



## Radu-Dan Irini

### ABOUT ME

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### WORK EXPERIENCE

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#### **Corporate trainer**

*Webhelp* [ 09/01/2023 – Current ]

City: Remote

Country: Romania

Corporate trainer for the Airbnb project.

#### **University research assistant**

*Babeş-Bolyai University* [ 01/02/2020 – Current ]

City: Cluj-Napoca

Country: Romania

Coordination of teaching activities for the following seminars: Management of SMEs, Business Ethics, and Procurement Management  
Research activities

#### **University research assistant**

*Gheorghe Dima Music Academy* [ 01/10/2019 – 30/09/2021 ]

City: Cluj-Napoca

Country: Romania

Coordination of teaching activities for the Artistic Management course

#### **Customer service intern**

*Aegon Romania* [ 01/06/2016 – 31/08/2016 ]

City: Cluj-Napoca

Country: Romania

Drafting in digital form of primary and additional contracts  
Using CRM for the client base  
Familiarizing with insurance products and services

### EDUCATION AND TRAINING

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#### **PhD in Diversity Management**

*Babeş-Bolyai University, Faculty of Economics and Business Administration* [ 01/10/2019 – Current ]

Address: Teodor Mihali 58-60, Cluj-Napoca , 400591 Cluj-Napoca (Romania)

Thesis: The proposed title of the thesis: "Diversity Management and Employee Performance"



**Master's Degree**

*Faculty of European Studies, Performance Management* [ 01/10/2017 – 30/09/2019 ]

Address: Emmanuel de Martonne 1, 400090 Cluj-Napoca (Romania)

Final grade: 10

Thesis: Generation Z behavior at work - an opportunity or challenge for contemporary companies. Case study: Romania

**Erasmus+ student**

*University of Macedonia, Balkan, Slavic and Oriental Studies* [ 01/02/2019 – 01/07/2019 ]

Address: Egnatia 156, 546 36 Thessaloniki (Greece)

**Erasmus+ student**

*Instituto Politécnico de Coimbra - Escola Superior de Educação, Business* [ 01/02/2018 – 01/07/2018 ]

Address: Quinta Agrícola - Bencanta, 3040-316 Coimbra (Portugal)

**Bachelor's degree**

*Faculty of European Studies, Management* [ 01/10/2014 – 30/09/2017 ]

Address: Emmanuel de Martonne 1, 400090 Cluj-Napoca (Romania)

Final grade: 10

Thesis: Turkey's future position in the international economic circuit

**Erasmus+ student**

*Sakarya University, Business Administration* [ 20/09/2015 – 10/02/2016 ]

Address: Kemalpaşa, Esentepe Kampüsü, 54050 Sakarya (Türkiye)

**Erasmus+ student**

*Coimbra Business School | ISCAC* [ 20/09/2016 – 10/02/2017 ]

Address: Quinta Agrícola - Bencanta, 3040-316 Coimbra (Portugal)

**LANGUAGE SKILLS**

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Mother tongue(s): **Romanian**

**Other language(s):**

**English**

**LISTENING C2 READING C2 WRITING C2**

**SPOKEN PRODUCTION C2 SPOKEN INTERACTION C2**

**Spanish**

**LISTENING B2 READING B2 WRITING A2**

**SPOKEN PRODUCTION A2 SPOKEN INTERACTION A2**

*Levels: A1 and A2: Basic user; B1 and B2: Independent user; C1 and C2: Proficient user*

**DRIVING LICENCE**

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**Driving Licence:** AM

**Driving Licence:** B1

**Driving Licence:** B

**CONFERENCES AND SEMINARS**

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**HR & Digitalization. Trends and Challenges**

[ Cluj-Napoca, Romania, 24/11/2022 – 25/11/2022 ]

Presente paper: Diversity management: an overview

**Entrepreneurship and Research Conference: Digital Transformation**

[ Cluj-Napoca, Romania, 28/03/2022 – 30/03/2022 ]

Presented paper: Understanding the main arguments behind the implementation of diversity management initiatives.



### **The 38th IBIMA International Conference**

[ Seville, Spain, 23/11/2021 – 24/11/2021 ]

Presented paper: Main Challenges in the path of efficiently managing workforce diversity

### **The Innovation, Entrepreneurship, and Society Conference (2nd ed.)**

[ Cluj-Napoca, Romania, 16/07/2021 ]

Presented Paper: Diversity Discourse Analysis on Top Romanian Organizations

### **Partial Least Squares Structural Equation Modeling (PLS-SEM): Basic and Advanced Topics**

[ Cluj-Napoca, Romania, 15/06/2021 – 18/06/2021 ]

PhD Workshop

### **The 14th International Management Conference**

[ Bucharest, Romania, 05/11/2020 – 06/11/2020 ]

Presente paper: Attitudes to workplace diversity - Main findings in a global context

### **Scientific Paper Writing in Management and Economics**

[ Vienna, Austria, 07/09/2020 – 11/09/2020 ]

International PhD doctoral programme

## **PUBLICATIONS**

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### **Understanding the main arguments behind the implementation of diversity management initiatives**

[2022]

Radu-Dan IRINI. (2022). Understanding the Main Arguments Behind the Implementation of Diversity Management Initiatives. In *Entrepreneurship through Digital Transformation and Social Changes* (pp. 100-109), Presa Universitară Clujeană. Cluj-Napoca, Romania.

### **Main challenges in the path of efficiently managing workforce diversity**

[2021]

Radu-Dan IRINI. (2021). Main challenges in the path of efficiently managing workforce diversity. In *Proceedings of the 38th International Business Information Management Association Conference (IBIMA)* (pp. 1181-1187). Seville, Spain.

### **Diversity Discourse Analysis on Top Romanian Organizations**

[2021]

Radu-Dan IRINI. (2021). Diversity Discourse Analysis on Top Romanian Organizations. *TEM Journal*, 10(4), 1540-1547.

### **Generation Z in the Workplace through the Lenses of Human Resource Professionals–A Qualitative Study**

[2021]

Nicoleta RACOLȚA-PAINA & Radu-Dan IRINI. (2021). Generation Z in the Workplace through the Lenses of Human Resource Professionals–A Qualitative Study. *Quality-Access to Success*, 22(183), 78-85.

### **Attitudes to workplace diversity - Main findings in a global context**

[2020]

Radu-Dan IRINI & Anca BORZA. (2020). Attitudes To Workplace Diversity–Main Findings In A Global Context. In *Proceedings of the 14th International Management Conference* (Vol. 14, No. 1, pp. 752-760). Faculty of Management, Academy of Economic Studies, Bucharest, Romania

## **PROJECTS**

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### **Researcher, future entrepreneur - New Generation POCU 123793**

[ 01/04/2021 – 31/03/2022 ]

UBB beneficiary in partnership with AJOFM Cluj

### **Future Manager Coach**

[ 15/10/2017 – 15/01/2018 ]

Project coordinator - Monica Voicu



**Revitalizing the area of the Ethnographic Park Romulus Vuia – Hoia Forest, Cluj-Napoca**

[ 01/05/2017 – 20/05/2017 ]

A partnership between Babeş-Bolyai University and Saxion University of Applied Sciences

**Revitalizing Someş River Project**

[ 20/04/2016 – 10/05/2016 ]

A partnership between Babeş-Bolyai University and Saxion University of Applied Sciences

**HONOURS AND AWARDS**

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**SGroup PHD Training and Competition 2022**

SGroup Universities in Europe; University of Minho [ 26/10/2022 ]

SGroup PhD Mobility grant recipient in recognition of outstanding achievement at the final ceremony held at the University of Minho, Portugal.

**Valedictorian**

Babeş-Bolyai University, Faculty of European Studies [ 01/06/2017 ]

Valedictorian of the 2014-2017 Management class