UNIVERSITATEA DIN ORADEA
Facultatea de Ştiinţe Economice

EU GREEN
EUROPEAN ALLIANCE

IN ACADEMIC PARTNERSHIP WITH

MISKOLCI
UNIVERSITY OF MISKOLC

UNIVERSITY OF DEBRECEN

ASOCIAŢIA GENERALĂ A ECONOMIŞTILOR DIN ROMÂNIA
FILIALA BIHOR
AGER



17th EDITION · DOCTORAL SYMPOSIUM WITH INTERNATIONAL PARTICIPATION

International Conference of Doctoral Students and Young Researchers

Emerging Markets Economics and Business

organised on the occasion of the Day of the Economist and the Academic Economist

18–19 November 2026

Oradea, Romania · hybrid format, on site and online

CONFERENCE PROGRAMME

CONFERENCE COMMITTEES

Chair & Scientific Council

Conference Chair

Ph.D. Professor habil. Claudia Diana SABĂU-POPA
Dean of the Faculty of Economic Sciences, University of Oradea

Scientific Council

UNIVERSITY OF ORADEA · FACULTY OF ECONOMIC SCIENCES

Ph.D. Professor habil. Olimpia BAN	**Ph.D. Professor habil. Mirabela MATEI**
Ph.D. Professor habil. Maria-Madela ABRUDAN	**Ph.D. Professor habil. Ioana MEŞTER**
Ph.D. Professor habil. Dorin BÂC	**Ph.D. Professor habil. Ioan Dan MORAR**
Ph.D. Professor habil. Alina BĂDULESCU	**Ph.D. Professor habil. Dorina POPA**
Ph.D. Professor habil. Daniel BĂDULESCU	**Ph.D. Professor habil. Ramona SIMUȚ**
Ph.D. Professor habil. Victoria BOGDAN	**Ph.D. Associate Professor habil. Mariana SEHLEANU**
Ph.D. Professor habil. Marcel Ioan BOLOȘ	**Ph.D. Associate Professor habil. Alexandru CONSTĂNGIOARĂ**
Ph.D. Professor habil. Elena BOTEZAT	**Ph.D. Associate Professor habil. Laurențiu DROJ**
Ph.D. Professor habil. Nicoleta BUGNAR	**Ph.D. Associate Professor habil. Dana GHERAI**
Ph.D. Professor Anca Otilia DODESCU	**Ph.D. Associate Professor habil. Luminița RUS**
Ph.D. Professor habil. Adriana GIURGIU	

UNIVERSITY OF ORADEA · DOCTORAL SCHOOL IN ECONOMIC SCIENCES

Ph.D. Professor habil. Sorin BORLEA	**Ph.D. Professor habil. Olimpia NEAGU**
Ph.D. Professor habil. Codruța DURA	

OTHER UNIVERSITIES

Ph.D. Professor habil. Mirela ACELEANU Bucharest University of Economic Studies	**Ph.D. Professor habil. Nicoleta MOLDOVAN** West University of Timișoara
Ph.D. Professor habil. Monica ACHIM Babeș-Bolyai University, Cluj-Napoca	**Ph.D. Professor habil. Carmen NĂSTASE** Ștefan cel Mare University of Suceava
Ph.D. Professor habil. Claudiu BOȚOC West University of Timișoara	**Ph.D. Professor habil. Ana Cristina NICOLESCU** West University of Timișoara
Ph.D. Professor habil. Cristian DABIJA Babeș-Bolyai University, Cluj-Napoca	**Ph.D. Professor habil. Grațiela Georgiana NOJA** West University of Timișoara
Ph.D. Professor habil. Camelia DELCEA Bucharest University of Economic Studies	**Ph.D. Professor habil. Corina PELĂU** Bucharest University of Economic Studies
Ph.D. Professor habil. Cosmin DOBRIN Bucharest University of Economic Studies	**Ph.D. Professor habil. Marian SIMINICĂ** University of Craiova
Ph.D. Professor habil. Oana LOBONȚ West University of Timișoara	**Ph.D. Professor habil. Dan TOPOR** "1 Decembrie 1918" University of Alba Iulia
Ph.D. Professor habil. Codruța MARE Babeș-Bolyai University, Cluj-Napoca	**Ph.D. Associate Professor Radu PETRARIU** Bucharest University of Economic Studies

CONFERENCE COMMITTEES

Advisory Board & Organisers

International Advisory Board

Ph.D. Professor habil. Éva BÁCSNÉ BÁBA Faculty of Economics and Business, University of Debrecen, Hungary	**Ph.D. Associate Professor István KUNOS** Institute of Management Sciences, University of Miskolc, Hungary
Ph.D. Professor habil. Krisztina DAJNOKI Head of the Doctoral School of Economics and Business, University of Debrecen, Hungary	**Ph.D. Professor Felipe LECO BERROCAL** University of Extremadura, Spain
Ph.D. Professor Elide DI CLEMENTE University of Extremadura, Spain	**Ph.D. Associate Professor Zoltán MUSINSZKI** Institute of Finance and Accounting, University of Miskolc, Hungary
Ph.D. Professor László ERDEY Vice-Dean, Faculty of Economics and Business, University of Debrecen, Hungary	**Ph.D. Associate Professor Szabolcs NAGY** Institute of Marketing and Tourism, University of Miskolc, Hungary
Ph.D. Professor habil. Veronika FENYVES Dean, Faculty of Economics and Business, University of Debrecen, Hungary	**Ph.D. Associate Professor Diana POP** University of Angers, France
Ph.D. Professor Goran KARANOVIC Faculty of Tourism and Hospitality Management, University of Rijeka, Croatia	**Ph.D. Professor habil. Mónika RÁKOS** Faculty of Economics and Business, University of Debrecen, Hungary
Ph.D. Professor Jan KAZAK Faculty of Spatial Management and Landscape Architecture, Wrocław University of Environmental and Life Sciences, Poland	**Ph.D. Professor Szymon SZEWRAŃSKI** Faculty of Spatial Management and Landscape Architecture, Wrocław University of Environmental and Life Sciences, Poland

Organization Committee

Assistant Professor Alexandra BELE, Ph.D.	**Ph.D. student Marius-Gelu PAUL**
Ph.D. student Ludovic DIOSZEGI	**Ph.D. student Doroteea Andreea ȘURLEA**
Ph.D. student Roxana CIORTIN -GANGOȘ	**Ph.D. student Maria URSU**



Welcome to the Faculty of Economic Sciences, University of Oradea

AGENDA

Programme of the Conference

Wednesday, 18 November 2026 *Aula Magna, University of Oradea*

13:30 – 14:00	**Registration, welcome coffee and refreshments** *Aula Magna Foyer*
14:00 – 14:30	**Official Opening · Celebrating the Day of the Economist and the Academic Economist** *Aula Magna* *Opening address and presentation of the EMEB 2026 Scientific Events* **Ph.D. Professor habil. Claudia Diana SABĂU-POPA** – Dean of the Faculty of Economic Sciences, University of Oradea *Greeting address* **Ph.D. Professor Sanda-Monica FILIP** – Vice-Rector for Research Management, University of Oradea **Ph.D. Professor habil. Anca Otilia DODESCU** – Vice-Rector for Economic Management and Entrepreneurship, University of Oradea; Local Coordinator of the EU GREEN European University Alliance
14:30 – 15:00	*Aula Magna* **Keynote Lecture- Ph.D. Professor habil. Grațiela Georgiana NOJA** – Vice-Dean of the Faculty of Economics and Business Administration, West University of Timișoara – *"Quantitative Research Methodology: From Research Design to Empirical Evidence"*
15:00 – 15:30	**Networking buffet** *Aula Magna Foyer*
15:30 – 18:30	**Oral presentations in five parallel panels** **Panel 1** – on site, room E010 **Panel 2** – on site, room E011 **Panel 3, 4 and 5** – online, Google Meet
19:00	**Festive dinner · Botanic by Armonia** Directions regarding the restaurant's location can be found **here**

Thursday, 19 November 2026 *Centre for Technology Transfer, University of Oradea*

14:00-16:00	**Workshop** *"Leveraging Knowledge in the Economic Sciences: Synergies between Doctoral Research and the Real Economy"* Moderator: **Ph.D. Professor habil. Olimpia BAN** – Head of the Doctoral School of Economic Sciences, University of Oradea

ORAL PRESENTATIONS · 15:30 – 18:30

Panel 1 · On site · room E010

MODERATORS
Ph.D. Professor habil. Olimpia BAN
Ph.D. Professor habil. Nicoleta BUGNAR
Ph.D. Associate Professor habil. Dana GHERAI

SECRETARY
Ph.D. student Ludovic DIOSZEGI

1	**THE ECONOMICS FLAVOURS OF RADICALIZATION: AN EMPIRICAL ANALYSIS**	*Sven-Alexander GAL, Rodica-Ioana LUNG*
2	**IMPLEMENTING ARTIFICIAL INTELLIGENCE SYSTEMS IN THE FINANCIAL MANAGEMENT OF LOCAL PUBLIC ADMINISTRATION**	*Georgiana-Alis IACOBESCU*
3	**RISKS ASSOCIATED WITH DIRECT PUBLIC PROCUREMENT VIA THE ELECTRONIC PUBLIC PROCUREMENT SYSTEM IN ROMANIA: AN ANALYSIS OF DATA FROM THE THIRD QUARTER OF 2025–2026**	*Mihai NEGREA, Bogdan Nicolae DAVID, Alexandra ȚÂRĂU*
4	**DOES EWOM DRIVE HOTEL PERFORMANCE, OR VICE VERSA? A LITERATURE REVIEW OF A RECIPROCAL RELATIONSHIP**	*Camelia Adriana LATA*
5	**THE ROMANIAN ENERGY SECTOR'S RESPONSE TO GEOPOLITICAL EVENTS AND ENERGY CRISES: AN EVENT STUDY OF THE BET-NG INDEX**	*Alexandru-Daniel MADA*
6	**GENERATION Z ECONOMIST MASTER STUDENTS' PERCEPTION OF THE FINANCIAL AUDITOR PROFESSION**	*Bianca-Maria POPOVICI*
7	**THE IMPACT OF TAX HAVENS AND OFFSHORE FINANCIAL CENTRES ON EU ECONOMIES**	*Adriana Maria ANCA, Alexandra ȚÂRĂU, Emil MUNTEAN*
8	**DRG-BASED HOSPITAL FINANCING IN ROMANIA: CALIBRATION CHALLENGES AND FINANCIAL SUSTAINABILITY IN A EUROPEAN CONTEXT**	*Oana-Laura NICULA*

9	**THE EUROPEAN HEALTH DATA SPACE AND DIGITALISATION AS DRIVERS OF HOSPITAL SUSTAINABILITY: OPPORTUNITIES AND READINESS GAPS IN ROMANIA** *Oana-Laura NICULA, Marius-Florin MOȘ*	
10	**AI ADOPTION AND USE IN ROMANIAN ECONOMIC ENVIRONMENT: AN INDUSTRY SELECTION** *Valentina Ileana FABIAN*	
11	**ASSESSING THE FISCAL REVENUE POTENTIAL OF DIGITAL SERVICES TAXES IN THE EUROPEAN UNION** *Roxana CIORTIN-GANGOȘ*	

ORAL PRESENTATIONS · 15:30 – 18:30

Panel 2 · On site · room E011

MODERATORS
Ph.D. Professor habil. Victoria BOGDAN
Ph.D. Professor habil. Ramona SIMUȚ
Ph.D. Associate Professor habil. Luminița RUS

SECRETARY
Ph.D. student Doroteea Andreea ȘURLEA

1 **INTEGRATING FINANCIAL, ESG AND MARKET SENTIMENT FACTORS IN PORTFOLIO OPTIMIZATION: A MINI-REVIEW**
George Răzvan VICAȘ

2 **THE ROLE OF NON-FINANCIAL (ESG) INFORMATION IN STRENGTHENING A COMPANY'S POSITION IN AN EMERGING MARKET**
Mariana PIPIȘ

3 **MAPPING THE RELATIONSHIP BETWEEN ESG DISCLOSURE QUALITY, CORPORATE GOVERNANCE AND ESG PERFORMANCE: A BIBLIOMETRIC AND TCCM REVIEW**
Simona-Elena DRĂGOIU, Constantin-Răzvan ARICI, Daniel-Mihai MELINTE

4 **ESG TRANSPARENCY AND INSTITUTIONAL OWNERSHIP: EVIDENCE FROM THE BET INDEX**
Carina DAN

5 **GREATER TRANSPARENCY OR NEW AVENUES FOR MANAGERIAL OPPORTUNISM? INFORMATION DISAGGREGATION AND MPM IN THE TRANSITION FROM IAS 1 TO IFRS 18**
Emanuela PURDA (VAN VELDEN)

6 **ARTIFICIAL, ETHICAL AND MORAL?**
Denisa-Georgia BRADEA (DUNCA)

7 **COMPARATIVE ANALYSIS OF THE FINANCIAL PERFORMANCE OF COMPANIES IN THE "MANUFACTURE OF OTHER TRANSPORT EQUIPMENT" INDUSTRY LISTED ON THE BUCHAREST STOCK EXCHANGE**
Anca-Giorgiana BURESCU (BURTIC)

8 **SHIFTING BIASES: HUMAN AND ALGORITHMIC BIAS IN AI-SUPPORTED CORPORATE FINANCIAL DECISIONS**
Doroteea Andreea ȘURLEA

9 **CONCEPTUAL BOUNDARIES OF INDIRECT TAX BURDENS: THEORETICAL TRANSMISSION CHANNELS TO REAL CONSUMPTION AND HOUSEHOLD WELL-BEING**
Patricia Georgia LELE

10 **ENTREPRENEURSHIP AND SME FINANCIAL PERFORMANCE: A COMPARATIVE ANALYSIS OF RESEARCH METHODS AND REGIONAL EVIDENCE FROM ROMANIA**

Cristian Ionel CIOLOȘ

11 **INNOVATION CAPACITY AND CIRCULAR ECONOMY DEVELOPMENT: IMPLICATIONS FOR GREEN ENTREPRENEURSHIP IN CENTRAL AND EASTERN EUROPE**

Alexandru BAGOȘI

ORAL PRESENTATIONS · 15:30 – 18:30

Panel 3 · Online · Google Meet

MODERATORS

Ph.D. Associate Professor habil. Alexandru CONSTĂNGIOARĂ

Ph.D. Associate Professor habil. Laurențiu DROJ

Ph.D. Associate Professor habil. Adrian FLOREA

SECRETARY

Ph.D. student Roxana CIORTIN-GANGOȘ

Join on Google Meet →

1	**GREENWASHING IN SUSTAINABLE FINANCE**	*Cristina-Maria UNGUREANU*
2	**THE GENDER GAP IN SALARY EXPECTATIONS STARTS BEFORE UNIVERSITY: EVIDENCE FROM HUNGARIAN FRESHMEN**	*Mátyás TROITSKY*
3	**THE ROLE OF DIGITAL SKILLS IN THE USE OF ONLINE BANKING SERVICES: IMPLICATIONS FOR BANK MARKETING IN ROMANIA**	*Gabriela TRĂILĂ*
4	**COMPARING SUSTAINABILITY PERFORMANCE IN EUROPEAN AND INDONESIAN MINING COMPANIES**	*Agung PRASETYO, Beáta BITTNER*
5	**DID THE COVID-19 PANDEMIC CHANGE THE RELATIONSHIP BETWEEN ESG SCORES AND STOCK RETURNS? EVIDENCE FROM STOXX EUROPE 600 COMPANIES**	*Patricia-Rozalia PÎRVU*
6	**CORPORATE SUSTAINABILITY AND FINANCIAL PROFITABILITY DURING THE COVID-19 PANDEMIC: EVIDENCE FROM EUROPEAN LISTED COMPANIES**	*Patricia-Rozalia PÎRVU*
7	**BEYOND ASSISTANCE: A QUALITATIVE SHADOWING STUDY OF AI CHATBOTS IN RETAIL AND BANKING SERVICES**	*Andreea-Elena NISIPEANU, Antonio-Valentin STOIAN*
8	**CLIMATE-RELATED VULNERABILITIES OF THE ROMANIAN BANKING SECTOR: EVIDENCE FROM SUPERVISORY DATA, 2021–2025**	*Ioan-Călin MORAR*

9 **BEYOND STAGFLATION: THE HIDDEN DRIVERS OF THE U.S. ECONOMY IN THE 1970s**
Zsombor PORCSIN

10 **WHY DO RETAILERS NOT DECLARE ALL SALES? A THEORETICAL REVIEW**
Zenovia NEAGOE

11 **MAPPING KNOWLEDGE AT THE INTERSECTION OF TAX SYSTEMS AND DIGITALIZATION: A BIBLIOMETRIC PERSPECTIVE**
Alexandra Ioana GEORGESCU (BADEA)

12 **WHAT DO WE KNOW ABOUT SYSTEMIC RISK IN CENTRAL AND EASTERN EUROPEAN CAPITAL MARKETS? SPILLOVERS ACROSS FINANCIAL, HEALTH AND GEOPOLITICAL CRISES**
Delia-Maria DODENCIU

13 **DIGITAL FINANCIAL SERVICES AND ARTIFICIAL INTELLIGENCE DIFFUSION IN CENTRAL AND EASTERN EUROPE. A COMPARATIVE ANALYSIS**
Daniela Iulia Maria CĂRBUNE

14 **SCALING CIRCULAR BUSINESS MODELS IN ROMANIA: FIRM AGE, FINANCING ROUTES AND THE GROWTH–PROFITABILITY TRADE-OFF**
Florina-Iulia FURTUNĂ

15 **THE HUMAN-AI PARTNERSHIP IN MODERN MANAGEMENT: OPPORTUNITIES, CHALLENGES AND LEADERSHIP IMPLICATIONS**
Bogdan Alexandru ISTRATE, Maria Cristina ȘTEFAN

16 **FROM CONCRETE TO DATA: THE TWIN TRANSITION IN EU-FUNDED URBAN MOBILITY INVESTMENTS IN ROMANIA**
Giulia-Maria BOTAN

ORAL PRESENTATIONS · 15:30 – 18:30

Panel 4 · Online · Google Meet

MODERATORS
Ph.D. Professor habil. Anca Otilia DODESCU
Ph.D. Professor habil. Elena BOTEZAT
Ph.D. Associate professor Ioana POP-COHUȚ

SECRETARY
Ph.D. student Maria URSU
Join on Google Meet →

1	**RESPONSIBLE PRODUCT RECOMMENDATION IN RETAIL BANKING: UNCERTAINTY-AWARE NEXT-PRODUCT PREDICTION FOR FINANCIAL INCLUSION**	*Cătălin ȚIBULCĂ*
2	**CULTURAL SECRECY AND CORPORATE UNDERINVESTMENT: THE MODERATING ROLE OF THE RULE OF LAW**	*Daniel Gheorghe STUPARU*
3	**ASSESSING THE EFFECTS OF ARTIFICIAL INTELLIGENCE ADOPTION ON EMPLOYEE SKILL DEVELOPMENT, JOB DISPLACEMENT AND FUTURE WORKFORCE SUBSTITUTION**	*Crăița-Maria ROMAȘCU*
4	**NAVIGATING CONSUMER AUTONOMY IN AI-DRIVEN DECISION MAKING: THE ROLE OF SHARED RESPONSIBILITY**	*Ana-Maria NICOARĂ, Marwan-Ioan ALQUTOB, Adrienn KOVACS*
5	**THE ASYMMETRIC IMPACT OF THE SHADOW ECONOMY ON AUTOMATIC STABILIZERS: EVIDENCE FROM ROMANIA USING THE NARDL MODEL**	*Ionuț NICULAE*
6	**GEOPOLITICAL SHIFTS AND CONTRACTUAL ADAPTATION: RESILIENCE AND RISK ALLOCATION IN POST-PANDEMIC EU-CHINA AUTOMOTIVE TRADE**	*Clara Cătălina POLEUCĂ, Cornelia Corina ABDELRAZEK*
7	**THEORETICAL FOUNDATIONS AND HISTORICAL EVOLUTION OF ETHNOGASTRONOMIC TOURISM: THE ROLE OF GASTRONOMIC AUTHENTICITY**	*Andreea ARNĂUTU*
8	**CONCEPTUAL FOUNDATIONS OF DIGITAL TRUST IN THE COLLABORATIVE ECONOMY**	*Delia-Ioana BORZA*

9	**SCHOOL MANAGEMENT SYSTEMS FOR THE TWIN TRANSITION: AN ENERGY-MANAGEMENT MODULE FOR ROMANIAN SCHOOLS**	***Andrei-Nicolae MARTIN-CALUTIU***
10	**FROM AUTOMATION TO INTELLIGENCE: WHERE DOES SUSTAINABILITY STAND IN AI-ENABLED ERP RESEARCH?**	***Bogdan NEDELCU, Gabriela STAFIE***
11	**DIGITAL TRANSFORMATION AND SOCIAL INCLUSION IN THE EMERGING MEMBER STATES OF THE EUROPEAN UNION: PROGRESS TOWARDS SDG 10**	***Denisa-Maria-Magdalena DIACONEASA***
12	**THE ROMANIAN PUBLIC-PRIVATE HOSPITAL COMPARISON: WHAT THE EXISTING EVIDENCE CAN AND CANNOT TELL US ABOUT PATIENT TRUST**	***Maria-Emilia DINCULEANĂ***
13	**EDUCATION – STRUCTURAL PILLAR OF ECONOMIC AND SOCIAL DEVELOPMENT: A THEORETICAL PERSPECTIVE**	***Tünde-Ilona KELE***
14	**THE IMPACT OF THE TWIN TRANSITION ON HIGHER EDUCATION: INSTITUTIONAL CHALLENGES AND DEVELOPMENT PERSPECTIVES IN ROMANIA**	***Emanuel MARTIN, Smaranda COSMA***
15	**LATE BUT FAST: CHINESE CAR BRANDS, MARKET LEADERS AND BUYER SEGMENTS IN ROMANIA, 2024–2026**	***Anghel-Tudorel COZMA, Cristina FLEȘERIU, Smaranda Adina COSMA***

ORAL PRESENTATIONS · 15:30 – 18:30

Panel 5 · Online · Google Meet

MODERATORS
Ph.D. Professor habil. Dorin BÂC
Ph.D. Professor habil. Ioana MEȘTER
Ph.D. Associate Professor habil. Mariana SEHLEANU

SECRETARY
Ph.D. student Marius-Gelu PAUL
Join on Google Meet →

1	**THE PROFESSIONALISATION OF BUCHAREST'S AIRBNB MARKET: EMPIRICAL EVIDENCE ON SUPPLY CONCENTRATION**	*Mirela Aurora VÂLCEANU, Paul Romeo MARGEA*
2	**THE INVISIBLE CITY: DOES ARTIFICIAL INTELLIGENCE OVERLOOK SMALLER EUROPEAN CITIES IN DESTINATION RECOMMENDATIONS?**	*Razvan Tiberiu RADU, Constina Alina RADU*
3	**SMART TOURISM AT THE FRONT DESK: VALUE CO-CREATION AND CO-DESTRUCTION IN GUEST NARRATIVES OF HOTEL SELF-SERVICE TECHNOLOGIES**	*Antonio-Valentin STOIAN, Andreea-Elena NISIPEANU*
4	**SUSTAINABILITY IN ROMANIAN TOURISM: PRACTICES, CHALLENGES, AND PERSPECTIVES FROM INDUSTRY PROFESSIONALS**	*Laura-Maria LANGA (DOBRIN)*
5	**WOULD YOU TRUST AN AI TO CHOOSE YOUR CLINIC? A TARGETED AUDIT OF AI-GENERATED CROSS-BORDER HEALTHCARE RECOMMENDATIONS**	*Razvan Tiberiu RADU, Constina Alina RADU*
6	**WHEN LEADERSHIP KNOWLEDGE SHOULD EXPIRE: GOVERNING AI-POWERED DIGITAL TWINS ACROSS SUCCESSION**	*Giammarco TOSI*
7	**ARTIFICIAL INTELLIGENCE-ENABLED CIRCULAR ECONOMY PLATFORMS AND CONSUMER ADOPTION: A CONCEPTUAL FRAMEWORK**	*Marina SHINOVSKA-BORISOVA*
8	**DIGITAL MARKETING AND SUSTAINABLE FOOD CONSUMPTION: A CONCEPTUAL FRAMEWORK FOR ANALYSING CONSUMER BEHAVIOUR IN ROMANIA**	*Luca-Arthur BĂDESCU, Elena ION, Mădălina ALEXA, Simona DIACONU (TAPALAGĂ)*

9 **BIBLIOMETRIC ANALYSIS OF RESEARCH ON ORGANIC AND CONVENTIONAL FARMING IN ROMANIA**
Diana BALACCIU, Laura-Irina CHIRILOIU, Antonia-Gabriela MALOȘ, Gabriela TUICA

10 **MULTIDIMENSIONAL ANALYSIS OF BARRIERS AND DEVELOPMENT OPPORTUNITIES FOR SMALL AND MEDIUM-SIZED ENTERPRISES IN ROMANIA**
Ciprian-Constantin PĂTRĂUCEANU, Oleg PETELCA, Iurie BEȘLIU, Veronica GARBUZ

11 **DIGITALIZATION OF ENERGY MANAGEMENT IN SMES: THE CONTRIBUTION OF DIGITAL TECHNOLOGIES TO OPERATIONAL EFFICIENCY AND COST REDUCTION**
Ciprian-Constantin PĂTRĂUCEANU, Oleg PETELCA, Iurie BEȘLIU, Veronica GARBUZ

12 **MANAGING TECHNOLOGICAL CHANGE IN HUMAN RESOURCES DEPARTMENTS: EMPLOYEE RESISTANCE TO THE ADOPTION OF ARTIFICIAL INTELLIGENCE TOOLS**
Elena Anemona BURCU

13 **THE ROLE OF ECONOMIC DIPLOMACY IN SUPPORTING THE GREEN TRANSITION OF THE AGRI-FOOD SECTOR**
Laura-Irina CHIRILOIU, Diana BALACCIU, Luca-Arthur BĂDESCU, Antonia-Gabriela MALOȘ

14 **DIMENSIONS OF REGIONAL CULTURE IN ROMANIA: AN EXPLORATORY ANALYSIS BASED ON PRINCIPAL COMPONENTS**
Maria-Magdolna MACULA

15 **PRISON CONFLICT MANAGEMENT AS A DRIVER OF SOCIAL INCLUSION: AN ECONOMIC AND SUSTAINABLE DEVELOPMENT PERSPECTIVE ON THE ROMANIAN PENITENTIARY SYSTEM**
Dragoș GHINEA, Delia-Mioara POPESCU

16 **SUSTAINABLE HUMAN CAPITAL AS A DRIVER OF ORGANISATIONAL RESILIENCE IN EDUCATION AND BEYOND**
Roxana-Natalia GHELASĂ (PAȚURCĂ), Elvira NICA


Stay connected.
Keep exploring.
Scan the QR code to visit
the conference website.
EMEB — DOCTORAL CONFERENCE
18–19 November 2026