

	<b>Curriculum vitae</b>		
<b>Name and surname</b>	ARMENIA ANDRONICEANU		
<b>Address</b>	6, Piata Romana, Bucharest, Romania		
<b>Phone</b>	021/3191900	Mobil: -	
<b>E-mail</b>	armenia.androniceanu@man.ase.ro		
<b>Naționalitate</b>	Romanian		
<b>Period</b>	2004 - present		
<b>Position</b>	Full Professor, PhD; MSc		
<b>Institution</b>	The Bucharest University of Economic Studies, Administration and Public Management Faculty, Administration and Public Management Department, International Centre for Public Management,		
<b>Address</b>	6, Piata Romana, 010374, District 1, Bucharest, Romania		
<b>Areas of specialization and research:</b>	<ul style="list-style-type: none"> <li>• Management of Public Institutions</li> <li>• Management of Organizational Change</li> <li>• Management of Public Services</li> <li>• Management of International Organizations</li> <li>• Management of The Civil Service In The EU</li> <li>• Comparative Public Administration</li> <li>• Management of Public Projects</li> <li>• Comparative Administrative Systems</li> </ul>		
<b>Period</b>	2006-present		
<b>Position</b>	Director and founder of the <b>International Centre for Public Management</b>		
<b>Institution</b>	Bucharest University of Economic Studies		
<b>Address</b>	11, Tache Ionescu, 010352, District 1, Bucharest, Romania.		
<b>Period</b>	2007 - present		

<b>Position</b>	<b>PhD supervisor</b>
<b>Institution</b>	Doctoral School of Management, Management Faculty, Bucharest University of Economic Studies, Romania.
<b>Address</b>	6, Piata Romana, 010374, District 1, Bucharest, Romania
<b>Period</b>	<b>2005 - present</b>
<b>Position</b>	<b>PhD Supervisor</b>
<b>Institution</b>	Universita'degli leader Studi di Messina, Faculta'di Economy, Dipartimento SEFISAT Univerista dell di Messina, Italy.
<b>Period</b>	<b>2003 - present</b>
<b>Position</b>	<b>Editor in Chief, Director and Founder</b> of the journal Administrație și Management Public, din 2003 – present
<b>Institution</b>	The Bucharest University of Economic Studies, Administration and Public Management Faculty, International Centre for Public Management, Romania.
	<b>2012- 2016</b>
<b>Position in the academic structure</b>	<ul style="list-style-type: none"> <li>➤ <b>President of the Academic Senate Commission for Strategies and Development</b></li> <li>➤ <b>Member of the University Senate and Permanent Bureau</b></li> </ul>
<b>Period</b>	<b>2009 – 2013</b>
<b>Position</b>	<b>Director of the international project:</b> “Dynamics of Institutional Cooperation in the European Union” financed by the European Commission through Framework Programm 7
<b>Institution</b>	<i>The European Commission, Bucharest University of Economic Studies, International Centre for Public Management, 11, Tache Ionescu, District 1, Bucharest, partner in the international consortium of the project, coordinated by Maastricht University, Netherlands</i>
<b>Activities</b>	Interdisciplinary scientific research in the field of inter and intra-institutional cooperation within and between EU institutions and Member State governments.
<b>Period</b>	<b>2007-2010</b>
<b>Position</b>	<b>Director of the project:</b> Partnership for developing an intelligent, interactive and transparent model for public management to streamline local government in Romania ”
<b>Institution</b>	<i>Ministry of Education and Research through the National Agency for Scientific Research and the National Centre Management Programs, as the financier and Bucharest Univeristy of Economic Studies, International Centre for Public Management, 11, Tache Ionescu, District 1, Bucharest</i>

<b>Activities</b>	Research for the Romanian public administration, public management applied research, including public policies and training for local government.
<b>Period</b>	<b>2006 -2008</b>
<b>Funcția sau postul</b>	<b>Director of the project:</b> "Developing a partnership to support EU citizens in solving problems through the use of ICT in public services reengineering"
<b>Institution</b>	<i>Ministry of Education and Research through the National Agency for Scientific Research and the National Centre Management Programs, as the financier and Bucharest Univeristy of Economic Studies through the International Centre Public Management, Tache Ionescu, No. 11, as a provider of research and consultancy.</i>
<b>Activities</b>	Research and consultancy for the Romanian public administration involved in public services for the Euroean and Romanian citizens.
<b>Period</b>	<b>2006 – 2008</b>
<b>Position</b>	<b>Director of the project:</b> Developing an excellent partnership to create an intelligent and interactive relationship between administration, citizens and business environment.
<b>Institution</b>	<i>Ministry of Education and Research through the National Agency for Scientific Research and the National Centre Management Programs, as the financier and Bucharest Univeristy of Economic Studies through the International Centre Public Management, Tache Ionescu, No. 11, as a provider of research and consultancy.</i>
<b>Period</b>	<b>2006-2008</b>
<b>Position</b>	<b>Director of the project:</b> Integrated technology platform in the field of Networked and Electronic Media, long-term sustainable and connected to the European Technology Platform, coordinated by Beia Consult International, Siemens Partner in Romania.
<b>Institution</b>	<i>Ministry of Education and Research through the National Agency for Scientific Research and the National Centre Management Programs, as the financier and Bucharest University of Economic Studies through the International Centre for Public Management, Tache Ionescu, No. 11, as a provider of research and consultancy.</i>
<b>Period</b>	<b>2006 - 2008</b>
<b>Position</b>	<b>Expert in the project:</b> "Promoting partnerships ABC (administration, best practices, citizens) to support integration in the European Administrative Space."
<b>Institution</b>	<i>Ministry of Education and Research through the National Agency for Scientific Research and the National Centre Management Programs, as the financier and Bucharest University of Economic Studies through the International Centre for Public Management, Tache Ionescu, No. 11, as a provider of research and consultancy.</i>
<b>Period</b>	<b>2004-2007</b>
<b>Position</b>	<b>Director, Chancellery of the Romanian Prime Minister</b>

<b><i>Institution</i></b>	<i>International Bank for Reconstruction and Development/The World Bank 1818 H Street, NW, Washington, DC 20433 USA through the Ministry of Public Finance, 17, Apolodor street, district 5, Bucharest.</i>
<b><i>Period</i></b>	<b>2004-2005</b>
<b><i>Position</i></b>	<b><i>Director of the project: "The impact of EU integration on social cohesion"</i></b>
<b><i>Institutions</i></b>	Ministerul of Labour as financer, National Institute for Research on Quality of Life, as a coordinator and Bucharest University of Economic Studies through International Centre for Public Management, as research and consultancy partner
<b><i>Period</i></b>	<b>2002 - 2004</b>
<b><i>Numele angajatorului</i></b>	<b><i>Director, Romanian Government, Central Government Body, General Secretarit of the Romanian Government.</i></b>
<b><i>Period</i></b>	<b>2011-2013</b>
<b><i>Qualification</i></b>	<b>Master`s degree in Communication in English Teaching and Economic Research</b>
<b><i>Institution</i></b>	Bucharest Univeristy of Economic Studies, International Relations Faculty
<b><i>Period</i></b>	<b>2009</b>
<b><i>Qualification</i></b>	<b>Researcher, Certificate of Graduation</b>
<b><i>Numele și tipul furnizorului de formare</i></b>	<i>Ministry of Education and Research, Ministry of Labor, Family and Equal Opportunities through the accredited Regional Training Center for Local Public Administration Bucharest.</i>
<b><i>Period</i></b>	<b>2008</b>
<b><i>Qualification</i></b>	<b>Certificated evaluator of professional competence</b>
<b><i>Institution</i></b>	<i>National Council for Adult Training in Romania / Council for Occupational Standards and Certification in Romania, the Ministry of Education and Research and the Ministry of Labor, Family and Equal Opportunities.</i>
<b><i>Period</i></b>	<b>2008</b>
<b><i>Qualification</i></b>	<b>Expert EU funded projects, Certificate</b>

<b><i>Institution</i></b>	<i>SME to LEAD Consortium – S2L , RINA, Member of the CISQ Federation.</i>
<b><i>Period</i></b>	<b>2007</b>
<b><i>Qualification</i></b>	<b>Supervisor of doctoral studies, management field</b>
<b><i>Institution</i></b>	<i>Ministry of Education in Romania by the National Council for Attesting Titles, Diplomas and Certificates</i>
<b><i>Period</i></b>	<b>2006</b>
<b><i>Qualification</i></b>	<b>Project Manager Professional Skills Certificate</b>
<b><i>Period</i></b>	<b>2005</b>
<b><i>Qualification</i></b>	Doctoral supervisor at Universita'degli leader Studi di Messina, Faculta'di Economy, Dipartimento SEFISAT Univerista dell di Messina, Italy.
<b><i>Institution</i></b>	Universita di Messina, Facolta di Economia, Dipartimento SESIFAT, Italy.
	<b>2004</b>
<b><i>Qualification</i></b>	<b>Postgraduate Certificate, expert</b> in "Intermediate Topics in Monitoring and Evaluation Outcome Measurement issued by the International Bank for Reconstruction and Development by Training Institute.
<b><i>Institution</i></b>	<i>World Bank Training Institute for the World Bank's Human Resources</i>
	2002-2003
<b><i>Institution</i></b>	Bulgarian/Romanian Interuniversity Europe Center
<b><i>Qualification</i></b>	<b>Expert in Comparative Public Administration</b>
<b><i>Period</i></b>	<b>2002</b>
<b><i>Name of the Institution</i></b>	<i>Fachhochschule Bochum, Germany</i>
<b><i>Qualification</i></b>	<b>Expert in the management field</b>

<b>Period</b>	2002
<b>Name of the Institution</b>	<i>Anglia Polytechnic University, Cambridge, U.K</i>
<b>Qualification</b>	<b>Expert in the management of the private and public organization</b>
<b>Period</b>	2000-2002
<b>Numele instituției</b>	<b>Senior Project Officer și Consilier al Președintelui, Agenția Națională a Funcționarilor Publici.</b>
<b>Period</b>	2000
<b>Name of the institutions</b>	<i>Chukyo University, Nagoya, Japan Keyo University, Hose University, Tokyo, Japan</i>
<b>Qualification</b>	<b>Expert in management of SmeE</b>
<b>Period</b>	2000
<b>Name of the institutions</b>	<i>Universidad Politécnica de Cartagena, Facultad de Ciencias de la Empresa Departamento de Economía, Spain</i>
<b>Qualification</b>	<b>Expert in the management of organizational change</b>
<b>Period</b>	1998
<b>Name of the institutions</b>	<i>University of Ottawa, Canada, Public Administration Department</i>
<b>Qualification</b>	<b>Scholar in comparative public administration</b>
<b>Period</b>	1997
<b>Qualification</b>	<b>Doctor's degree</b> in the management field
<b>Institution</b>	<i>Bucharest University of Economic Studies, Romania.</i>

<b>Period</b>	<b>1996</b>
<b>Institution</b>	<i>Graduate School of Business, University College Dublin, UK</i>
<b>Qualification</b>	<b>Expert in the management of change and innovation</b>
<b>Period</b>	<b>1995</b>
<b>Institution</b>	<i>University of Navarra, Barcelona, Spain, Institut Superior des Affaires, Paris, France, Scuola di Direzione Aziendale, Bocconi University, Milan, Italy, and International Graduate School of Management, Barcelona, Spain</i>
<b>Qualification</b>	<b>Expert in organizational management</b>
<b>Period</b>	<b>1992</b>
<b>Institution</b>	<i>University of Reading, UK</i>
<b>Period</b>	1992-2001
<b>Position</b>	<b>International Relations Director as</b>
<b>Institution</b>	<i>International Centre for Comparative Management Studies</i>
<b>Period</b>	<b>1991</b>
<b>Position</b>	Co-founder of the International Centre for Comparative Management Studies together with Professor Ovidiu Nicolescu in 1991 through an international project financed by the International Bank for Reconstruction and Development
<b>Institution</b>	Bucharest University of Economic Studies, Management Faculty.
<b>Period</b>	<b>1991</b>
<b>Degree</b>	<b>Assistent professor</b>
<b>Institution</b>	<i>Bucharest University of Economic Studies, Management Faculty</i>
<b>Qualification</b>	<b>Expert in organisational behavior</b>
<b>Period</b>	<b>1989</b>

<b>Qualification</b>	<b>Bachelor's degree in management</b>					
<b>Institution</b>	<i>Bucharest University of Economic Studies, Management Faculty, Bucharest Romania</i>					
<b>Period</b>	<b>1985</b>					
<b>Qualification</b>	<b>High School diploma, primary school teacher</b>					
<b>Institution</b>	<i>Pedagogical High School Carol I, Câmpulung Muscel, Argeş.</i>					
<b>Languages</b>	<b>Native language: Romanian</b>					
<b>Foreign language</b>	<b>Understanding</b>		<b>Speaking</b>		<b>Writing</b>	
<b>English</b>		C1		C1		C1
<b>German</b>		A2		A2		A2
<b>Spanish</b>		A1		A1		A1
<b>Social skills and competences</b>	Skills of working with people in different projects and programs; Skills acquired in cooperation activities with public institutions, partners in various projects, but also in numerous training programs and research projects and consultancy					
<b>Organisational skills and competences</b>	Capacity of organizing meetings, roundtables, national and international seminars, national and international conferences, meeting with different partners from Romanian public sector and from abroad, for example: Romanian Government Secretariat General of the Government, Romania Prime Minister Chancellery, Ministries, governmental agencies and in local government, city halls, county councils, prefectures.					
<b>Main diplomas for excellence in scientific research</b>	<p><b>2020 - 2021 – 2022- 2023 – 2024- 2025</b> Over 20 awards for scientific articles published in international journals indexed in Q1, Q2 and Scopus.</p> <p><b>2019</b> - Diploma for Excelence in Research Georgescu Roegen;</p> <p><b>2018</b> – Diploma for Excelence in Research Georgescu Roegen;</p> <p><b>2014</b> - OMNIA Opera Diploma of excellence for scientific research;</p> <p><b>2006</b> Georgescu-Roegen Diploma for scientific research carried out under projects funded by national and international bodies; <b>2005</b> - Georgescu Roegen Diploma for scientific research carried out under projects funded by national and international bodies; 2004 - Georgescu Roegen Diploma for scientific research carried out under projects funded by national and international bodies; <b>2003</b> - Nicholas Georgescu-Roegen Diploma for outstanding results in economic research activity in 2003; <b>2003</b> - Diploma of Honor for lifetime of scientific research and teaching; <b>2002</b> - Nicholas Georgescu-Roegen Diploma for outstanding results in economic research activity in 2002; <b>1999</b> - Diploma of praise for scientific research.</p>					

## List of selected published works 2024-2020

- **Hirsch Web of Science: 22**
  - **Hirsch in SCOPUS: 33**
  - **Hirsh in Google Scholar: 44; I10 index - 103**
1. Androniceanu, A., Colesca, S.E. (2025). Triple Helix Model and Artificial Intelligence in Public Administration. *Central European Public Administration Review*, 23(2), 63–91. <https://doi.org/10.17573/cepar.2025.2.03>
  2. Androniceanu, A. (2025). The transformative impact of artificial intelligence on urban development: a new integrative conceptual model. *Management Research and Practice*, 17(3), September, 5-16. WOS:001573012700001
  3. Androniceanu, A., Streimikiene, D. (2025). Reinventing public managers in the digital age: competencies and innovative governance models across the European Union. *Administratie si Management Public*, 45, 69-90. <https://doi.org/10.24818/amp/2025.45-04>
  4. Anwar, R.S., Krivokapic, R., Androniceanu, A., Ahmed, R.R., Ahmed, R. (2025). Exploring the interplay of positive psychological capital and career adaptability in multinational corporations. *Transformations in Business & Economics*, 24(3), 444-466. <https://www.transformations.knf.vu.lt/66/article/expl>
  6. Anwar, R.S., Ahmed, R.R., Parmar, V., Androniceanu, A. (2025). Employee empowerment and technology-driven customer relationship management: enhancing brand management in the FMCG sector through SEM-SVM analysis. *Transformations in Business & Economics*, 24(1), 355 – 385. WOS:001505152200018
  7. Kuzior, A., Vysochyna, A., Androniceanu, A., Khouri, S. (2025). Health-Led Economic Growth in Short and Long Run: Case of European Countries. *Economics & Sociology*, 18(2), 289 – 304. 10.14254/2071-789X.2025/18-2/15.WOS:001533389400014
  8. Androniceanu, A. (2025). The impact of artificial intelligence on human resources processes in public administration. *Administratie si Management Public*, 44, 75-93. <https://doi.org/10.24818/amp/2025.44-05>
  9. Androniceanu, A. (2024). Generative artificial intelligence, present and perspectives in public administration. *Administratie si Management Public*, 43, 105-119. <https://doi.org/10.24818/amp/2024.43-06>
  10. Androniceanu, A.; Veith, C.; Ionescu, S., A.; Marinescu, P.; Sima, A.G.; Paru, A. (2024). Shaping sustainable futures: public policies and renewable energy insights based on global bibliometric analysis. *Sustainability*, 16, 4957. <https://doi.org/10.3390/su16124957>
  11. Dvorsky, J., Kubalek, J., Barinova, D., Androniceanu, A., and Khan. K.A. (2024). Selected factors influencing the social and environmental aspects of sustainability of SMEs, *Transformations in Business & Economics*, 23(2), 200-218. <http://www.transformations.knf.vu.lt/62/article/sele>

12. Androniceanu, A. (2024). Artificial intelligence in administration and public management. *Administratie si Management Public*, 42, 99-114. <https://doi.org/10.24818/amp/2023.42-06>
13. Kmecová, I. & Androniceanu, A. (2024). Level of investments in human capital in SMEs as a means of further development and increased competitiveness. *Journal of Competitiveness*, 16(1), 79-95. <https://doi.org/10.7441/joc.2024.01.05>
14. Androniceanu, A. Georgescu, I. (2023). Hierarchical clustering of the European countries from the perspective of e-government, e-participation, and human development. *NISPAcee Journal of Public Administration and Policy*, 16(2), December, 1-23. <https://doi.org/10.2478/nispa-2023-0011>
15. Androniceanu, A., Georgescu, I., (2023). Digital competences and human development: a canonical correlation analysis in Romania. *Polish Journal of Management Studies*, 28 (1), 43-61. DOI: 10.17512/pjms.2023.28.1.03
16. Androniceanu, A., Sabie, O.M., Georgescu, I., & Drugău-Constantin, A.L. (2023). Main factors and causes that are influencing the digital competences of human resources. *Administratie si Management Public*, 41, 26-53. <https://doi.org/10.24818/amp/2023.41-02>.
17. Ślusarczyk, B., Chład, M., Michałek, J., Dacko-Pikiewicz, Z., & Androniceanu, A. (2023). Strategies for supplying enterprises with energy in the context of changing coal prices on the Polish market-The effect of the war in Ukraine. *Resources Policy*, 85(1), 104028. DOI: <https://doi.org/10.1016/j.resourpol.2023.104028>
18. Mishchuk, H., Bilan, Y., Androniceanu, A. & Krol, V. (2023). Social capital: Evaluating its roles in competitiveness and ensuring human development. *Journal of Competitiveness*, 15(2), 1-17. <https://doi.org/10.7441/joc.2023.02.01>
19. Androniceanu, A., & Georgescu, I. (2023). Public administration digitalization and government effectiveness in EU countries. *Central European Public Administration Review*, 21(1), 7-30. <https://doi.org/10.17573/cepar.2023.1.01>
20. Androniceanu, A. (2023). The new trends of digital transformation and artificial intelligence in public administration. *Administratie si Management Public*, 40, 147-155. <https://doi.org/10.24818/amp/2023.40-09>
21. Androniceanu, A.; Enache, I.-C.; Valter, E.-N.; Raduica, F.-F. (2023). Increasing energy efficiency based on the Kaizen Approach. *Energies*, 16(4), 1930. <https://doi.org/10.3390/en16041930>
22. Androniceanu, A. Georgescu, I. (2023). The impact of CO2 emissions and energy consumption on economic growth: a panel data analysis. *Energies*, 16(3), 1342; <https://doi.org/10.3390/en16031342>
23. Nica, E., Androniceanu, A., Sabie, O.-M., and Mișa, A. (2023). Generative artificial intelligence and workplace tracking systems, synthetic training data, and computer-based teamwork simulations in 3D immersive spaces, *Analysis and Metaphysics*, 22, 24–42. doi: 10.22381/am2220232.

24. Lazaroiu, G., Androniceanu, A., Grecu, I., Grecu, G. and Negurita, O. (2022). Artificial intelligence-based decision-making algorithms, Internet of Things sensing networks, and sustainable cyber-physical management systems in big data-driven cognitive manufacturing. *Oeconomia Copernicana*, 13(4), 1047-1080. DOI: 10.24136/oc.2022.030.
25. Androniceanu, A., & Sabie, O.M. (2022). Overview of green energy as a real strategic option for sustainable development. *Energies*, 15(22), 8573. DOI: 10.3390/en15228573
26. Androniceanu, A., Georgescu, I., Kinnunen, J. (2022). Public administration digitalization and corruption in the EU member states. A comparative and correlative research analysis. *Transylvanian Review of Administrative Sciences*, No. 65 E, February, pp. 5–22.
27. Shpak, N., Ohinok, S., Kulyniak, I., ; Sroka, W. ; Androniceanu, A. (2022). Macroeconomic indicators and Co2 emissions in the EU Region. *Amfiteatru Economic* 24 (61), Aug 2022, pp.817-830. DOI: 10.24818/EA/2022/61/817.
28. Androniceanu, A., Georgescu, I., & Sabie, O.-M. (2022). The impact of digitalization on public administration, economic development, and well-being in the EU countries. *Central European Public Administration Review*, 20(1), pp. 7–29.
29. Androniceanu, A., Georgescu, I., & Sabie, O. M. (2022). Comparative research on government effectiveness and political stability in Europe. *Administratie si Management Public*, 39, 63-76. DOI: 10.24818/amp/2022.39-04.
30. Androniceanu, A., Georgescu, I. & Mirică (Dumitrescu), C. O. (2022). Social protection in Europe, a comparative and correlative research. *Administratie si Management Public*, 38, 31-45. DOI: 10.24818/amp/2022.38-02.
31. Androniceanu, A., Georgescu, I. (2022). E-participation in Europe: a comparative perspective. *Public Administration Issues*, 5, Special Issue I, 7-29. Doi: 10.17323/1999-5431-2022-0-5-7-29.
32. Nica, E. Sabie, O.M., Androniceanu A. (2022). Motivation of civil servants within public administration institutions. Pilot study: fiscal administration of Bucharest, district 1. *Applied Research and Administrative Sciences*, 3(3), Decembrie, 10-20. Doi: 10.24818/ARAS/2022/3/3.02
33. Androniceanu, A., Georgescu, I.(2021). E-Government in European countries, a comparative approach using the Principal Components Analysis. *NISPACE Journal of Public Administration and Policy*, 14(2), 65-86. <https://doi.org/10.2478/nispa-2021-0015>
34. Androniceanu, A., Nica, E., Georgescu, I., Sabie, O. M. (2021). The influence of the ICT on the control of corruption in public administrations of the EU member states: a comparative analysis based on panel data. *Administratie si Management Public*, 37, 41-59 DOI: 10.24818/amp/2021.37-03
35. Krzywda, J., Krzywda, D., Androniceanu, A. (2021). Managing the energy transition through discourse. The case of Poland. *Energies*, 14(20), Article no. 6471, October, DOI: 10.3390/en14206471

36. Androniceanu, A. (2021). Transparency in public administration as a challenge for a good democratic governance. *Administratie si Management Public*, 36, 149-164. DOI: 10.24818/amp/2021.36-09
37. Androniceanu, A., Marton, D.- M., (2021). The psychosocial impact of the Romanian government measures on the population during the COVID-19 pandemic. *Central European Public Administration Review*, 19(1), 7–32. <https://doi.org/10.17573/cepar.2021.1.05>
38. Grondys, K., Slusarczyk, O., & Androniceanu, A..(2021). Risk Assessment of the SME Sector Operations during the COVID-19 Pandemic. *International Journal of Environmental Research and Public Health*, 18(8), Article Number: 4183. <https://doi.org/10.3390/ijerph18084183>
39. Androniceanu, A., Kinnunen, J., & Georgescu, I. (2021). Circular economy as a strategic option to promote sustainable economic growth and effective human development. *Journal of International Studies*, 14(1), 60-73. doi:10.14254/2071- 8330.2021/14-1/4
40. Siekelova, A., Androniceanu, A., Durana, P. & Frajtova Michalikova, K. (2020). Earnings Management (EM), Initiatives and Company Size: An Empirical Study. *Acta Polytechnica Hungarica*, 17(9), 41-56.
41. Androniceanu, A-M., Georgescu, I., Tvaronavičiene, M. & Androniceanu, A. (2020). Canonical Correlation Analysis and a New Composite Index on Digitalization and Labor Force in the Context of the Industrial Revolution 4.0. *Sustainability*, 12(17), Article number: 6812; <https://doi.org/10.3390/su12176812>; <https://www.mdpi.com/2071-1050/12/17/6812>
42. Grondys, K., Androniceanu, A. & Dacko-Pikiewicz, Z. (2020). Energy Management in the Operation of Enterprises in the Light of the Applicable Provisions of the Energy Efficiency Directive (2012/27/EU). *Energies*, 13(17), Article number: 4338; <https://doi.org/10.3390/en13174338> - 21 Aug 2020. <file:///C:/Users/andro/Desktop/My%20documents/energies-13-04338.pdf>
43. Çera, G., Phan, Q. P. T., Androniceanu, A., & Çera, E. (2020). Financial Capability and Technology Implications for Online Shopping. *E&M Economics and Management*, 23(2), 156–172. <https://doi.org/10.15240/tul/001/2020-2-011>  
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