

Curriculum Vitae

Personal information

Surname(s) / First name(s) **Delia Mihaela ViRGĂ**
Address(es) Str. CH. Darwin, nr. 4, Bl. B3, sc.C, ap. 17, 300559, Timisoara, Romania
Telephone(s) 0040256 – 241632 Mobile: 0040-722 -620 205
E-mail delia.virga@e-uvt.ro
Nationality Romanian
Date of birth 21.04.1971
Gender female

Education and training

Dates 2016
Title of qualification awarded Habilitation in Psychology, with the thesis **Advanced Research in Organizational and Occupational Health Psychology**
Principal subjects/occupational skills covered Organizational Psychology
Name and type of organization providing education and training *West University of Timisoara, Faculty of Sociology and Psychology, Timisoara*
Dates 2007
Title of qualification awarded **PhD** in Work and Organizational Psychology, *Cum laude*, 2006, with the thesis **Cognitive factors in decision making effectiveness within changing organizations** coordinated by professor Horia D. Pitariu, PhD, published in 2007, by Editura Universitatii de Vest, Timisoara, entitled *Decizie si schimbare organizationala*
Principal subjects/occupational skills covered Organizational Psychology, Cognitive Psychology,
Name and type of organization providing education and training *Babes- Bolyai University, Faculty of Psychology and Education Sciences, Cluj Napoca*
Dates 1991 -1996
Title of qualification awarded **BA in Psychology**
Principal subjects/occupational skills covered General Psychology, Research Methodology, Psycho -diagnostic, Applied Psychology
Name and type of organization providing education and training *Psychology Department, Faculty of Sociology and Psychology, West University, Timisoara*
Others specializations
Dates 2002- present
Title of qualification awarded Licensed Psychologist
A **Principal** degree recognized by the since 2006 from Romanian Psychologists College in
Principal subjects/occupational skills covered Work and Organizational Psychology (1) and in Psychology applied to services (2).

Name and type of organization providing education and training	Romanian Psychology Bar, Bucuresti
Dates	2001
Title of qualification awarded	PhD research and documentation visit
Principal subjects/occupational skills covered	Organizational Psychology, Research Methodology, Theory of Decision Making
Name and type of organization providing education and training	Groningen State University , Netherlands
Didactic Activities	
Dates	10.2018 - present
Occupation or position held	Full Professor in Work and Organizational Psychology
Main activities and responsibilities	Subjects at bachelor level: <ul style="list-style-type: none"> - Experimental Psychology - Organizational Psychology Subjects at master level: <ul style="list-style-type: none"> - Selections and Performance assessment (Course –Work, Organizational, and Traffic Psychology Master) - Organizational Diagnoses and Interventions (Course – Work, Organizational, and Traffic Psychology Master) - Occupational Health Psychology interventions (Course – OOHP Master) <p>From 2015 – present: Head of Department of Psychology From 2010 – present - Director of WOTP Master program</p>
Dates	05.2008 - 10.2018
Occupation or position held	Assoc. Professor
Main activities and responsibilities	Subjects at bachelor level: <ul style="list-style-type: none"> - Experimental Psychology - Organizational Psychology Subjects at master level: <ul style="list-style-type: none"> - Selections and Performance assessment (Course –Work, Organizational, and Traffic Psychology Master) - Organizational Diagnoses (Course – Work, Organizational, and Traffic Psychology Master) - Introduction in Occupational Health Psychology (Course – OOHP Master)
Name and address of employer	West University of Timisoara, Faculty of Sociology and Psychology, Psychology Department, No.4, Vasile Parvan BVd
Type of business or sector	Didactic and research activities
Dates	10. 2006– 04. 2008
Occupation or position held	Senior Lecturer
Main activities and responsibilities	Subjects at bachelor level: <ul style="list-style-type: none"> - Experimental Psychology - Research Methodology Subjects at master level: <ul style="list-style-type: none"> - Research methodology (Course – Family and Couple Counseling Master) - Job Satisfaction and Performance (Course – Organizational Behaviour Sociology Master) - Selections and Performance Assessment (Course –Work, Organizational and Traffic Psychology Master) - Organizational Diagnoses (Course – Work, Organizational and Traffic Psychology Master)
Name and address of employer	West University of Timisoara, Faculty of Sociology and Psychology, Psychology Department, NO.4, Vasile Parvan BVd
Type of business or sector	Didactic and research activities
Dates	10. 2003 – 10. 2006
Occupation or position held	Lecturer
Main activities and responsibilities	Subjects at bachelor level: <ul style="list-style-type: none"> - Experimental Psychology - Research Methodology
Name and address of employer	West University of Timisoara, Faculty of Sociology and Psychology, Psychology Department, NO.4, Vasile Parvan BVd
Type of business or sector	Didactic and research activities

Dates	02. 2001 – 10. 2003
Occupation or position held	Assistant Professor
Main activities and responsibilities	Subjects at bachelor level: <ul style="list-style-type: none"> - Experimental Psychology - Research Methodology - Statistics applied in Psychology
Name and address of employer	West University of Timisoara, Faculty of Sociology and Psychology, Psychology Department, NO.4, Vasile Parvan BVd
Type of business or sector	Didactic and research activities
Dates	02. 1998 – 02. 2001
Occupation or position held	Junior Assistant Professor
Main activities and responsibilities	Subjects at bachelor level: <ul style="list-style-type: none"> - Organizational Psychology - Statistics applied in Psychology
Name and address of employer	West University of Timisoara, Faculty of Sociology and Psychology, Psychology Department, NO.4, Vasile Parvan Boulevard
Type of business or sector	Didactic and research activities
Dates	10. 1997 – 02. 1998
Occupation or position held	Associate Assistant Professor
Main activities and responsibilities	Subjects at bachelor level: <ul style="list-style-type: none"> - Organizational Psychology - Work Psychology
Name and address of employer	West University of Timisoara, Faculty of Sociology and Psychology, Psychology Department, NO.4, Vasile Parvan BVd
Type of business or sector	Didactic and research activities
Occupation or position held	Assistant Professor
Main activities and responsibilities	Subjects at bachelor level: <ul style="list-style-type: none"> - Experimental Psychology - Research Methodology - Statistic applied in Psychology
Name and address of employer	West University of Timisoara, Faculty of Sociology and Psychology, Psychology Department, NO.4, Vasile Parvan BVd
Type of business or sector	Didactic and research activities
Work experience	Business Organizations
Dates	2010- present
Occupation or position held	Principal psychologist in W/O Psychology
Name and address of employer	Cabinet individual de Psihologie Delia Virga
Dates	2002 – 2010
Occupation or position held	Senior psychologist / Managing partner
Main activities and responsibilities	Psychological specialized services in organizational field: implement or improvement of the selection procedures, selection interviews, psychological testing, organizational diagnosis, conducting employees' satisfaction surveys,
Name and address of employer	PDV Consulting SRL Timisoara
Type of business or sector	Organizational consultancy:
Type of business or sector	Organizational consultancy:
Dates	2000-2002
Occupation or position held	Trainer
Main activities and responsibilities	Trainer for soft skills programs, research expert
Name and address of employer	Consilium SRL Timisoara
Type of business or sector	Organizational Development Consultancy Company

<p>Research projects</p>	<p>Project coordinator:</p> <ul style="list-style-type: none"> • Erasmus IP, 2009-2010, Project Manager, <i>Transparency, Democracy and Global Governance. A European Perspective</i> budget 90.000 Euro • Research Support Scheme, Prague, 769 /1999, 1999-2000, Project manager - Implications of the Conception of Organizational Conflict on Organizational Development in Romania • ANSTI AT, 2000-2001, Project manager - Conflict management as decision making predictor within organizational development • CNCSIS 18 / 5, At, 2002-2003, Project manager - Implications of coping mechanisms on decision-making effectiveness within changing organizations”. • CNCSIS 75/20.05.2007, proiect At 52, anul 2, 2006-2007, Project manager - O aplicatie software pentru optimizarea cercetarii în psihologie. Analiza puterii statistice, <p>Project member:</p> <ul style="list-style-type: none"> • Ministerul Învatamantului - D.G.I.S.C.S.U nr. 5012 / 1996, expert team members, “<i>Cercetarea aspectelor psihopedagogice si organizationale ale pregatirii si perfectionarii managerilor</i>”, 1996-1997, membru în colectiul de cercetare, Catedra de Psihologie, Facultatea de Sociologie si Psihologie, • CNCSIS 2008-2011 - experts team member -<i>Masuri implicite ale personalitatii</i> (Implicit measures of personality) • POCU 2018 - experts team member- START-UP Banat • POCU 2018- expert team member – Start-up Bethany <p>2017- Evaluator for UEFISDI (Postdoc research project and project for young teams) Ad-hoc Reviwer for different ISI journals</p>
<p>Recognition and Affiliation</p>	<p>Member of:</p> <ul style="list-style-type: none"> • European Association of Work and Organizational Psychology (EAWOP) • Founding Member of Euro regional Centre of Applied Psychology (CEPA) • Member in Executive Committee of Romanian Psychologist Association (APR) • Member in Executive Board of Colegiu Psihologilor din Romania (from 2013- present) • President of Romanian Organizational and Industrial Psychologists Associations (APIO) – (2015-2017) <p>Work recognition:</p> <ul style="list-style-type: none"> • Scientific Organizational Committees member of National Conference of Romanian Organizational and Industrial Psychologists Associations (APIO)- 2009- present • Scientific Organizational Committees member of National conferences: Psychology National Conference, Timisoara 2008, • Member of the scientific committee of European Conference in Personality Psychology, Timisoara, 2016 • Chair of psychology sections in various national conferences. • 2011 – visiting professor la Tilburg University, Psychology Department, Holland
<p>Member of redaction collectives of national scientific journals</p>	<p>2010-2014 – <i>editor-in-chief</i> for <i>Psihologia Resurselor Umane</i>, official publication of the Romanian Association for Work / Industrial Psychology (APIO) 2006 – <i>present</i> - member in the editorial committee <i>Romanian Journal of Applied Psychology</i>, West University of Timisoara and Psychology Studies and Research Center, Timisoara. 2003-2007 – member in the editorial committee <i>Psihologia Resurselor Umane</i></p>
<p>Organizational skills and competences</p>	<p>Organizational spirit, with logistic experience:</p> <ul style="list-style-type: none"> • National Psychology Conference organizer, Timisoara 2008. • Organizer of the Workshop “Implementing human resources policies in organizational consultancy and practice”, Workshop Session on National Psychology Conference <i>Dialog pentru diversitate</i>, Timisoara, Mai, 2008.
<p>Social skills and competences</p>	<p>Communicative, sociable, perseverant, ordered and rigorous, with good social skills, patient</p>
<p>Personal skills and competences</p>	
<p>Mother tongue(s)</p>	<p>Romanian</p>

Other languages

Self evaluation

Nivel european ()*

Engleză

Franceză

Înțelegere				Vorbire				Scriere	
Ascultare		Citire		Participare la conversație		Discurs oral		Exprimare scrisă	
	B2		C1		B2		B2		B2
	A1		A2		A1		A1		A2

Computer skills and competences

Internet
Microsoft Office,
SPSS, AMOS

Driving license

B, since 1991

ADDITIONAL INFORMATION

Married, one child

Publications list

Publications

1. Articles ISI

Virgă, D., Schaufeli, W. B., Taris, T. W., van Beek, I., & Sulea, C. (2019). Attachment Styles and Employee Performance: The Mediating Role of Burnout. *The Journal of Psychology*, 1-19. Doi: [10.1080/00223980.2018.1542375](https://doi.org/10.1080/00223980.2018.1542375)

Virga, D. & Rusu, A. (2018). Core self-evaluations, job search behaviour and health complaints: the mediating role of job search self-efficacy. *Career Development International*, doi: 10.1108/CDI-11-2017-0208,

Virga, D., De Witte, H., & Cifre, E. (2017). The role of perceived employability, core self-evaluations, and job resources on health and turnover intentions. *The Journal of Psychology: Interdisciplinary and Applied*, doi: 10.1080/00223980.2017.1372346

Virga, D., Iliescu, D. (2017). The well-being of Romanian workers in Spain: antecedents and moderators. *European Journal of Work and Organizational Psychology*, 26, 149-159.
<http://dx.doi.org/10.1080/1359432X.2016.1225728>

Sulea, C., van Beek, I., Sarbescu, P., **Virga, D.**, Schaufeli, W. (2015). Engagement, boredom, and burnout among students: Basic need satisfaction matters more than personality traits. *Learning and Individual Differences*, <http://dx.doi.org/10.1016/j.lindif.2015.08.018>

Virga, D., Horga, A., Iliescu, D. (2015). The moderating role of work-life imbalance between resources and work engagement. *Journal of Personnel Psychology*, 14, 80-90. doi: 10.1027/1866-5888/a000135

Virga, D., Curseu, P. L., Maricutoiu, L., Sava, F. A., Macinga, I., Magurean, S. (2014). Personality, relationship conflict, and teamwork-related mental models. *PLoS ONE* 9(11): e110223
doi:10.1371/journal.pone.0110223

Sulea, C., **Virga, D.**, Maricutoiu, L.P., Schaufeli, W., Zaborila Dumitru, C., Sava, F.A. (2012). Work engagement as mediator between job characteristics and positive and negative extra-role behaviors. *Career Development International*, 17(3), 188-207, doi: 10.1108/13620431211241054

Sava, F. A., Maricutoiu, L. P., Rusu, S., Macinga, I., **Virga, D.**, Cheng, C.M. & Payne, B.K. (2012). An inkblot for the implicit assessment of personality. The Semantic misattribution procedure. *European Journal of Personality*, doi: 10.1002/per.1861

Sava, F.A., Maricutoiu, L.P., Rusu, S., Macinga, I., **Virgă, D.** (2011). Implicit and explicit self-esteem and irrational beliefs. *Journal of Cognitive and Behavioral Psychotherapies*, 11(1), 97-111

2. Articles ISI proceedings

Virga, D., Macinga, I. (2014). Recovery opportunities: one step forward for employee's well-being. *Procedia - Social and Behavioral Sciences*, 127, 174 – 178

Maricutoiu, L.P., Rusu, S., **Virgă, D.**, Macinga, I., & Sava, F.A. (2012). Images of the self: Prediction of peer-evaluations of one's personality, using implicit and explicit self-assessments. *Procedia - Social and Behavioral Sciences*, 33, 682-686. DOI: j.sbspro.2012.01.208.

3. Articles BDI

Lupsa, D., **Virga, D.** (2018). Psychological Capital Questionnaire (PCQ): Analysis of the Romanian adaptation and validation, *Psychology of Human Resources*, 18, 19-31.

Baciu, L. & **Virga, D.** (2018). Well-being and Turnover Intentions among Romanian Social Workers, *Revista de Asistenta Sociala*, 1, 89-107

Kovacs, P., Fodor, O., **Virgă, D.** (2017). Steps towards bridging the scientist-practitioner gap in the field of Work and Organizational Psychology in Romania, *Psychology of Human Resources*, 14, 11-25.

Virgă, D. (2015). Job insecurity and job satisfaction: The mediating effect of Psychological Capital, *Psychology of Human Resources*, 14, 206-216.

Virgă, D., Paveloni, A. (2015). Psychological Capital and Well-being: The moderator Role of Psychological Detachment. *Psychology of Human Resources*. 1, 68-78.

Virgă, D., Bota, I. (2014). The moderating role of cognitive reappraisal in the relationship between job resources and well-being, *Romanian Journal of Applied Psychology*. 16, 55-61

Abrudan, D., **Virgă, D.** (2014). The moderators of the relationship between burden and psychological distress among caregivers: depression symptoms and coping strategies, *Psychology of Human Resources*, 12(2), 101-113.

Virgă, D. (2014). Positive organizational psychology – a hope for Romanian organizations, *Psychology of Human Resources*, 12(1), 11-15.

Măgurean, S., **Virgă, D.**, & Sava, F.A. (2014). Implicit and explicit personality assessment in the context of personnel selection. *Psychology of Human Resources*, 12(1), 24-33.

Paveloni, A., **Virgă, D.** (2013). Impactul cinismului și al intențiilor etice asupra atitudinilor organizaționale: implicarea în muncă, satisfacția în muncă și comportamentele civic-participative. *Psychology of Human Resources*, 11, 28-44.

Tudorel, O. A., Macsinga, I., **Virgă, D.** (2013). Actualizarea de sine: de la starea de bine la viziunea asupra lumii. *Romanian Journal of Applied Psychology*, 15, 20-26 (Indexat Ebsco, DOAJ, Index Copernicus).

Virgă, D., Pascu, D.M., Mioc, M., Dragut, I.E., Tepes-Onea, A., Petruca, E. (2013). Rolul resurselor personale în starea de bine a angajaților: implicarea în muncă și epuizarea profesională. *Psihologia Resurselor Umane*, 11(1), 51-64.

Virgă, D., Sarboiu, F. (2012). Workaholism și epuizare profesională: efectul moderator al resurselor postului, *Psihologia Resurselor Umane*, 10 (2), 53-62.

Virgă, D., Macsinga, I., & Sulea, C. (2012). Occupational health psychology in Romania: managers' and employees' needs and perspective. *Romanian Journal of Applied Psychology*, 14 (1), 18-23

Maricuțoiu, L.P., Macsinga, I., Rusu, S., **Virgă, D.**, & Sava, F.A. (2012). Adaptation and validation of the Contingencies of Self-Worth Scale on a Romanian student sample. *Cognition, Brain, Behavior. An Interdisciplinary Journal*, 16(1), 121-138.

Rusu, S., Maricuțoiu, L.P., Macsinga, I., **Virgă, D.**, & Sava, F.A. (2012). Evaluarea personalității din perspectiva modelului Big Five. Date privind adaptarea chestionarului IPIP-50 pe un eșantion de studenți români [Personality assessment in terms of the Big Five model. Data concerning the adaptation of the IPIP-50 questionnaire on a sample of Romanian students]. *Psihologia Resurselor Umane*, 10(1), 39-56

Virgă, D., (2011). Transforming HR: Implementing HR Service Delivery in a multinational company, *Psychology of Human Resources*, 9(1), 100-107.

Sulea, C., **Virga, D.**, Galben, N. (2010). Scala Conflict Muncă-Familie: Analiza proprietăților psihometrice ale versiunii în limba română. *Psihologia Resurselor Umane*, 2, 10-20.

Virgă, D., Zaborilă, C., Sulea, C., Maricuțoiu, L. (2009). Adaptarea în limba română a Scalei Utrecht de măsurare a implicării în muncă: examinarea validității și a fidelității. *Psihologia Resurselor Umane*, 7(1), 58-74.

4. Chapters of Books (international)

Virgă, D., (2017). Work-Related Well-Being: From Qualitative Job Insecurity to Cognitive Reappraisal, in Ana Alice Vilas Boas (ed.), *Quality of Life and Quality of Working Life*, Publisher: InTech, doi: 10.5772/67507

Virga, D., Rusu, S., Sarbu, R. (2014). For Better or Worse! Work-Family Conflict and Couple's Satisfaction with Life, in Rață, G., Runcan, P.L. (coord.). *Social Issues (vol 5)*. Cambridge Scholars Publishing, Newcastle upon Tyne, UK, pp.165-177

Virga, D., Paveloni, A. (2014). Psychological capital and well being, in G. Ionescu (coord.) *From Person to Society*, Medimond . R508F5157, pp. 825-830

5. Articole publicate în reviste străine sau românești cu Peer-Review și comitet editorial internațional

Crudu, I., **Virgă, D.** (2009). The Emergence of Corporate Social Responsibility in Romania: A Way of Strengthening Communitarian Sustainability. *Der Donauraum*, 49 (1-2), 185 - 202.

Virgă, D. (2008). Implicațiile factorilor cognitivi și de personalitate în luarea deciziilor – un model teoretico-explicativ, *Psihologia Resurselor Umane*, 5, 24-42

Virgă, D. (2008). Adaptability – a new indicator for selection in Romanian companies, in *EWOP In Practice, European Work and Organizational Psychology in Practice*, e-journal of the European Association of Work and Organizational Psychology, 2, 14 – 22, ed. Ute Schmidt-Brasse & Angela Carter, ISSUE 2/2008, ISSN 1736-6399

Virgă, D. (2006). Performanța decizională și adaptarea la schimbarea organizațională. Studiu comparativ, *Revista de Psihologie Aplicată*, 3

Virgă, D. (2005). Complexitatea cognitivă – construirea și validarea unui chestionar, *Revista de Psihologie Aplicată*, 4,

Virgă, D., Virga, P. (2005). Dezvoltarea capitalului uman al organizațiilor: importanța și succesul investițiilor în capitalul uman, *Psihologia Resurselor Umane*, 2

Virgă, D. (2004). Eficiența decizională în contextul schimbării organizaționale, in *Revista de Psihologie Organizațională*, număr special, 3-4,

Virgă, D., Virga, P. (2004). Studiile organizaționale – planificare și realizare, în *Psihologia Resurselor Umane*, , Vol. 2, nr. 1. pag. 83-89

Virgă, D. (2003). Relația dintre factorii cognitivi implicați în decizie și variabilele organizaționale în contextul schimbării, în *Revista de Psihologie Aplicată*, nr. 3

Virgă, D., Virga, P. (2003). Negocierea rolurilor ca metodă de dezvoltare a echipelor puternice în *Psihologia Resurselor Umane* vol.I, nr.1,

Virgă, D. (2002). Implicații ale mecanismelor de coping în eficiența decizională din organizațiile în schimbare, în *Revista de Psihologie Aplicată*, nr. 4

Virgă, D. (2000). Paradigma complexității în studiul conflictului organizațional - comportamentul conflictual conglomerat, în *Revista de Psihologie Aplicată*, nr. 3, anul 2.

6. BOOKS

Virgă, D. (2004). *Psihologia experimentală de la teorie la practică*, 251 pag., Ed. Mirton, ISBN 973-661-374-7

Virgă, D. (2007/2011/2014). *Psihologie experimentală – de la teorie la practică*, , ediția a 2-a revizuită (287 pag), a 3-a adaugita (305 pag.) si a 4-a revizuita (277 pag.), Ed. Universității de Vest, ISBN 978-973-125-090-8;

Virgă, D. (2007). *Decizie și schimbare organizațională*, 215 pag, Ed. Universității de Vest , ISBN 978-973-125-117-2

7. Books (coord.)

Virga, D. (coord.) (2010). *Transparency, democracy and global governance. An european perspective*, Ed. Universitatii de Vest, Timisoara, 208 pag.

8. Chapters

Virgă, D., (2011). De la testele proiective la măsurile implicite ale personalității: o incursiune în evoluția măsurătorilor asupra personalității, in Sava, F.A. (coord.). *Metode implicite de investigare a personalității* (pp.41-62). Iași: Polirom.

Albulescu, P., **Virga, D. (2010).** From governmental to organizational transparency – a communicational perspective, in *Virga, D. (coord.). Transparency, democracy and global governance. An European perspective.*, Ed. Universitatii de Vest, Timisoara

Virgă, D., Sulea, C., & Albulescu, P. (2010). Psihologia sănătății ocupaționale: Implicații teoretice, metodologice și practice. In A.V. Ciurea, C.L. Cooper, & E. Avram, (Eds.) *Managementul sistemelor si organizatiilor sănătății* (pp. 315 - 338). Bucuresti: Editura Universitara Carol Davila .

Virga, D. (2008). Cap. Raport de cercetare calitativ. În Z. Bogathy, C. Sulea. *Manual de tehnici și abilități academice – ediția a doua adăugită și revizuită*. (225- 233), Timișoara: Editura Universității de Vest din Timisoara.

Virgă, D., & Crudu, I.E. (2008). Emergenta responsabilitatii sociale corporata si a comportamentelor civic participative. In E. Avram (Ed.), *Psihologie in Organizatiile Moderne* (pp. 39 - 58). București: Editura Universitara.

Virgă, D., Zaborilă, C., & C. Sulea (2008). Starea de bine în organizații. In E. Avram & C. Cooper (Eds.), *Tendințe actuale în Psihologia Organizațional-Managerială* (p. 343 - 370). Iași: Editura Polirom.

Virgă, D. (2007). Practici de recrutare si selectie, in *Manualul de tehnici si metode in psihologia muncii si organizationala*, Z. Bogathy (coord.), Ed. Polirom

Virgă, D. (2007). Performanta in munca, in *Manualul de tehnici si metode in psihologia muncii si organizationala*, Z. Bogathy (coord.), Ed. Polirom

Pitariu, H.D., Virgă, D. (2007). Stresul ocupational, in *Manualul de tehnici si metode in psihologia muncii si organizationala*, Z. Bogathy (coord.), Ed. Polirom

Vîrgă, D. (2007). Diagnoza organizațională, în *Manualul de tehnici și metode în psihologia muncii și organizațională*, Z. Bogathy (coord.), Ed. Polirom

Vîrgă, D. (2005). Predicting individual-organizational fit: personality traits and cognitive complexity .in F. Avallone, H. K. Sinangil & A. Caetano (eds.) *Convivence in Organizations and Society*, Guerini Studio, 12, 55 – 63.

Vîrgă, D. (2004). Recrutare și selecție în *Manualul de Psihologia muncii și organizațională* Z. Bogathy (coord.), Polirom,

Vîrgă, D. (2004). Aprecierea performanțelor în *Manualul de Psihologia muncii și organizațională* Z. Bogathy (coord.), Polirom,

Vîrgă, D. (2004). Cercetarea psihologică și raportul de cercetare în *Manualul de tehnici și abilități academice* Z. Bogathy și C. Sulea (coord.), Ed. Univ. de Vest,

Vîrgă, D. (2004). Cum se construiește un proiect de cercetare în *Manualul de tehnici și abilități academice* Z. Bogathy și C. Sulea (coord.), Ed. Univ. de Vest,

Vintila, M., **Vîrgă, D. (2004).** Elaborarea și susținerea lucrării de licență în *Manualul de tehnici și abilități academice* Z. Bogathy și C. Sulea (coord.), Ed. Univ. de Vest,

Vîrgă, D. (2003). Diagnoza organizațională – etapă a programelor de dezvoltare organizațională în *Psihologia astăzi vol. III*, în Z. Bogathy și P. Petroman (coord.), Timișoara, Ed. Eurostampa

Vîrgă, D. (2002). Analiza profilului educațional, în *O speranță și o alternativă – Educația deschisă și la distanță*, L. Danciu (coord.), Timișoara: Editura Eurostampa

Vîrgă, D. (2001). Transferul analogic și îmbunătățirea abilităților de management al conflictelor organizaționale, în *Psihologia astăzi* vol. II, în Z. Bogathy și P. Petroman (coord.), Timișoara, Ed. Eurostampa

10. Lucrări in-extenso publicate în volumele unor conferințe naționale

Pitariu, H., **Vîrgă, D.**, Sulea, C., Zaborilă, C. (2008). Implicații ale climatului organizațional contraproductiv vs. suportiv asupra stării de bine a angajaților. pag. 276 – 284, Lucrare publicata in *volumul Conferința Națională de Psihologie „Dialog pentru diversitate”*, Lucrari in extenso, coord. M. Hohn, Timișoara

Vîrgă, D. (2000). Paradigma conglomeratului comportamental: un model meta-analitic în studiul conflictelor organizaționale, în *Toamna Științifică Bănățeană*, Buletinul științific al doctoranzilor, vol. 1, Ed. Eurobit, Timișoara, 2000 apărut ca urmare a Simpozionului "80 de ani de la înființarea Universității "Politehnica" din Timișoara", 12 - 13 oct. 2000