

# **HABILITATION THESIS**

## **Current Challenges in Performance Evaluation in the Era of Digitalization and Sustainable Development – A Multidisciplinary Analysis**

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### **SUMMARY**

The habilitation thesis entitled "Current Challenges in Performance Evaluation in the Era of Digitalization and Sustainable Development – A Multidisciplinary Analysis" represents an integrated examination of various multidisciplinary frameworks. Its primary objective is to investigate the concept of performance and its evaluative mechanisms through the lens of the evolving challenges and trends characteristic of contemporary society.

Performance is a widely discussed, intensively analyzed and highly important concept in economics. Performance can be analyzed from multiple perspectives, at both macro and microeconomic levels, and is reflected by a wide range of indicators that highlight the different dimensions of economic efficiency. These dimensions are interconnected and their analysis reveal how both national economies and individual economic organizations/entities can thrive in an efficient way by following sustainable development principles.

Assessing performance under the impact of different factors at the organizational level is an important issue, as it allows managers to inform their decisions in order to achieve all strategic objectives. Performance measurement is thus the main managerial tool for consolidating information on the overall performance of the organization, revealing the results achieved during the course of the activity.

At the macroeconomic level, the study of performance and its assessment allows policy makers to identify potential economic imbalances, to inform public policies, while increasing transparency and accountability, and supports the strategic decision-making process.

This thesis consolidates several of my research endeavors and contributions made since the completion of my PhD and is structured as follows. Part I presents the main contributions to the advancement of research on performance and performance assessment, particularly in light of the contemporary challenges in the era of digitization and sustainable development. Part II presents the most important professional, scientific and academic achievements from two perspectives - retrospective and anticipatory, summarizing the plans for my career evolution and development in the upcoming years.

The presentation of the research milestones gathered in the first part of the thesis covers postdoctoral studies realized in the last 22 years (articles, studies, conference papers), with the aim of underlining the various stages in the evolution of research directions and structuring of the research approaches.

My primary contributions to the advancement of research on performance and performance assessment, viewed through the lens of contemporary challenges within the framework of sustainable development, are encapsulated across multiple strands, employing a multidisciplinary approach: 1) Digital transformation - impact on non-financial performance, strategic performance and organizational performance; 2) European Union policies and the achievement of sustainable development goals - impact on economic performance, competitiveness and sustainable economic growth; 3) Quality of management, leadership, human resources and work environment - resources for sustainable development and role in performance assessment; 4) Education in the digital age - analyzing predictability, building resilience, tracking present and future performance.

PART II - Professional, Scientific, and Academic Achievements: A Retrospective and Future Development Plans outlines my academic and professional journey, as well as the future pathways I intend to pursue to realize the professional mission I embraced many years ago upon completing my university education.

As a central aim of my entire academic and professional career, I have established the objective of consistently enhancing the quality of my work. This involves pursuing both teaching and scientific research as separate pursuits, while also recognizing their interdependent nature, which is clearly complementary.

Furthermore, my accumulated professional, theoretical, and practical experiences, alongside collaborative opportunities in research with colleagues from the Department of Economic and Financial Analysis and Evaluation at ASE Bucharest, as well as with experts from both academic and business sectors, have served as significant and advantageous support in the advancement of my career. This collaboration has played a crucial role in enhancing my visibility within academic circles and professional environments, both at the institutional level and on broader national and international levels. Through my future work, I aim to actively participate in improving the image and increasing the visibility and prestige of the department, faculty and university, by raising the quality level and increasing the effectiveness of the educational process and by developing the potential of scientific research and innovation.

The final section of the habilitation thesis contains the list of the main bibliographical references consulted and cited during the elaboration of the habilitation thesis, including the scientific works that I have published over the years and presented in the body of the thesis (over 300 bibliographical references).