BUCHAREST UNIVERSITY OF ECONOMIC STUDIES

DOCTORAL SCHOOL OF MANAGEMENT

ABSTRACT

HABILITATION THESIS

MODELS FOR OPTIMIZING MANAGERIAL PROCESSES FOR SUSTAINABLE PERFORMANCE IN THE CONTEXT OF CORPORATE GOVERNANCE AND DIGITAL TRANSFORMATION

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The habilitation thesis presents my scientific, academic and professional achievements obtained after the award of the PhD degree in the field of Management and highlights the evolution of my research towards the development of innovative managerial models aimed at enhancing organizational performance in an environment characterized by digital transformation, corporate governance and sustainable development.

My postdoctoral research activity is characterized by thematic continuity, an interdisciplinary approach and a strong practical orientation. Its outcomes have been disseminated through publications in Web of Science-indexed journals, participation in international scientific conferences and academic collaborations. The research contributes to the advancement of the Management discipline by integrating artificial intelligence, predictive analytics, intelligent systems and Environmental, Social and Governance (ESG) principles into organizational decision-making processes.

The first research direction investigates the digital transformation of organizations and the use of intelligent technologies to optimize managerial processes and support strategic decision-making. The research resulted in the development of innovative models based on artificial intelligence, multi-agent systems, artificial neural networks, machine learning algorithms and predictive methods applied to risk management, capital markets and digital managerial accounting (Cyber Accounting). The findings demonstrate that the integration of digital technologies reduces uncertainty, improves decision-making efficiency and strengthens organizational performance.

The second research direction focuses on optimizing managerial processes to support sustainable organizational performance. The studies emphasize the role of the circular economy, green management and digital technologies in improving resource efficiency, reducing environmental impact and developing integrated organizational performance assessment models incorporating economic, social and environmental dimensions.

The third research direction addresses corporate governance, auditing and internal control mechanisms as key determinants of organizational performance. The research highlights the contribution of governance structures to enhancing transparency,

accountability and stakeholder confidence, while also demonstrating the impact of sustainability reporting and ESG principles on organizational competitiveness and long-term value creation.

A complementary research stream explores organizational reputation, managerial ethics and corporate social responsibility, demonstrating that sustainable performance results from the integration of digital technologies with the principles of good governance, integrity and responsible management.

My teaching activity reflects a continuous commitment to integrating research outcomes into the educational process and to developing academic courses aligned with the challenges of the digital economy, including Management, European Economics and International Economic Systems. At the same time, my professional experience in human resource management and organizational administration has provided a valuable practical framework for validating the proposed managerial models and transferring research findings into organizational practice.

As a future doctoral supervisor, I intend to establish a research school focused on the management of intelligent and sustainable organizations, the application of artificial intelligence in managerial decision-making, organizational process optimization, corporate governance, risk management and organizational performance assessment through digital tools and predictive models. Future doctoral research will employ mixed-method approaches, combining quantitative and qualitative analyses, computational modelling, simulations and case studies conducted in both public and private organizations.

My future academic development aims to strengthen international research collaborations, participate in competitive research projects, publish in high-impact international journals and develop integrated managerial models capable of addressing the challenges generated by digitalization, artificial intelligence and the transition towards a sustainable economy.

Through its theoretical and practical contributions, the habilitation thesis demonstrates the maturity of a coherent research programme and the capacity to generate original results that contribute significantly to the advancement of the field of Management, providing the scientific and professional foundation required for supervising doctoral research and promoting new interdisciplinary research directions.