = 15,165$           |
|                                                   | $P = 8,415$            |
|                                                   | $C = 6,750$            |

| <b>Criterii minimale pt conferențiar</b>                                                                                                                                            | <b>Situație candidat</b>                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 articol ISI cu AIS > 0,15                                                                                                                                                         | 4 articole ISI cu AIS > 0,15                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| 2 articole ISI cu AIS nenul din care 1 din categoriile Core Economics și/sau Infoeconomics                                                                                          | 5 articole ISI cu AIS nenul din care 4 din categoriile Core Economics și/sau Infoeconomics                                                                                                                                                                                                                                                                                                                                                                        |
| Publicarea unui curs universitar, în calitate de unic autor sau co-autor, în domeniul disciplinelor postului scos la concurs, în edituri naționale sau internaționale de prestigiu. | 1. Maria-Gabriela Horga, „Leadership and Organisational Performance”, Revised english edition, Ed. Sitech, 2025, ISBN 978-606-11-8855-0<br>2. Răzvan Hoinaru, Melissa Vasi, <b>Maria Gabriela Horga</b> , The Palgrave Handbook to Practical Sustainability, Part XII, ch. 30, "The European Union Sustainable Leadership Agency: Bridging the Gap Between Environment, Industry and Society" – Home and Abroad, Palgrave Macmillan, 2025, ISBN 978-3-031-82856-0 |

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**Candidat,**

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