

## SCIENTIFIC ACTIVITY

**Doctoral thesis title:** *Promotion of the military profession, recruitment and selection of human resources in the Romanian Army*; Scientific leader: Univ. Prof. Dr. Mariana Predișcan, West University of Timișoara, Faculty of Economics and Business Administration, 2013.

### I. Books published by recognized publishing houses CNCS

1. **Sturz Adina-Eleonora**, 2013, *Aspects of human resources management in the Romanian Army. Scientific research in Arad county*, "Aurel Vlaicu" University Publishing House, Arad, ISBN 978-973-752-658-8, 165p.
2. Spînu Marian-Nicu, **Sturz Adina-Eleonora**, 2009, *The interaction between the economy and the environment*, "Aurel Vlaicu" University Publishing House, Arad, ISBN 978-973-752-272-6, 327p.
3. Spînu Marian-Nicu, **Sturz Adina-Eleonora**, 2008, *Human resource management - revised edition*, "Aurel Vlaicu" University Publishing House, Arad, ISBN 978-973-752-273-3, 311p.

### II. Studies and articles in specialized magazines from the main flow of information

#### a. Scientific articles published in CNCS-rated specialized journals in the ISI, B+ category and/or BDI indexed (at least 2 BDI)

1. Lingli Qing, Yangyang Yao, Crenguta-Ileana Sinisi, Asma Salman, Mohammad Jaradat, **Adina Eleonora Spinu**, Daniela Melania Mihai, Malik Shahzad Shabbir, *Do trade openness, environmental degradation and oil prices affect green energy consumption?*, Energy Strategy Reviews, Volume 52, March 2024, 101342, JEL classification: K32, O13, <https://doi.org/10.1016/j.esr.2024.101342>;
2. Xintong Li, Awais Ur Rehman, Smaranda Toma, Mohammad Jaradat, Xinyu Lv, Daniela Melania Mihai, **Adina Eleonora Spinu**, Malik Shahzad Shabbir, *Does corporate social sustainability influence on business environment? Impact of corporate governance on distance to default of Sukuk issuers in Islamic banks*, International Review of Economics & Finance, Volume 93, Part A, June 2024, Pages 520-528, <https://doi.org/10.1016/j.iref.2024.03.002>;
3. Muhammad Nouman, Maria Hashim, Vanina Adoriana Trifan, **Adina Eleonora Spinu**, Muhammad Fahad Siddiqi, Farman Ullah Khan, *Interest rate volatility and financing of Islamic banks*, Plos one, 17(7), e0268906, 2022, <https://doi.org/10.1371/journal.pone.0268906>;
4. Sajid Ullah, Farman Ullah Khan, Vanina Adoriana Trifan, **Adina Eleonora Spinu**, Grigorie Sanda, *Modeling Key Strategies for Reducing Socio-Economic and Health Crisis: Perspective from COVID-19 Pandemic*, International Journal of Environmental Research and Public Health, 19(21), 14127, 2022, <https://doi.org/10.3390/ijerph192114127>;

5. **Sturz Adina-Eleonora**, *Human Resources Management Issues in the Romanian Army*, Book of Abstracts, Scientific Conferences, Edition 1, Banat's University of Agricultural Sciences and Veterinary Medicine „King Michael of Romania” from Timișoara, ISSN 2343-9459, Editura Agroprint, Timișoara, 2013;
6. **Sturz Adina-Eleonora**, *Human Resources Strategies and Policies in the Army*, Book of Abstracts, Scientific Conferences, Edition 1, Banat's University of Agricultural Sciences and Veterinary Medicine „King Michael of Romania” from Timișoara, ISSN 2343-9459, Editura Agroprint, Timișoara, 2013;
7. Cureteanu Radu, **Sturz Adina**, Anton Ilica, *Influence of organizational culture on educational institutions*, International Symposium Research and Education in Innovation Era, 4th Edition, Arad, November 08-09, 2012, “Aurel Vlaicu” University Arad, Journal Plus Education, ISSN: 1842-077X (print); E-ISSN 2068-1151, Volume VIII, No. 2, 2012, indexed UlrichsWeb, Index Copernicus, DOAJ, EBSCO and Cabell Publishing, pp. 125-141;
8. **Sturz Adina**, Cureteanu Radu, Anton Ilica, *Organizational behavior and management issues in education*, International Symposium Research and Education in Innovation Era, 4th Edition, Arad, November 08-09, 2012, “Aurel Vlaicu” University Arad, Journal Plus Education, ISSN: 1842-077X (print); E-ISSN 2068-1151, Volume VIII, No. 2, 2012, indexed UlrichsWeb, Index Copernicus, DOAJ, EBSCO and Cabell Publishing, pp. 255-261;
9. **Sturz Adina-Eleonora**, 2009, *Modern methods of recruitment, selection and incentive*, Journal of Economics and Business Research, Universitatea „Aurel Vlaicu” din Arad, ISSN 2068-3537, Year XV, No.2, p.89-96 (Index Copernicus, EBSCO, DOAJ).

#### **b. Scientific articles published in the volumes of specialized international conferences**

1. Timoné Silviu Stăncioiu, **Adina Eleonora Spînu**, Cristina Maria Sanda, Grigorie Sanda, Vanina Adoriana Trifan, *Customer Relationship Management, Operational Digitization, Production Optimization and Value Creation through Artificial Intelligence in e-Marketing*, Proceedings of the International Conference on Business Excellence, Volume 17 (2023): Issue 1 (July 2023), p. 1148 - 1157, <https://doi.org/10.2478/picbe-2023-0103> ;
2. **Spînu Adina Eleonora**, Stăncioiu Timone Silviu, Trifan Vanina Adoriana, *The impact of supply and demand on operational optimization during the Covid-19 pandemic*, “Ovidius” University Annals, Economic Sciences Series, Volume XXII, Issue 1 /2022, Lucrări Științifice Management Agricol, Timișoara, 24(2), 2022, p.210-216;
3. **A.E.,Spînu**, T.S.,Stăncioiu, *Workteam and its significance for an organization*, 2022, LINGUISTICA ED ECONOMIA, VOLUME III, Inclusione e Digitalizzazione, p.139, ISBN 978-88-90564475;
4. **A.E.,Spînu**, T.S.,Stăncioiu, V.A.,Trifan, *Customer relationship management using social commerce platforms in a digital economy*, 2022, LINGUISTICA ED ECONOMIA, VOLUME III, Inclusione e Digitalizzazione, p.159, ISBN 978-88-90564475;
5. Vanina Adoriana Trifan, Stăncioiu Timone Silviu, **Spînu Adina Eleonora**, *Features of Knowledge Management Implementation in the Context of the Covid-19 Pandemic*, Ovidius University Annals, Economic, Sciences Series, Constanța, 22(1), 2022, p.442-450;
6. A.T.Drăghici, **Spînu Adina-Eleonora**, 2019, *Promotion of military profession, recruitment and selection of candidates. Conceptual delimitations*, International conference KNOWLEDGE-BASED ORGANIZATION, Vol. 25 (1), pg.225-229, ISI Proceedings;
7. A.T.Drăghici, **Spînu Adina-Eleonora**, 2019, *Features of Human Resources Management in the Romanian Army, in the context of NATO and EU integration*, International conference KNOWLEDGE-BASED ORGANIZATION, Vol. 25 (1), pg.219-224, ISI Proceedings;

8. Barbu Florentina Simona, **Spînu Adina-Eleonora**, 2018, *The environmental behavior of students at Aurel Vlaicu University Arad*, International Symposium Research and Education in an Innovation Era, 7th Edition, May 17th-20th, 2018;
9. **Sturz Adina-Eleonora**, *Assesment of curent state of the system to promote the military profession, recruitment and selection*, International Scientific Conference "Knowledge-Based Organization" KBO 2012, 18th edition, "Nicolae Bălcescu" Land Forces Academy, Sibiu, în Conference Proceedings 1, Vol.nr.1, Military and Managerial Sciences Section, Military Sciences Subsection, ISSN: 1843-6722, p.146-148;
10. Spînu Marian Nicu, **Sturz Adina-Eleonora**, *International economic exchanges and their role in the contemporary world* – 16-th International Economic Conference IECS 2009, Sibiu, 7-8 May 2009, ISBN 978-973-739-775-1;
11. Spînu Marian Nicu, **Sturz Adina-Eleonora**, *Research methods for business and management* – 16-th International Economic Conference IECS 2009, Sibiu, 7-8 May 2009, ISBN 978-973-739-775-1;
12. Spînu Marian Nicu, **Sturz Adina-Eleonora**, *Role of administrators, manager and leadership in shaping of an organization*, International Symposium "Development trends in European agriculture", Timișoara, 2008, University of Agricultural Sciences and Veterinary Medicine of Banat, ISSN 1221-5279 (The volume is rated in category B and is cited by CABI Publishing (<http://www.agbiotechnet.com> –serials cited);
13. Spînu Marian Nicu, **Sturz Adina-Eleonora**, *The advantages and disadvantages of the personnel's recruitment extern sources*, International Symposium "Development trends in European agriculture", Timișoara, 2008, University of Agricultural Sciences and Veterinary Medicine of Banat, ISSN 1221-5279 (The volume is rated in category B and is cited by CABI Publishing (<http://www.agbiotechnet.com> –serials cited).

### c. Other works and scientific contributions

1. **Spînu Adina-Eleonora**, Barbu Florentina Simona, 2018, *Quality in education, a priority for Arad schools*, "Aurel Vlaicu" University Publishing House, Arad, ISBN: 978-973-752-782-0, p.101-104.
2. Spînu Marian-Nicu, **Sturz Adina-Eleonora**, 2008, *The advantages and disadvantages of the personnel's recruitment intern sources* - in Theoretical Developments Contemporary Economics, Timișoara, Mirton Publishing House, ISBN 978-973-52-0489-1, p. 141-145;
3. Spînu Marian Nicu, **Sturz Adina-Eleonora**, 2008, *The Management Based on Standards and Expense Budgets*, in Theoretical Developments Contemporary Economics, Timișoara, Mirton Publishing House, ISBN: 978-973-52-0489-1, p.36-46;

## III. Research contracts made with economic agents, grants and research-development projects

1. *"Educational Transformation: Integration of Digital Competences in Multidisciplinary Teaching – ID 13"*, PNRR, implementation period 2025-2027, Project manager – Teodor Florin Cilan – member of the project team;
2. *„Măsurile integrate pentru tranziția studenților pe piața muncii"*, POCU, Code 132639, implementation period 11.11.2020-10.09.2023, project value – 4.687.731 lei, Project manager – Mioara Florina Pantea – member of the project team;
3. *"Learn to be an Entrepreneur for the future! Improving the quality of educational offers and the competences of teaching staff in the field of entrepreneurship in order to increase the access of*

*participants to tertiary education in conditions of equity and social efficiency and the promotion of an entrepreneurial educational culture in competitive fields of regional interest – EDUBUSINESS”, Code mysmis – 125150, Financing contract POCU 45296/19.06.2019, Project value – 7.930.324,59 lei, Asistent Manager;*

4. *"The advised student - Excellent future employee!"– Project code POSDRU nr.138850/2014 – expert advice.*
5. *"Entrepreneurship and equal opportunities. An interregional model of entrepreneurial school for women" – project with European funding POSDRU, 2007-2013; general project manager – University from Oradea; project partners – 6 universities from the Western area – member of the project team;*
6. *"Realization of a consulting network for Romanian-Hungarian companies TAMARO", international project, HURO/0801/058/2009, project financed by the Romania-Hungary Transfrontier Cooperation Fund – member of the project team;*
7. *"Pre-feasibility study regarding the touristic development of the Canalul Morilor "– Nr. 446/2009, research project holder Ineu City Hall; executor - "Aurel Vlaicu" University from Arad; the objective of the project: reconnecting the route from Romania with the route from Hungary – member of the project team;*
8. *"United over time - Great Arad personalities", cultural project, partners Arad Municipal Cultural Center and Arad City Hall/UAV, contract nr. 7309/12.10.2018, project value 11.150 lei, project manager;*
9. *"Young people and the role of Arad in the realization of the Great Union", youth project, partners Arad Municipal Cultural Center and Arad City Hall/UAV, contract nr. 1620/03.04.2018, project value 11.200 lei, member of the project team.*

#### **IV. Membership in scientific or professional organizations**

- Association for Multidisciplinary Research from the Western Zone of Romania - ACM-V
- Association of Managers and Economic Engineers from Romania – AMIER

#### **V. Belonging to organizations in the field of education and research**

- Marketing Research Center within the Faculty of Economic Sciences of "Aurel Vlaicu" University in Arad;
- Member of the "Working Group for Partnership between Higher Education, University Research and the Economic Environment" at the faculty level.

Date,  
September 25, 2025

Signature,

