

## LISTA DE LUCRĂRI

**Dr. Daniel METZ**

### **A. Teza de doctorat:**

***IMPACTUL CULTURII ORGANIZAȚIONALE ASUPRA PERFORMANȚEI ORGANIZAȚIEI. (2018).*** Teză de doctorat în Management. Conducător de doctorat: prof.univ.dr. Liviu Ilieș. Universitatea Babeș-Bolyai, Facultatea de Științe Economice și Gestiunea Afacerilor, Cluj-Napoca, România.

### **B. Articole indexate ISI Thomson Reuters:**

1. Mihalca, L., Ratiu, L., Helm, C., Bredea, G., & METZ, D. (2023). *THE RELATIONSHIP OF JOB CHARACTERISTICS WITH IN-ROLE AND EXTRA-ROLE PERFORMANCE: THE MEDIATING EFFECT OF JOB CRAFTING. Baltic Journal of Management* (in curs de recenzie).
2. Mihalca, L., Ratiu, L., Mengelkamp, C., Bredea, G., & METZ, D. (2023). *THE ROLE OF SELF-MANAGEMENT ABILITIES IN PREDICTING PERFORMANCE WHILE TELEWORKING DURING COVID-19. Human Resource Development Quarterly* (in curs de recenzie).
3. Monica Zaharie, Diana Ivana, DANIEL METZ, Codruta Osoian, Sorin Dan. (2023). *DYNAMICS OF THE PSYCHOLOGICAL CONTRACT FOR IT&C PROFESSIONALS: THE INTERPLAY BETWEEN ORGANISATIONAL AND INDIVIDUAL PERSPECTIVE. European Management Journal* (in curs de recenzie).
4. Loredana Mihalca, Cristoph Mengenkamp, Gabriela Bredea, DANIEL METZ. (2022). *Job Attribute Preferences of Incoming University Students and Newly-Hired Employees in the Context of the Romanian Labour Market. Journal for East European Management Studies (JEEMS)*. 27(1), 31-63. DOI: [doi.org/10.5771/0949-6181-2022-1](https://doi.org/10.5771/0949-6181-2022-1). WOS:000779773600003.
5. Mihalca, L., Ratiu, L., Bredea, G., METZ, D., Dragan, M., & Dobre, F. (2021). *EXHAUSTION WHILE TELEWORKING DURING COVID-19: A MODERATED-MEDIATION MODEL OF ROLE CLARITY, SELF-EFFICACY, AND TASK*

INTERDEPENDENCE. *Oeconomia Copernicana*, 12(2), 269-306. DOI: [10.24136/oc.2021.010](https://doi.org/10.24136/oc.2021.010). WOS:000691601400002. ISSN online: 0264-9993.

6. DANIEL METZ, Liviu Ilieș, Răzvan Liviu Nistor, (2020). *THE IMPACT OF ORGANIZATIONAL CULTURE ON CUSTOMER SERVICE EFFECTIVENESS FROM A SUSTAINABILITY PERSPECTIVE*. *Sustainability*, 12(15), 6240; DOI: <https://doi.org/10.3390/su12156240>.
7. DANIEL METZ, Adrian Viorel, (2020). *NONLINEAR DYNAMICS OF AN ARMS RACE MODEL WITH UNDERLYING ECONOMIC GROWTH*. *Studia Universitatis Babeș-Bolyai Mathematica*, Vol. 65, No. 2; DOI: <http://dx.doi.org/10.24193/subbmath.2020.2.12>.

### C. Articole indexate WOS:

1. Monica Zaharie, D. Ivana, DANIEL METZ, S. Dan. (2022). *DYNAMICS OF THE PSYCHOLOGICAL CONTRACT IN THE IT&C*. *Proceeding of The HR & Digitalization Trends & Challenges, Cranet Academic Conference*, November 24-25, Cluj-Napoca, Romania.
2. DANIEL METZ, (2022). *THE RELATIONSHIP BETWEEN ORGANISATIONAL CULTURE AND CORPORATE ENTREPRENEURSHIP – CONCLUSIONS FROM A MULTINATIONAL COMPANY IN THE ITC INDUSTRY*. *Proceedings of The 16<sup>th</sup> International Management Conference “Management and resilience strategies for a post-pandemic future”* November 3<sup>rd</sup>-4<sup>th</sup>, Bucharest, Romania, pp.801-809, ISSN 2286-1440. [http://conferinta.management.ase.ro/archives/2022/pdf\\_IMC\\_2022/4\\_21.pdf](http://conferinta.management.ase.ro/archives/2022/pdf_IMC_2022/4_21.pdf).
3. DANIEL METZ, Liviu Ilieș, Maria Metz, (2020). *THE IMPACT OF ORGANISATIONAL CULTURE ON LEADERSHIP EFFECTIVENESS AND PERFORMANCE*. *Proceedings Of The 14<sup>th</sup> International Management Conference. “Managing Sustainable Organizations”* 5<sup>th</sup>-6<sup>th</sup> November, 2020, Bucharest, Romania. [http://conferinta.management.ase.ro/archives/2020/PDF/4\\_9.pdf](http://conferinta.management.ase.ro/archives/2020/PDF/4_9.pdf).
4. Diana Ivana, Mihaela Drăgan, Mihaela Maftעי, Uwe Götze, DANIEL METZ, (2020). *STUDY OF KNOWLEDGE MANAGEMENT IMPACT ON SUSTAINABLE HIGHER EDUCATION INSTITUTIONS: A BUSINESS PROCESS MODELLING APPROACH*.

*Proceedings of the 11<sup>th</sup> Edition of Griffiths School of Management and IT Annual Conference: Navigating through crisis - business, technological and ethical considerations.* September 18<sup>th</sup>, 2020, Emanuel University of Oradea, Romania.

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5. **DANIEL METZ**, Liviu Ilieș, Maria Metz, (2019). *THE ROLE OF MANAGEMENT PRACTICES IN ENSURING ORGANIZATIONAL PERFORMANCE. Proceedings of the 13<sup>th</sup> International Management Conference “Management Strategies for High Performance”* 31<sup>st</sup> October – 1<sup>st</sup> November, 2019, Bucharest, Romania. Edited by: Ion Popa, Cosmin Dobrin, Carmen Nadia Ciocoiu, ISSN 2286-1440, ISSN-L 2286-1440, pag. 666 – 674, Editura ASE.  
[http://conferinta.management.ase.ro/archives/2019/pdf/3\\_14.pdf](http://conferinta.management.ase.ro/archives/2019/pdf/3_14.pdf).
6. **DANIEL METZ**, Liviu Ilieș, Maria Metz, (2018). *THE ROLE OF THE ORGANIZATIONAL CULTURE IN ENSURING THE EFFECTIVENESS OF THE MANAGEMENT SYSTEM. Proceedings of The 12<sup>th</sup> International Management Conference “Management Perspectives in the Digital Era”* November 1<sup>st</sup>-2<sup>nd</sup>, 2018, Bucharest, Romania. Edited by: Ion Popa, Cosmin Dobrin, Carmen Nadia Ciocoiu, ISSN 2286-1440, ISSN-L 2286-1440, pag. 748 – 755, Editura ASE.  
[http://conferinta.management.ase.ro/archives/2018/pdf/4\\_16.pdf](http://conferinta.management.ase.ro/archives/2018/pdf/4_16.pdf).
7. **DANIEL METZ**, (2017). *RELATIONSHIP BETWEEN THE RESISTANCY TO CHANGE AND PERFORMANCE. CONCLUSIONS FROM AN ORGANIZATIONAL DIAGNOSIS MODEL APPLIED WITHIN A MULTINATIONAL COMPANY IN ROMANIA. Proceedings of The 11<sup>th</sup> International Management Conference “The Role of Management in the Economic Paradigm of the XXIst Century”*, November 2<sup>nd</sup> - 4<sup>th</sup>, 2017, Bucharest, Romania, Edited by: Ion Popa, Cosmin Dobrin, Carmen Nadia Ciocoiu, ISSN 2286-1440, pag. 45 – 55, Editura ASE.  
[http://conferinta.management.ase.ro/archives/2017/pdf/1\\_6.pdf](http://conferinta.management.ase.ro/archives/2017/pdf/1_6.pdf)

#### **D. Articole indexate BDI:**

1. **METZ DANIEL**, Gurău, Maria-Mihaela. (2022). *EMERGING AND DISRUPTIVE TECHNOLOGIES: THE METAVERSE. IMPLICATIONS ON GLOBAL SECURITY. Land Forces Academy Review*, vol.27, no.4, pp.411-422. <https://doi.org/10.2478/raft->

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2. Diana Ivana, Mihaela Dragan, Mihaela Maftai, Uwe Götze, **DANIEL METZ (2022)**. *STUDY OF KNOWLEDGE MANAGEMENT IMPACT ON SUSTAINABLE HIGHER EDUCATION INSTITUTIONS: A BUSINESS PROCESS MODELLING APPROACH. Proceedings of the 11th Edition of Griffiths School of Management and IT Annual Conference: Navigating through crisis - business, technological and ethical considerations*. Springer, pp. 85–101, Online ISBN: 978-3-030-82751-9  
[https://doi.org/10.1007/978-3-030-82751-9\\_6](https://doi.org/10.1007/978-3-030-82751-9_6)
3. **DANIEL METZ. (2022)**. *THE RELATIONSHIP BETWEEN ORGANISATIONAL LEARNING AND EMPLOYEE DEVELOPMENT. RESULTS FROM AN EXTENSIVE RESEARCH PROJECT ON ORGANISATIONAL CULTURE IN AN IT COMPANY. The Ovidius University Annals. Economic Sciences Series - Vol. XXII, Issue 2/2022*, pag. 652-658,  
<https://stec.univ-ovidius.ro/html/anale/RO/2022-issue2/Section%204/24.pdf>.
4. **DANIEL METZ. (2022)**. *DOES EMPLOYEE EMPOWERMENT INFLUENCE EMPLOYEE MOTIVATION? FINDINGS OF A STUDY ON A MULTINATIONAL CORPORATION OPERATING IN THE IT INDUSTRY. The Ovidius University Annals. Economic Sciences Series - Vol. XXII, Issue 2/2022*, pag. 659-667,  
<https://stec.univ-ovidius.ro/html/anale/RO/2022-issue2/Section%204/25.pdf>.
5. **DANIEL METZ. (2022)**. *THE LINK BETWEEN MISSION AND PERFORMANCE MANAGEMENT SYSTEM – EMPIRICAL RESULTS FROM AN ITC COMPANY. The Romanian Economic Journal*, Year XXV No. 84, pag. 19-30, December 2022, DOI: 10.24818/REJ/2022/84/02.  
<http://www.rejournal.eu/sites/rejournal.versatech.ro/files/articole/2022-12-13/3701/2metz.pdf>.
6. **DANIEL METZ. (2021)**. *ROLE OF ORGANIZATIONAL DIAGNOSIS IN IMPROVING EMPLOYEE-CENTRED STRATEGIES IN THE IT&C SECTOR. The Romanian Economic Journal*, No. 82, December 2021, pag. 47-55.  
<http://www.rejournal.eu/sites/rejournal.versatech.ro/files/articole/2021-12-21/3677/4danielmetz.pdf>

7. Dan, S., Ivana, D., Zaharie, M., **METZ, D.**, Drăgan, M., (2021). *MANAGING DIGITAL TALENT. A 21ST-CENTURY CHALLENGE*. **Research Outreach**, Issue 127, ISSN 2517-7028. <https://researchoutreach.org/articles/managing-digital-talent-21st-century-challenge/?cn-reloaded=1>
8. **DANIEL METZ**. (2018). *THE INFLUENCE OF MANAGEMENT PRACTICES EFFECTIVENESS ON ORGANIZATIONAL PERFORMANCE*. **International Journal of Business Research (IJBR)**. The IJBR is a refereed publication of the International Academy of Business and Economics, California, United States. Volum 18 (3), indexat în: OCLC, EconLit, CNKI, ANVUR, VHB, EBSCO HOST, Ulrich's™, ICI Journals Master List, Research Bible, NSD. <http://dx.doi.org/10.18374/IJBR-18-3.3>.
9. **DANIEL METZ**, Liviu Ilies, Bernd Otto Hörmann, (2018). *THE IMPACT OF HUMAN RESOURCES MANAGEMENT SYSTEM EFFECTIVENESS ON PERFORMANCE*. **The Journal "The Annals of the University of Oradea. Economic Sciences"** – Tom XXVII, 2018, ISSN 1582-5450 (electronic format), ISSN 1222-569X (print format), Oradea University Press pag. 471 - 478. <http://anale.steconomieuoradea.ro/volume/2018/AUOES-1-2018.pdf>.
10. Liviu Ilieș, **DANIEL METZ**, (2017). *INFLUENCE OF THE HUMAN RESOURCES PRACTICES ON THE EMPLOYEES ATTACHMENT. EMPIRICAL STUDY WITHIN THE COMPANIES IN THE PROCESSING INDUSTRY*. **Management and Economics Review (MER)**, Vol. 2, Issue 2/2017 (December), pag. 183 – 194, ISSN 2501-885X, Bucharest, published by Editura ASE, indexat în: CNCSIS, Cabells International, RePEc, NSD ERIHPLUS, DOAJ, EBSCO. [http://www.mer.ase.ro/files/2017\\_2/2.pdf](http://www.mer.ase.ro/files/2017_2/2.pdf).
11. Liviu Ilies, **DANIEL METZ**, (2017). *ORGANIZATIONAL CULTURE: KEY ISSUES. A LITERATURE REVIEW*. **The Annals of the University of Oradea. Economic Sciences**, România, Tom XXVI, 1<sup>st</sup> Issue/July 2017, pag. 797 – 806, ISSN 1582-5450 (format electronic CD-ROM), ISSN 1222-569X (printat), jurnal CNCSIS categoria B+, indexat în RePec, Doaj, EBSCO și Cabells Publishing Services. <http://anale.steconomieuoradea.ro/volume/2017/n1/81.pdf>.
12. Liviu Ilies, **DANIEL METZ**, (2017). *AN EMPIRICAL STUDY ON THE RELATIONSHIP BETWEEN EMPLOYEE MOTIVATION AND LEADERSHIP STYLE*



CONDUCTED ACROSS INDUSTRIAL COMPANIES IN NORTH-WESTERN REGION OF ROMANIA. *The Annals of the University of Oradea. Economic Sciences, România*, Tom XXVI, 2<sup>nd</sup> Issue/December 2017, pag. 397 - 404, ISSN 1582-5450 (format electronic CD-ROM), ISSN 1222-569X (printat), jurnal CNCIS categoria B+, indexat în RePec, Doaj, EBSCO și Cabells Publishing Services. <http://anale.steconomieuoradea.ro/volume/2017/n2/41.pdf>.

13. Liviu Ilies, **DANIEL METZ**, (2017). *THE LINK BETWEEN ORGANIZATIONAL CULTURE AND ORGANIZATIONAL PERFORMANCE – A LITERATURE REVIEW. Managerial Challenges of the Contemporary Society*, Vol. 10, no. 1, pag. 41 – 46, ISSN 2069-4229, Cluj-Napoca.

[https://search.proquest.com/openview/69e9c4061ca6e5317ca2408b960c5945/1?pqor\\_igsite=gscholar&cbl=1606337](https://search.proquest.com/openview/69e9c4061ca6e5317ca2408b960c5945/1?pqor_igsite=gscholar&cbl=1606337).

14. Mihai Alexandru Dragan, **DANIEL METZ**, (2017). *ANALYSIS AND IMPROVEMENT OF DATA QUALITY. IMPROVEMENT OF DATA QUALITY FOR BUSINESS PURPOSES. Virgil Madgearu, Review of Economic Studies and Research*, 10 (2017), No. 2, pp. 43 – 55. Revistă recunoscută CNCIS B+, ISSN: 2069-0606.

[https://econ.ubbcluj.ro/rvm/numere/10/RVM.%202017,%2010\(2\),%20Dragan,%20Metz.pdf](https://econ.ubbcluj.ro/rvm/numere/10/RVM.%202017,%2010(2),%20Dragan,%20Metz.pdf)

**E. Cărți și capitole în volume de cărți cu ISBN apărute la edituri naționale și internaționale:**

1. **DANIEL METZ**. (2023). *MANAGEMENTUL CICLULUI DE VIAȚĂ AL SISTEMELOR SOFTWARE*. Editura Academiei Forțelor Terestre "Nicolae Bălcescu" din Sibiu, ISBN 978-973-153-511-1.
2. **DANIEL METZ**. (2023). *DAS MANAGEMENT DES SOFTWARE-LEBENSZYKLUS*. Editura Academiei Forțelor Terestre "Nicolae Bălcescu" din Sibiu, ISBN 978-973-153-535-7.
3. Mihaela Drăgan, Mariana Leontina Mureșan, Gabriela Maria Bredea, Mădălina Păcurar, Diana Pitic, Raluca Arba, Victor-Octavian Müller, Zenovia-Cristiana Pop, Diana Ivana, Tudor Irimiaș, **DANIEL METZ**, Camelia Ancuța Müller, Ioana Fărcaș, Loredana Mihalca, Bernhard Schellberg Heidemarie Seel, Jürgen Taeger Daniel Zorn,

- Codruța Francisca Șimandan, Detlef Olschewski Vlad Botoș. (2023). *AUSZÜGE ZUR LEHRE DER UNTERNEHMENSFÜHRUNG*. Presa Universitară Clujeană., ISBN 978-606-37-1791-8. <http://www.editura.ubbcluj.ro/bd/ebooks/pdf/3606.pdf> (Parola: 3606).
4. Drăgan Mihaela, Mureșan Mariana Leontina, Bredea Gabriela, Păcurar Mădălina, Pitic Diana, Arba Raluca, Müller Victor Octavian, Pop Zenovia Cristiana, Ivana Diana, **METZ DANIEL**, Irimiaș Tudor, Müller Camelia Ancuța. (2022). *AUSZÜGE ZUR LEHRE DER UNTERNEHMENSFÜHRUNG 5. ÜBERARBEITETE, ERWEITERTE UND AKTUALISIERTE AUFLAGE*. <http://www.editura.ubbcluj.ro/www/ro/ebook2.php?id=3177>. Parola: 3177
5. Sorin Dan, Diana Ivana, Monica Aniela Zaharie, **DANIEL METZ**, Mihaela Dragan, (2021). *DIGITAL TALENT MANAGEMENT. INSIGHTS FROM THE INFORMATION TECHNOLOGY AND COMMUNICATION INDUSTRY*. Palgrave Macmillan, ISBN 978-3-030-76750-1. DOI: <https://doi.org/10.1007/978-3-030-76750-1>. <https://www.palgrave.com/gp/book/9783030767495#aboutBook>.
6. Mihaela Drăgan, **DANIEL METZ**, Heidemarie Seel, Codruța Francisca Șimandan, Jürgen Taeger, “Qualitäts-, Leistungsmanagement und Risikomanagement”, in Drăgan, Mihaela (coor.), *AUSZÜGE ZUR LEHRE DER UNTERNEHMENSFÜHRUNG*, Presa Universitară Clujeană, Cluj-Napoca, (2021), pp. 27–66. <http://www.editura.ubbcluj.ro/bd/ebooks/pdf/2879.pdf>
7. Diana Ivana, Mihaela Dragan, **DANIEL METZ**, (2018). *QUALITÄTSMANAGEMENT AUF HOCHSCHULEBENE. THEORETISCHE ASPEKTE DER QUALITÄTSSICHERUNG UND QUALITÄTSSICHERUNGSPROZESSE: EVALUATION UND AKKREDITIERUNG*, pag. 29 - 43, ISBN 978-606-37-0364-5, Editura Presa Universitară Clujeană, Cluj-Napoca. <http://www.editura.ubbcluj.ro/bd/ebooks/pdf/2249.pdf>
8. Diana Ivana, Mihaela Dragan, **DANIEL METZ**, (2018). *DARSTELLUNG DES AKKREDITIERUNGSSYSTEM IM VERGLEICH IN DEUTSCHLAND UND RUMÄNIEN. IMPLEMENTIERUNG DES AKKREDITIERUNGSVERFAHREN IM SPANNUNGSFELD VOM ARBEITSMARKT ANHAND EINER EMPIRISCHEN STUDIE AM DEUTSCHSPRACHIGEN STUDIENGANG DER FAKULTÄT FÜR*

*WIRTSCHAFTSWISSENSCHAFTEN*, pag. 43 - 55, ISBN 978-606-37-0364-5, Editura Presa Universitară Clujeană, Cluj-Napoca.

<http://www.editura.ubbcluj.ro/bd/ebooks/pdf/2249.pdf>

9. Mihaela Drăgan, Mureșan Mariana, Pitic Diana, Pop Zenovia, Diana Ivana, Tudor Irimias, Bernhard Schellberg, Jürgen Taeger, **DANIEL METZ**, Codruta Simandan, (2018). *AUSZÜGE ZUR LEHRE DER UNTERNEHMENSFÜHRUNG*. Editura Presa Universitară Clujeană, Cluj-Napoca, ISBN 978-606-37-0364-5.

<http://www.editura.ubbcluj.ro/bd/ebooks/pdf/2226.pdf>

10. Mihaela Drăgan, Mureșan Mariana, Bernhard Schellberg, Pop Zenovia, Diana Pitic, Diana Ivana, Vlad Botos, **DANIEL METZ**, Codruta Simandan, (2017). *AUSZÜGE DER BETRIEBSWIRTSCHAFTLICHEN LEHRE*, Editura Presa Universitară Clujeană, Cluj-Napoca, ISBN 907- 606-37-0160-3.

<http://www.editura.ubbcluj.ro/bd/ebooks/pdf/2059.pdf>

#### **F. Recenzii naționale și internaționale la cărți, capitole în volume de cărți și articole**

1. **Digital Talent Management** (Sorin Dan, Diana Ivana, Monica Aniela Zaharie, **DANIEL METZ**, Mihaela Dragan). **Reviewers:** Prikshat Verma, Parth Partel - *Cardiff Metropolitan University*. Review published in *Thunderbird International Business Review* (published under the patronage of *Thunderbird School of Global Management*, Arizona State University), November 2022.

<https://onlinelibrary.wiley.com/doi/full/10.1002/tie.22326>.

#### **G. Participări la conferințe internaționale:**

1. **DANIEL METZ**, (June 27-28, 2023). Conferința Științifică Internațională STRATEGII XXI.
2. **DANIEL METZ**, (May 15-16, 2022). AFASES Brasov, Romania. Keynote speaker [https://www.afahc.ro/ro/afases/afases\\_speakers.html](https://www.afahc.ro/ro/afases/afases_speakers.html)
3. **DANIEL METZ**, (December 15-16, 2022). *The relationship between organisational learning and employee development. Results from an extensive research project on organisational culture in an IT company*. Paper presented at the 11<sup>th</sup> International Conference on "Global Economy under Crisis", Ovidius University Constanta,



- Romania. [https://stec.univ-ovidius.ro/images/2022-2023/conferinte/11/Program\\_extins\\_GEUC\\_2022\\_14\\_02\\_2023.pdf](https://stec.univ-ovidius.ro/images/2022-2023/conferinte/11/Program_extins_GEUC_2022_14_02_2023.pdf)
4. **DANIEL METZ**, Maria-Mihaela GURĂU, (November 24-25, 2022). *Emerging and disruptive technologies: the metaverse. Implications on global security*. Paper presented at the 2<sup>nd</sup> International Scientific Conference Emerging And Disruptive Technologies Impact on Global Security. Sibiu, Romania. [https://www.armyacademy.ro/engleza/cercetare/EDT/2022/Program\\_EDT\\_2022.pdf](https://www.armyacademy.ro/engleza/cercetare/EDT/2022/Program_EDT_2022.pdf).
  5. Monica Zaharie, D. Ivana, **DANIEL METZ**, S. Dan, (November 24-25, 2022). *Dynamics of the psychological contract in the IT&C*, Babeş-Bolyai University & University of Vaasa. Paper presented at the HR & Digitalization Trends & Challenges, Cluj-Napoca, Romania. [https://econ.ubbcluj.ro/fisierevenimente/HRM%20Conference%20program%2024%20Nov%202022\\_or%209.pdf](https://econ.ubbcluj.ro/fisierevenimente/HRM%20Conference%20program%2024%20Nov%202022_or%209.pdf)
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  7. **DANIEL METZ**, (October 28-30, 2022). *Are core values influencing employee motivation? Evidence from a multinational ITC company*. Paper presented at the 5th International Conference on Applied Research in Business, Management, and Economics (BMECONF), Milan, Italy. <https://www.dpublication.com/wp-content/uploads/2022/10/336-635.pdf>.
  8. **DANIEL METZ**, (October 21-23, 2022). *The influence of mission on organizational performance. Findings from a case study in an IT company from Romania*. Paper presented at the 5th International Conference of Development And Economy, Kalamata, Greece. <https://icodecon2022.uop.gr/wp-content/uploads/2022/10/CONFERENCE-SCHEDULE-2022-1.pdf>

9. **DANIEL METZ**, (September 22-24, 2022). The 8th International Conference „Management Challenges and Oportunities in the Post-Pandemic Reality”, Technical University of Cluj-Napoca, Romania. <http://conference.rmee.org/program/>.
10. Mihalca, L., Ratiu, L., Mengelkamp, C., Bredea, G., & **METZ DANIEL**, (November 12, 2021). *Teleworking during COVID-19: The moderating role of the degree of telework on the relationship between self-management and performance*. Paper presented at the 5<sup>th</sup> International Conference on Economics and Business Management (ICEBM), Cluj-Napoca, Romania. [ICEBM](#)
11. **DANIEL METZ**, (November 4-5, 2021). *Challenges of IT company management in the context of the COVID-19 pandemic*. The 15th International Management Conference, “Managing People and Organizations in a Global Crisis”. The Bucharest University of Economic Studies, Bucharest, Romania.  
*Keynote speaker:* <http://conferinta.management.ase.ro/about-the-conference/keynote-speakers/>
12. Dan, Sorin, Diana Ivana, Monica Zaharie, **DANIEL METZ**, Mihaela Dragan, (October 4-5, 2021). *Digital talent management, insights from the information technology and communication industry*. ”10<sup>th</sup> EIASM Workshop On Talent Management”, Online, EIASM.  
[https://www.eiasm.org/frontoffice/event\\_announcement.asp?event\\_id=1455](https://www.eiasm.org/frontoffice/event_announcement.asp?event_id=1455).
13. **DANIEL METZ**, (September 17, 2021) ”International Case Conference Preview”. Emerald Publishing. Webinar organized by Sunway University Business School (SUBS) and Jaipuria Insitute of Management India, supported by The Case Writers Association of Malaysia (CWAM), Malaysian Accounting Association (MyAA), Mahidol International University College Thailand, Indo-Gulf Management Association, Harvard Business Publishing Education, Emerald Publishing and Asian Journal of Management Cases. [DANIEL METZ - Online certificate of participation](#).
14. Mihalca, L., Ratiu, L., Bredea, G., **METZ DANIEL**, Dragan, M., & Dobre, F. (June 17-18, 2021). *Overloaded, but not exhausted while teleworking during COVID-19? Evidence for a work overload and exhaustion relationship mediated by role clarity and moderated by self-efficacy and task interdependence*. Paper presented at the 11th International Conference on Applied Economics: Contemporary Issues in Economy,

- Poland. <http://economic-research.pl/Books/index.php/eep/catalog/view/79/81/116-1>
15. **DANIEL METZ**, (June 9-12, 2021). *Impact of COVID-19 on Entrepreneurship: Challenges and Opportunities*. “FEB Zagreb 12<sup>th</sup> International Odyssey Conference on Economics and Business”. University of Zagreb, Faculty of Economics & Business, Šibenik, Croatia – Abstracts of FEB Zagreb 12<sup>th</sup> International Odyssey Conference on Economics and Business, p.39-40. <https://odyssey.net.efzg.hr>.
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