



Alice Ștefănescu

E-mail: alicestefanescu@yahoo.com | București, România

EXPERIENȚA PROFESIONALĂ

01/05/2024 – 31/01/2025 | București, România

MEDIC REZIDENT RADIOLOGIE - IMAGISTICĂ MEDICALĂ, SEMESTRELE 9-10

SPITALUL UNIVERSITAR DE URGENȚĂ MILITAR CENTRAL

Efectuarea în bune condiții a examinărilor pacienților în cadrul Centrului de Diagnostic Imagistic.
Interpretarea la standarde ridicate a examinărilor, cu sugestia diagnosticului final.

01/11/2023 – 30/04/2024 | Fort-de-France, Martinique, Franța

MEDIC REZIDENT RADIOLOGIE - IMAGISTICĂ MEDICALĂ, SEMESTRUL 8

HÔPITAL PIERRE ZOBDA-QUITMANN

Competențe în neuroradiologie și imagistică musculo-scheletală.

01/11/2022 – 31/10/2023 | Paris, Franța

MEDIC REZIDENT RADIOLOGIE - IMAGISTICĂ MEDICALĂ, SEMESTRELE 6-7

HÔPITAL FOCH | HÔPITAL AMBROISE-PARÉ

Competențe în senologie, imagistică toracică, musculo-scheletală, cardiacă, neuroradiologie.

01/02/2020 – 31/10/2022 | București, România

MEDIC REZIDENT RADIOLOGIE - IMAGISTICĂ MEDICALĂ, SEMESTRELE 1-5

SPITALUL DE URGENȚĂ MILITAR CENTRAL | SPITALUL DE URGENȚĂ PENTRU COPII "GRIGORE ALEXANDRESCU"

Efectuarea în bune condiții a examinărilor pacienților în cadrul Centrului de Diagnostic Imagistic.
Analiza cazului și indicația celei mai bune metode de diagnostic imagistic de urmat.
Interpretarea la standarde ridicate a examinărilor, cu sugestia diagnosticului final.
Competențe în imagistica pediatrică - patologie acută și cronică.

EDUCAȚIE ȘI FORMARE PROFESIONALĂ

01/10/2020 – ÎN CURS | București, România

STUDENT DOCTORAND ÎN MANAGEMENT | Academia de Studii Economice București

Domeniu de studiu Auditul sistemului de gestiune a resurselor umane

Lucrare de diplomă Auditul proceselor de gestiune a resurselor umane în cadrul organizațiilor din sistemul de sănătate din România

01/02/2020 – 31/01/2025 | București, România

MEDIC SPECIALIST RADIOLOGIE - IMAGISTICĂ MEDICALĂ | Ministerul Sănătății din România

10/2013 – 09/2019 | București, România

DOCTOR MEDIC - DIPLOMĂ DE LICENȚĂ ȘI MASTER | Facultatea de Medicină Generală - Universitatea de Medicină și Farmacie "Carol Davila"

Lucrare de diplomă Serviciile de îngrijiri de sănătate radiologice. Satisfacția pacienților care apelează la serviciile medicale de Radiologie și Imagistică Medicală în Spitalul Militar Central București.

09/2009 – 06/2013 | București, România

DIPLOMĂ DE BACALAUREAT | Colegiul Național "Sfântul Sava"

● **COMPETENȚE LINGVISTICE**

Limbă(i) maternă(e): **ROMÂNĂ**

Altă limbă (Alte limbi):

	COMPREHENSIUNE		VORBIT		SCRIS
	Comprehenșiune orală	Citit	Exprimare scrisă	Conversație	
FRANCEZĂ	B2	C1	B2	C1	B2
ENGLEZĂ	C1	C1	C1	C1	C1

Niveluri: A1 și A2 Utilizator de bază B1 și B2 Utilizator independent C1 și C2 Utilizator experimentat

● **COMPETENȚE DIGITALE**

Microsoft/Microsoft Office | Pacs Carestream | Syngovia | Circle Cardiovascular Imaging

● **PUBLICAȚII**

2025

[Motivating employees using e-HRM tools - a managerial challenge](#)

The past few decades have brought technological progress that had an enormous impact on the economy, various fields of industry and on the society as a whole. Human Resources Management is one of the fields where technology determines anticipated developments, nevertheless with less researched effects. The present research aims to identify and evaluate the relationship between the usage of e-HRM tools and the perceived level of motivation among the employees of companies that implemented these instruments. The data collected using an adapted version of the Minnesota Satisfaction Questionnaire (MSQ) were statistically analyzed using the Statistical Package SPSS and led to results useful for the managers and HR specialists who will thus be able to identify to what extent e-HRM tools in order to enhance employee motivation at work.

Deaconu, A., Mișu, S., Triculescu, M. and Ștefănescu, A. (2025) 'Motivating employees using e-HRM tools - a managerial challenge', Proceedings of the 19th International Conference on Business Excellence, 20–22 March 2025, Bucharest, Romania

2025

[The strategic role of human resources auditing in crisis resilience](#)

Human resources auditing has emerged as a critical strategic tool for increasing organizational resilience, providing solutions to vulnerabilities and challenges that arise during times of crisis. This article examines the theoretical underpinnings of HR audits, emphasizing their integration with broader frameworks for risk management and strategic planning. By exploring proactive and reactive audit approaches, the study highlights their distinct impacts on organizational adaptability and continuity. Proactive audits are underscored for their role in identifying vulnerabilities and fostering a culture of preparedness, while reactive audits are discussed as essential for immediate damage control. Key challenges such as aligning audits with regulatory requirements and leveraging advanced analytics are also addressed. Finally, the article offers recommendations for implementing HR audits as a foundational mechanism for fostering resilience, ensuring not only crisis mitigation but also long-term organizational growth and sustainability.

Ștefănescu, A. and Marin, D. (2025) 'The strategic role of human resources auditing in crisis resilience', Review of International Comparative Management, 26(1). ISSN 2601-0968

2025

[Ethical dimensions of human resources auditing in the digital era](#)

Digital human resources (HR) auditing reshapes organizational practices, enhancing efficiency and fostering innovation through advanced technologies such as artificial intelligence (AI), blockchain, and predictive analytics. However, these tools also pose significant ethical challenges, including data confidentiality, algorithmic bias, and the complexity of international regulatory frameworks. This article examines these ethical dilemmas, emphasizing the impact of digital transformation on organizational culture and providing recommendations for the ethical use of technologies in HR auditing. By prioritizing transparency, security, and diversity, organizations can balance digital benefits with respect for employees' rights and values, establishing digital HR auditing as a cornerstone of sustainable corporate governance.

Ștefănescu, A. and Marin, D. (2025) 'Ethical dimensions of human resources auditing in the digital era', Business Excellence and Management, 15(1), pp. 28–38

2024

Leveraging digital transformation to revolutionize human resources auditing

The digital revolution will redefine HR auditing by optimizing efficiency and adaptability across various industry sectors. This article explores the integration of advanced digital tools such as electronic audit platforms, artificial intelligence (AI), and data analytics into modern HR auditing procedures. It highlights how these technologies simplify data collection, improve compliance monitoring, and facilitate predictive analytics for workforce management. Exploring the intersection of efficiency and ethics, the paper addresses potential future challenges, including those related to data privacy and algorithmic bias, and shows how digital transformation offers organizations the opportunity to conduct adaptive HR audits. The findings highlight the role of digital tools in aligning HR audits with organizational objectives and broader sustainable development goals.

Ștefănescu, A. (2024) 'Leveraging digital transformation to revolutionize human resources auditing', International Conference: Adapting Public Services to the Technological Challenges and to the Business Environment Expectations, 13.12.2024, Moldova.

2024

Human resources audit - A catalyst for corporate governance excellence

The human resources (HR) audit plays a critical role in strengthening corporate governance, by promoting transparency and compliance within companies. This paper examines the impact of HR audits on improving corporate governance by aligning workforce practices with regulatory standards and ethical imperatives. Following global trends such as the increasing importance of anti-money laundering (AML) and combating the financing of terrorism (CFT) regulations, the paper highlights the role of HR audits in risk management and upholding organizational values. Through a review of the literature, the article highlights the strategic value of HR audits in addressing issues such as employee mismanagement, non-compliance with regulations, and ethical violations. Recommendations for implementing HR audit frameworks, including practical tools and performance metrics are also discussed. HR audits are thus positioned as a vital mechanism for promoting sustainable corporate practices in an era of increased accountability. Keywords: human resources audit, corporate governance, transparency, compliance, regulations,

Ștefănescu, A. (2024) 'Human resources audit - A catalyst for corporate governance excellence', International Conference: Adapting Public Services to the Technological Challenges and to the Business Environment Expectations, 13.12.2024, Moldova.

2023

Anatomia și fiziologia omului. Compendiu

Compendiul este conceput ca o prezentare sintetică a cunoștințelor pe care trebuie să le acumuleze cel ce dorește să se pregătească serios și să se perfecționeze într-unul dintre domeniile complexe și de mare interes ale biologiei.

C.Niculescu, B.Voiculescu, C.Nita, C.Cârmaciu, C.Sălăvăstru, C.Ciornei, A.State, C.A.Ștefănescu

2022

Exploring the research regarding frugal innovation and business sustainability through bibliometric analysis

Nowadays, innovation is valued as being of utmost significance when evaluating measures of sustainable development and performance constructs. The current research develops investigations into the field of frugal innovation (FI) and how this process can contribute to business sustainability. This study performs a comprehensive evaluation of scientific production through the quantitative method of bibliometric analysis to facilitate our understanding of the current structure of studies and to highlight future research paths on FI and business sustainability. The paper maps the literature by narrowing its research topics and identifying certain patterns. Using the Web of Science database (WoS) on a sample of 2072 documents, descriptive and performance analyses were conducted. The VOSviewer software was used to perform the science mapping of the conceptual, intellectual, and social structure that provides scholars with a quantified and graphic representation of the FI and business sustainability field. The trend towards the analysis of business sustainability and consumer behaviour in the context of FI is highlighted. Annual scientific production and citation analysis reveal significant growth in international interest and scientific production, indicating an increasing line of inquiry for this topic at the start of the twenty-first century. The prominent scholars in the field are of European origin, while the highly active countries in the subject of FI and business sustainability are the USA, Germany, England, the Netherlands, and India, with major collaborations across the globe. This paper covers the limits identified by previous scholars by detailing the knowledge base and by using science mapping tools to document the structure of the literature; distinguish key journals, articles, and authors; and highlight new emerging topics of research.

Dima, A; Bugheanu, A; Dinulescu, R; Potcovaru, A; Stefanescu, A; Marin, I- Sustainability, vol. 14, nr. 3

2022

The importance of performance audit and risk forecasting

Effective business operations are the result of correct implementation and coordination of resources for the pursuit of business objectives. Organizations exist to reach a goal, and the processes are designed for this purpose. These processes are in turn staffed by people whose number and set of skills contribute to the fulfillment and are assisted by technology or machines. As a result, success is the outcome of proper planning and effective alignment of people, processes and technology. This article highlights the necessary steps, thought processes and risks involved in running a successful organization, and all the aspects included in the concept of "performance".

A.STEFANESCU, M.TRICULESCU, Business Excellence And Management, vol. 12, nr. 3, pg. 30-39

2022

Tools and methods used in the stages of the human resources audit process

Carrying out the activity of an organization efficiently is the result of the correct implementation and coordination of resources in order to achieve the organizational objectives. Auditing is currently undergoing a massive transformation. While its role of providing independent services and assurance and consulting to organizations in ways that improve their operations has remained constant for decades and remains true today, how this has been accomplished has changed over time. The success of an organization is the result of proper planning and effective alignment of people, processes and technology. This article presents an overview of the necessary steps and the tools and methods used in carrying out an effective audit process.

A.STEFANESCU, I.MARIN, Proceedings of the International Management Conference 2022, 03.11.2022

2020

Conceptual framework regarding the influence of audit mission's management over human resources audit

Human resources management has experienced significant development in recent years, while the concept of audit has become more and more refined, naturally reaching the creation of an independent field with specific methods and techniques. Employees are resources that must be trained and developed, for which investments must be made, since human resources are the first strategic resources of the organization. The human resources audit evaluates the activity of human resources in an organization in order to improve it, and brings the human resources to operate at the standards imposed by the entity's management. This paper explores some of the available frameworks and professional principles that auditors can use as guidance tools to integrate in their work in order to improve the processes of auditing and weighs the influence that the management of the audit mission has on the human resources audit. The article also describes some applications of human resources audit to human resources management.

A.STEFANESCU, I.MARIN, Proceedings of the International Management Conference 2020, pg. 843-851

● REȚELE ȘI AFILIERI

Societatea Europeană de Radiologie
Societatea de Radiologie și Imagistică din România
Ordinul Medicilor din România

● CONFERINȚE ȘI SEMINARE

20/03/2025 – 22/03/2025 București, România
International Conference on Business Excellence

07/02/2025 – 08/02/2025 Paris, Franța
Journées d'Imagerie Abdominales

13/12/2024 Chișinău, Republica Moldova
International Scientific and Practical Conference: Adapting Public Services to the Technological Challenges and to the Business Environment Expectations

27/09/2024 – 29/09/2024 Eforie Nord, România
Congresul Național de Radiologie și Imagistică Medicală

13/10/2023 – 16/10/2023 Paris, Franța
Zilele Francofone de Radiologie

2022 București, România
International Management Conference ASE Bucharest

2022 București, România
Congresul Național de Radiologie și Imagistică Medicală

2022 Constanța, România
Școala de Vară de Radiologie

2020 România
International Management Conference ASE Bucharest

2020 România
Congresul Național de Radiologie și Imagistică Medicală

2018 București, România
Conferința "Zilele Educației Medicale"

2018 București, România
Congresul Universității de Medicină și Farmacie "Carol Davila"

2017 București, România
Congresul Universității de Medicină și Farmacie "Carol Davila"

2017 România
Conferința „Viral Cure – Între cerință și putință”

2017 România
Conferința „Mecanismul dependențelor și tratamentul acestora”

2016 București, România
Conferința „Zilele Educației Medicale”

● VOLUNTARIAT

2013 – 2019
Societatea Studenților în Medicină din București

2014 – 2017
Brigada de Voluntari

2015 – 2020
Organizația Națională "Cercetașii României"

Data:
25.04.2025

Semnătura:

