



PERSONAL INFORMATION

**ESZTER ENIKŐ MARSCHALKÓ (BACZÓ)**

Birthdate: 01.03.1983

**1. WORK EXPERIENCE**

<b>Periods</b>	<b>Position held/ Employer Name</b>	<b>Main activities and responsibilities Didactical activity</b>
2017-present	<b>Teaching Assistant</b> : Faculty of Psychology and Educational Sciences, Department of Applied Psychology, University of Babeş-Bolyai, Cluj-Napoca	<i>Preparation of undergraduate the learning process and organization of seminars in the following disciplines:</i> Educational Psychology, Personality Psychology, Developmental Psychology Leading the practical application of knowledge in project-based setting.
2013-present	<b>Ph.D. Student</b>  <b>Doctoral School</b> <b>“Evidence – Based Psychological Assessment and Interventions”</b>  Faculty of Psychology and Educational Sciences, University of Babeş-Bolyai, Cluj-Napoca	<i>Learning in the field of advanced and complex research methodology in Psychology.</i>  Research coordinating. Theoretical and practical approach on self-regulating in human behaviour and in higher education learning.  The title of the thesis is <b>“The Self-Regulatory Correlates of Undergraduate Academic Performance: Facilitators, Risk Factors and Intervention Possibilities”</b>
2008-present	<b>Work and Organizational Psychologist, HR Consultant:</b>  Ergo Human Resources	<i>Management of HR projects, especially in selection and training field.</i>  The expertise area is specialized fields, engineering and technical domain and management. The main responsibilities were linked to the application of psychology knowledge in selection, psychological profiling, integration and HR management.
2006-2008	<b>Head of HR Team:</b> Medline Property Multiservice	<i>Participating and organizing of all HR processes in the company, from selection, to hiring, personal evaluation, motivational projects, inner communication channels (newspaper), instructions, work safety, etc.</i>  The main domain of the activity was linked to activity with unskilled workers, mass projects (implicating mass recruitment) and a highly challenging demand in finding the right profile of management.
2007-2008	<b>Teaching Assistant</b> : Faculty of	<i>Preparation of undergraduate the learning process and organization of seminars in the following</i>

	Psychology and Educational Sciences, Department of Applied Psychology, University of Babeş-Bolyai, Cluj-Napoca	<i>disciplines:</i> Educational Psychology, Personality Psychology, Personnel Psychology
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## 2. EDUCATION AND TRAINING

	<b>Qualification Awarded/ Domain of Study</b>	<b>Training or Education Organization's Name and Locality</b>
2013- present	<i>Attending a Psychology Doctoral School</i>	<b>Doctoral School:</b> <b>“Evidence – Based Psychological Assessment and Interventions”</b>  Faculty of Psychology and Educational Sciences, University of Babeş-Bolyai, Cluj-Napoca, Romania
2006-2007	<i>Master studies in School Psychology and Counselling.</i>	<b>Faculty of Psychology and Educational Sciences (Hungarian line)</b>  Department of Applied Psychology, University of Babeş-Bolyai, Cluj-Napoca, Romania
2002-2006	<i>Undergraduate studies in Psychology.</i>	<b>Faculty of Psychology and Educational Sciences (Hungarian line)</b>  Department of Applied Psychology, University of Babeş-Bolyai, Cluj-Napoca, Romania
1997 - 2002	<i>Pedagogical High School Diploma/ Baccalaureate</i>	<b>“Gheorghe Şincai” Pedagogical High School, Zalău, Romania</b>  Department of Preschool and Elementary School Teacher Formation (double specialization)

### Specialization and further courses:

- *Work and Organizational Psychologist – Autonomous Practice Authorization (COPSI, 2009)*
- *HR Inspector – labor law course (2009)*
- *Train of Trainers- Adult Formation Course Accredited by the Romanian Education and Research Minister (2010)*
- *Post-Gradual Course in “ Professional Performance Optimization Through Cognitive- Behavioral Consultancy and Coaching”, UBB & International Coaching Institute (2010)*
- *Different courses for the proper utilization of tests and instruments in work and organizational environment: diagnostics, psychological profiling and assessment (2008-2016).*

**Domains of scientific interest:**

- Psychological evaluation of the intellectual potential of unskilled workers;
- Coaching and individual development;
- Application of psychology in organizations;
- Adult formation and teaching;
- Counselling of struggling and underachiever undergraduates;
- Emotional intelligence;
- Effect of goal-setting;
- Human performance facilitators and risk factors;
- Self-regulation as a system, transferable skills from school to workplace;
- Self-regulated learning;
- Mental health and wellbeing;
- Ergonomics in the workplace;
- Memory and external aids;
- Human personality typologies and performance facilitators;
- Identity formation;

**TEACHING EXPERIENCE: SEMINARS, PRACTICE LEADING**

<b>Seminars in the University:</b>	Developmental Psychology (2017- present; Educational Psychology (2007-2008), Personality Psychology (2007-2008; 2018- present).
<b>Practice leading:</b>	Work and Organizational Psychology (2013-2016); Developmental Psychology (2017- present).
<b>Tutor in distance learning:</b>	Developmental Psychology (2017- present).

**Research Projects:**

**2013-2016:** I've been coordinating a research project linked to possible interventions aimed to help struggling undergraduates in performing better, from different universities in Cluj-Napoca, enrolled both to STEM and non-STEM fields: <https://studentperformant.wordpress.com/>

**PUBLICATION LIST**

**I. Books and Volumes in books:**

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**II. Articles Published in International Journals with Scientific Impact Factor (ISI and ISI proceedings)**

**Marschalkó, E.E. & Szamosközi, I. (2015).** Successful Undergraduate Student Profile Exploration: The Role of Skill, Will, Self-Regulation and Contextual Characteristics. *2nd International Multidisciplinary Scientific Conference on Social Sciences & Arts, SGEM 2015: Psychology & Psychiatry*, Albena, Bulgaria (Vol 1, pp 203-210). STEF 92 Technology Ltd., Sofia, Bulgaria

**Marschalkó, E.E. & Szamosközi, I. (2015).** Goal-Setting Intervention: A Meta-Analytic Examination of Experimental Studies from the Domain of Formal and Informal Education in Adult Population. *2nd*

*International Multidisciplinary Scientific Conference on Social Sciences & Arts, SGEM 2015: Psychology & Psychiatry, Albena, Bulgaria (Vol 1, pp 85- 92). STEF 92 Technology Ltd., Sofia, Bulgaria*

**Marschalkó, E.E. & Szamosközi, I.** (2016). Motivational Aspirations, Self-Determination and Ability Uncertainty in Struggling Undergraduate Students: exploring profiles and patterns. *3rd International Multidisciplinary Scientific Conference on Social Sciences & Arts, SGEM 2016: Psychology & Psychiatry, (Vol 1, pp 237-244). STEF 92 Technology Ltd., Albena, Bulgaria*

**Marschalkó, E.E. & Szamosközi, I.** (2016). Goal-Setting Intervention High Achieving Undergraduate Student's Self-Regulation and Use of Strategies in Learning: What matters? *3rd International Multidisciplinary Scientific Conference on Social Sciences & Arts, SGEM 2016: Psychology & Psychiatry, (Vol 1, pp 201-208). STEF 92 Technology Ltd., Albena, Bulgaria*

### **III. Articles published in International BDI Journals:**

**Baczó E., János R.** (2006): Post Event Suggestion and Analogy Effect on the Eyewitness Memory and on the Perceived Correctness of Recalls. *Transylvanian Journal of Psychology; Vol. VII (2)*

**Marschalkó E.E., Szamosközi I.**, (2016) Life Goals, Self Determination and Perception of Ability in Romanian Undergraduate Students: Profile and Academic Performance. *Transylvanian Journal of Psychology, 17 (1), 71-94.*

**Marschalkó E.E., Szamosközi I.** (2016). The Role of Regulatory Mode Profile in Academic Achievement: What Fosters Success in Higher Education? *Transylvanian Journal of Psychology, 17 (2), 227- 245.*

**Marschalkó. E.E., Szamosközi I.** (2017). Predictors of Academic Achievement in College: Actual Learning Skills. *Transylvanian Journal of Psychology, 18 (1), 35-56.*

### **IV. Works Presented in National or International Conferences:**

**Marschalkó, E.E. & Szamosközi, I.** (2015). Successful Undergraduate Student Profile Exploration: The Role of Skill, Will, Self-Regulation and Contextual Characteristics. *2nd International Multidisciplinary Scientific Conference on Social Sciences & Arts, SGEM 2015: Psychology & Psychiatry, Albena, Bulgaria (Vol 1, pp 203-210). STEF 92 Technology Ltd.,Sofia, Bulgaria*

**Marschalkó, E.E. & Szamosközi, I.** (2015). Goal-Setting Intervention: A Meta-Analytic Examination of Experimental Studies from the Domain of Formal and Informal Education in Adult Population. *2nd International Multidisciplinary Scientific Conference on Social Sciences & Arts, SGEM 2015: Psychology & Psychiatry, Albena, Bulgaria (Vol 1, pp 85- 92). STEF 92 Technology Ltd., Sofia, Bulgaria*

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**Marschalkó, E.E. & Szamosközi, I.** (2016). Goal-Setting Intervention High Achieving Undergraduate Student's Self-Regulation and Use of Strategies in Learning: What matters? *3rd International Multidisciplinary Scientific Conference on Social Sciences & Arts, SGEM 2016: Psychology & Psychiatry, (Vol 1, pp 201-208). STEF 92 Technology Ltd., Albena, Bulgaria*

**Conference participations (without presentation):**

- **2009-** *Conferinței Naționale de Psihologie Industrială și Organizațională “Al. Roșca” (APIO), Cluj-Napoca, România*
- **2011-** *Conferința Managementul Performanței în România, KPI Institute, Sibiu, România*
- **2015-** *Conferința Profiles International: HR Development & Transformation, Brașov, România*

**Workshop Attendance:**

- **2015** – *Goal Setting Research and Practice in Higher Education Network Workshop, School of Business and Economics, Loughborough University, UK*
- **2017-** *Personal Goal Setting--Old ideas and New Frontiers: Factors in Academic Achievement, Well-Being, and Leadership, Rotterdam School of Management, Erasmus University, Rotterdam, The Netherlands*
- **2018** -. *Goal-setting among STEM and non-STEM students: a Pilot Randomized Controlled Trial in All-Academy Theme: Symposium on "Improving Lives: Personal Goal Setting Boosts Student Performance and Happiness ", Academy of Management Meeting, August 10-14 in Chicago, Illinois*

Data: 25.07.2018

Signature:

Eszter Enikő Marschalkó