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CAREER SUCCESS BY ORGANIZATIONAL SOCIALIZATION, EMPLOYABILITY IMPROVEMENT AND ENTREPRENEURSHIP

Habilitation thesis

Career success is a very broad concept, encompassing any socially validated achievements in the professional activity. It is determined, on the one hand by internal factors such as intelligence, personality traits, or other psychological variables related to the individual's psychological capital but, on the other hand, success is determined by context factors such as the quality of training acquired during university studies, by the development of some employability and professional insertion skills, such as entrepreneurial skills and career self- management skills, as well as by the organizational politics. My entire teaching career has revolved around these main themes: personality–career–work.

The research topics I conducted after receiving my doctoral degree (in 1999) revolved around the same areas. They can be grouped into three main areas of research: Correlates of professional success; Employability and graduates' professional insertion; Educational psychology. The original contributions in these three lines of research are presented in the habilitation thesis in a thematic and chronological order.

A. The line of research *Correlates of professional success* includes three thematic areas, developed over time: Personality and professional success, Organizational socialization and Entrepreneurial personality. The research results in this direction were published as a book, an ISI paper and several papers published in the proceedings of international conferences, ISI indexed. I consider that the most significant methodological contributions in this direction are related to the topic of entrepreneurial personality (otherwise the most recent thematic area) and in identifying training needs for entrepreneurship.

B. The line of research *The graduates' employability and insertion on labor market* comprises two thematic areas: The Consistency of the curriculum with the labor market requirements and The enhancement of employability and graduates' insertion,

with two sub-themes—The Development of the entrepreneurial skills in university and The Graduates' insertion on the labor market. Developing the first thematic areas (Consistency of academic curriculum with labor market requirements) was occasioned by the involvement in two international research projects in which I acted as a research coordinator and member of the project management team. Two national projects in which I was involved as an expert occasioned me to develop the topic of Graduates' insertion. The contributions in these two thematic areas were materialized in three books published in English, including the research results. They were distributed to the partners from other European countries and are available online. We also published papers on the topic of the enhancement of graduates' employability by developing entrepreneurial skills and on the insertion of graduates in the proceedings of international conferences.

C. The line of research Educational psychology comprises two areas: University education and School education and teacher training. The first thematic area was initiated because of an internal project of the University concerned with assessing the new ways of organizing the doctoral school. It was continued in a national research project on the quality of the training for research through doctoral studies. In addition to the publication of three papers in the volume of an international conference, part of the results (the internal research) was used to adjust the curriculum next year. The papers published in the second thematic area of research are partially presented because they are less related to future development intentions.

The development of the research in the coming years continues only on some of the previous directions, namely: Organizational socialization of teachers, Entrepreneurial personality and Graduates' professional insertion. I believe that these research topics are relevant and useful for several reasons.

The theme of organizational socialization of teachers seems important because less and less graduates choose a career in education, for the majority, this being a residual career option. On the other hand, due to the particularity of the current generation of pupils, many junior teachers encounter major difficulties in adapting to the demands of work in school. The prospect of the organizational socialization approach through content areas seems promising because it has been used so far in the economic and administrative environment. I intend to analyze, from the prospective of work psychology, the teachers' professional activity and to build investigative tools for studying the phenomenology of the socialization tailored for the school organization.

The theme of entrepreneurial personality seems relevant to the idea of promoting entrepreneurship among students and graduates as a way of enhancing employability. Identifying personality traits and demographic factors associated with success in developing an independent business are important in this respect. I intend to develop the tools created for this topic and to improve their psychometric qualities.

The topic of employability and the graduates' insertion is a relatively new topic, but universities are interested in it because the insertion is one of the indicators of the quality of education. The study of the graduates' insertion on the labor market and their satisfaction in relation to the skills acquired at university is important as feedback for the study programs and I intend to develop the tools created so far.