

PERSONAL  
INFORMATION

Eszter Enikő Marschalkó (Baczó)



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Web of Science ID: <https://www.webofscience.com/wos/author/record/AAL-1516-2021>

Google Scholar ID: <https://scholar.google.com/citations?user=6GFkNKAAAAAJ&hl=en>

## About me:

**As a psychologist with private practice, I have a great passion for organizational diagnostics, wellbeing and health promotion in organizations. As a lecturer I am always learning and I ensure a permanent self-development and up-to-date knowledge on my field. Through scientific research I enhance the evidence-based frame of my learning and practice.**

**My mission:**

- To help students and trainees to self-develop and acquire a well-structured knowledge base.
- To promote health in organizations and to provide organizational diagnostics that can help the thriving, performance and the health of employees and managers.
- To help companies and their employees work better together.
- To assume a personal role in the psychoeducation for health in organizations settings and in individual approach (emotional regulation, lifestyle, life-span development perspective, personal values, life-story and life-crafting methodic).
- To help in talent identification, in personal carrier development, in motivation projects and organizational stress diminishing.
- To help well-being and performance individually and collectively in a scientifically based approach.
- To build a company that offers psychological services for organizations and individuals that seeks growth and a healthier lifestyle using an evidenced based approach.

**My objective is to serve professionally a healthy way of performing both individually and collectively.**

## WORK EXPERIENCE

2017-present

**Lecturer**

*Babeş-Bolyai University, Cluj-Napoca, Romania, Faculty of Psychology and Education Sciences, Department of Applied Psychology*

<http://psichologia.psiedu.ubbcluj.ro/en/>

## Responsibilities:

- Preparation of courses and lectures;
- Pursuing research and article writing;
- Planning lectures, seminars/tutorials and learning materials;
- Teaching, lecturing and evaluation of student's work;
- Checking and assessing the works of students;
- Coordinating student's undergraduate research work for the undergraduate final exam;
- Pursuing permanent self-development;

Field of lecturing: Personality Psychology, Gerontopsychology/Psychology of Aging; Interpersonal Communication, Psycho-pedagogy of Adults and Teenagers , History of Psychology, Personality Disorders, Work Psychology-temporary)

**Business or sector** :Higher Education

2008- present **Owner, Work and Organizational Psychologist, Private Practice**  
*SC ERGO Human Resources SRL*

<https://www.ergohr.eu/>

## Responsibilities:

**My role in my private practice is to maintain an out of system point of view and help companies and individuals to:**

- make sure ERGO HUMAN RESOURCES thrives and remains agile in accommodation
- plan, execute selection and recruitment and talent identification (with a focus on STEM fields/ Engineering and White Collar fields);
- create new services based on psychological knowledge
- create and deliver workshops (e.g. related to diversity and inclusion, optimal aging, emotional regulation, recruitment competency, etc.)
- participate from a tertiary perspective to conflict mediation and motivation enhancement
- conduct STAY-IN interviews and analyze all data
- assessment of burn-out
- evaluate psychological constructs like personality, interest and cognitive abilities
- promote organizational health maintaining behaviors
- educate the market about organizational health
- troubleshoot performance issues and toxic organizational factors (ex. organizational climate)
- assist people to rethink and rebound in carrier downfalls
- evaluate competencies and identify lacks of knowledge and plan their development
- assessment of competency training needs of managers and leaders;
- 360 degree evaluation of leadership competencies and the dissemination of the results to the assessed individuals and to their superior;

**Business or sector** Recruitment and HR Services (Evaluations, Assessment of training needs, 360 Degree evaluations of competences, Organizational Diagnostics, Organizational Climate Assessment, Consultancy and Coaching),

2006-2012 HR Generalist and Head of Human Resources Department and HR Specialist  
*MEDLINE Property Multiservices SRL*

<http://www.medline.com.ro/>

Responsibilities:

- Recruiting and selection of skilled, unskilled (BLUE COLLAR) and management personnel with national coverage;
- Coordinating the Human Resources Department's work;
- Troubleshooting staff performance issues;
- Development and coordination of staff motivation and "BEST Employee" program;
- Coordination and creation of company newspaper content ( Staff communication project);
- Managing legal labor aspects;
- Identifying training needs and coordination of trainings;
- Participation in training and team-building activity planning for employees;
- Ensuring the efficiency of communication through the company on HR aspects;
- Integration of members from vulnerable groups into the work field;

**Business or sector** Facility Management

2007-2008 Professor Assistant

*Babeş-Bolyai University, Cluj-Napoca, Romania, Faculty of Psychology and Education Sciences, Department of Applied Psychology*

<http://psichologia.psiedu.ubbcluj.ro/en/>

Responsibilities:

- Preparation seminars and teaching;
- Planning seminars/tutorials and learning materials;
- Meeting students individually to discuss progress;
- Checking and assessing students' work;

Delegated university subjects for seminars on: Educational Psychology and Staff Psychology

**Business or sector** :Higher Education

## EDUCATION AND TRAINING

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2021-2020 Postdoctoral Studies  
 Babes-Bolyai University Cluj-Napoca, Romania  
 Faculty of Psychology and Educational Sciences

"Evidence-based assessments and psychological interventions" Doctoral School

Postdoctoral scholarship (2020-2021) through European Social Fund through the Operational Program for Human Capital 2014–2020. Operational Program of Babes-Bolyai University, co-financed by the European Social Fund, under the project number POCU/380/6/13/123886: "Entrepreneurship for innovation through doctoral and postdoctoral research"

- Psychology research, business knowledge, business planning, entrepreneurship, service development for the market, development of services for business purposes

- 2016-2013 **Doctoral studies**  
 Babes-Bolyai University Cluj-Napoca, Romania  
 Faculty of Psychology and Educational Sciences  
 “Evidence-based assessments and psychological interventions” Doctoral School
- The thesis was publicly presented in 2018 and its title is: “The Self-Regulatory Correlates of Undergraduate Academic Performance: Facilitators, Risk Factors and Intervention Possibilities”
  - I've been coordinating a research project linked to possible interventions aimed to help struggling undergraduates in performing better, from different universities in Cluj-Napoca, enrolled both to STEM and non-STEM fields: <https://studentperformant.wordpress.com/>
- 2007-2006 **Master Degree**  
 Babes-Bolyai University Cluj-Napoca, Romania  
 Faculty of Psychology and Educational Sciences, Department of Applied Psychology  
 Educational Psychology and Counselling
- 2006-2002 **Bachelor Degree**  
 Babes-Bolyai University Cluj-Napoca, Romania  
 Faculty of Psychology and Educational Sciences, Department of Applied Psychology  
 Psychology
- 2002-1997 **High school graduation (baccalaureate level)**  
 “Gheorghe Șincai” Pedagogical High School, Zalău, Romania)  
 Department of Preschool and Elementary School Teacher (Formation with double specialization).

PERSONAL SKILLS

Mother tongue(s) Hungarian

Other language(s)

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
Hungarian	Native	Native	Native	Native	Native
English	C2	C2	C1	C1	C2
Romanian	C2	C2	C2	C2	C2

Driving licence B

**Other courses:**

- 2023- Personal Development Specialist - Asociația “Confident” pentru dezvoltare personală și profesională București
- 2019- Coaching Specialist- International Association of Cognitive-Behavioral Coaching Cluj-Napoca
- 2010- *Trainer- Commodo Cluj-Napoca*
- 2009- *HR Inspector (Romanian Labour Law), ITM Cluj-Napoca*

**Courses related to the field of Psychology:**

- 2010-Facultatea Psihologie și Științele Educației, Facultatea Psihologie și Științele Educației, UBB, *Curs postuniversitar Optimizarea performanței profesionale prin Consultanță și Coaching Cognitiv-Comportamental, UBB*
- 2023- Asociația de psihoterapii cognitive și comportamentale din România- “Tulburările de personalitate din perspectiva cognitiv-comportamentală. Diagnostic, conceptualizare și recomandări de intervenție”
- 2023- Asociația de psihoterapii cognitive și comportamentale din România-“Abordarea cognitiv-comportamentală a tulburărilor de personalitate din cluster-ul C. O perspectivă transdiagnostică”
- 2023- Asociația de consiliere și psihoterapie online din România- Terapia depresiei în secolul XXI. Noi proceduri și tehnologii: DEPRETER
- 2023- Asociația de consiliere și psihoterapie online din România- Terapia anxietății în secolul XXI. Noi proceduri și tehnologii: PAXOLINE
- 2023- Asociația “Confident” pentru dezvoltare personală și profesională- Curs intensiv de psihoterapie de la A la Z
- 2023- Asociația “Confident” pentru dezvoltare personală și profesională pentru - Curs intensiv de consiliere psihologică: structură, metode eclecticice, strategii de intervenție
- 2023- Asociația “Confident” pentru dezvoltare personală și profesională- Tulburările de personalitate-evaluare și intervenție psihologică

**Member of some associations, professional societies:**

- COPSI (Colegiul Psihologilor din Romania)- Autonomous Work and Organizational Psychologist since 2009
- COPSI (Colegiul Psihologilor din Romania)- Clinical Psychologist under Supervision since 2022
- COPSI, Committee member- Cluj County

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**ANNEXES**
**PUBLICATIONS AND PRESENTATIONS:**
**Articles published in WoS Journals:**

- Kálcza-Jánosi, K., Kotta, I., Marschalkó, E. E., & Szabó, K. (2023). The Fear of War Scale (FOWARS): Development and Initial Validation. *Social Sciences*, 12(5), 283. <https://doi.org/10.3390/socsci12050283>
- Marschalko, E. E., Szabo, K., Kotta, I., & Kálcza-Janosi, K. (2022). The Role of Positive and Negative Information Processing in COVID-19 Vaccine Uptake in Women of Generation X, Y, and Z: The Power of Good is Stronger Than Bad in Youngsters? *Frontiers in Psychology*, 13. <https://doi.org/10.3389/fpsyg.2022.925675>
- Lindner, C., Kotta, I., Marschalko E. E., Szabo, K., Kálcza-Janosi, K., & Retelsdorf, J. (2022). Increased Risk Perception, Distress Intolerance and Health Anxiety in Stricter Lockdowns: Self-Control as a Key Protective Factor in Early Response to the COVID-19 Pandemic. *International Journal of Environmental Research and Public Health*, 19(9), 5098. <https://doi.org/10.3390/ijerph19095098>

- Kotta, I., Kalcza-Janosi, K., Marschalko, E.-E., Bandi, S., & Bibok, B. (2022). Online Sexual Activity Scale (OSAS): Going Beyond the Nosological Polemics of Compulsivity vs Addiction. *International Journal of Mental Health and Addiction*. <https://doi.org/10.1007/s11469-022-00791-4>
- Kotta, I., Kalcza-Janosi, K., Szabo, K., & Marschalko, E. E. (2021). Development and Validation of the Multidimensional COVID-19 Vaccine Hesitancy Scale. *Human Vaccines & Immunotherapeutics*, 18(1), 1–10. <https://doi.org/10.1080/21645515.2021.2007708>
- Marschalko, E. E., Kotta, I., Kalcza-Janosi, K., Szabo, K., & Jancso-Farcas, S. (2021). Psychological Predictors of COVID-19 Prevention Behavior in Hungarian Women Across Different Generations. *Frontiers in Psychology*, 12. <https://doi.org/10.3389/fpsyg.2021.596543>

#### Articles published in ERIH+/SCOPUS/ BDI journals:

- Kalcza-Janosi, K., Marschalko, E. E., Kotta, I., & Bibok, B. (2022). The Sexual Function Questionnaire: Validation and Gender-Neutral Adaptation to Hungarian (SFQ18\_HU). *International Journal of Advanced Studies in Sexology*, 4(2). <https://doi.org/10.46388/ijass.2022.4.15>
- Marschalko, E. , Kalcza-Janosi, K. , Kotta, I. , Bibok, B. (2021). 'Translation, Cultural Adaptation and Validation of the Hungarian Version of Self-Determination Scale'. World Academy of Science, Engineering and Technology, Open Science Index 177, *International Journal of Psychological and Behavioral Sciences*, 15(9), 818 - 821. e-ISSN: 2163-1956
- Kalcza-Janosi, K., Jancso-Farcas, S., Szabo, K., Kotta, I.; & Marschalkó, E. E. (2021). The Development and Validation of COVID-19 Prevention Behaviour Scale on Female Hungarian Population. *Journal of International Women's Studies*, 22(3), 188-197. Available at: <https://vc.bridgew.edu/jiws/vol22/iss3/18>
- Marschalkó, E.E., Kálcza-Jánosi, K (2019). The Predictive Role of Life Goals and Self Determination Traits on Academic Performance in a Romanian STEM and non-STEM Undergraduate Cohort. *Transylvanian Journal of Psychology*. 19 (2), 61 – 84
- Marschalkó. E.E., Szamosközi I. (2017). Predictors of Academic Achievement in College: Actual Learning Skills. *Transylvanian Journal of Psychology*, 18 (1), 35-56.
- Marschalkó E.E., Szamosközi I. (2016). The Role of Regulatory Mode Profile in Academic Achievement: What Fosters Success in Higher Education? *Transylvanian Journal of Psychology*, 17 (2), 227- 245.
- Marschalkó E.E., Szamosközi I., (2016) Life Goals, Self Determination and Perception of Ability in Romanian Undergraduate Students: Profile and Academic Performance. *Transylvanian Journal of Psychology*, 17 (1), 71-94.

#### Articles in international conference volumes with reviewers (ISI proceeding included):

- Marschalko, E. , Kalcza-Janosi, K. , Kotta, I. , Bibok, B. (2021). 'Translation, Cultural Adaptation and Validation of the Hungarian Version of Self-Determination Scale'. World Academy of Science, Engineering and Technology, Open Science Index 177, *International Journal of Psychological and Behavioral Sciences*, 15(9), 818 - 821. e-ISSN: 2163-1956
- Marschalkó, E.E., Batiz, E. , Orbán, R., Kotta,I., & Jancso-Farcas, S. (2019). Self-regulated learning differences in stem and non-stem undergraduates. 6th SWS International Scientific Conference on Social Sciences 2019, Conference Proceedings, ISBN 978-619-7408-93-5 / ISSN 2382-9959, 26 August – 1 September, 2019, Vol 6 (3), 339-346.
- Marschalkó, E.E., Bernath Vincze, A., Kálcza-Jánosi, K., Szabó, K., János, R., (2019). The role of regulatory mode in academic performance among stem and non-stem undergraduates, *6th SWS International Scientific Conference on Social Sciences 2019*, Conference Proceedings, ISBN 978-619-7408-93-5 / ISSN 2382-9959, 26 August – 1 September, 2019, Vol 6, 3, 339-346 pp, DOI: 10.5593/SWS.ISCSS.2019.3
- Marschalkó, E.E., Morisano, D. & Szamosközi, I. (2018.) Goal-setting among STEM and non-STEM students: a Pilot Randomized Controlled Trial in Locke, E. A., & Schippers, M. C. Improving lives: Personal goal setting boosts student performance and happiness. *Academy of Management Proceedings*, Chicago, IL,USA



- Marschalkó, E.E. & Szamosközi, I. (2016). Motivational Aspirations, Self-Determination and Ability Uncertainty in Struggling Undergraduate Students: exploring profiles and patterns. *3rd International Multidisciplinary Scientific Conference on Social Sciences & Arts, SGEM 2016: Psychology & Psychiatry*, (Vol 1, pp 237-244). STEF 92 Technology Ltd., Albena, Bulgaria.
- Marschalkó, E.E. & Szamosközi, I. (2016). Goal-Setting Intervention High Achieving Undergraduate Student's Self-Regulation and Use of Strategies in Learning: What matters? *3rd International Multidisciplinary Scientific Conference on Social Sciences & Arts, SGEM 2016: Psychology & Psychiatry*, (Vol 1, pp 201-208). STEF 92 Technology Ltd., Albena, Bulgaria
- Marschalkó, E.E. & Szamosközi, I. (2015). Successful Undergraduate Student Profile Exploration: The Role of Skill, Will, Self-Regulation and Contextual Characteristics. *2nd International Multidisciplinary Scientific Conference on Social Sciences & Arts, SGEM 2015: Psychology & Psychiatry, Albena, Bulgaria* (Vol 1, pp 203-210). STEF 92 Technology Ltd., Sofia, Bulgaria.
- Marschalkó, E.E. & Szamosközi, I. (2015). Goal-Setting Intervention: A Meta-Analytic Examination of Experimental Studies from the Domain of Formal and Informal Education in Adult Population. *2nd International Multidisciplinary Scientific Conference on Social Sciences & Arts, SGEM 2015: Psychology & Psychiatry, Albena, Bulgaria* (Vol 1, pp 85- 92). STEF 92 Technology Ltd., Sofia, Bulgaria.

#### Presentations in international conferences:

- Marschalko, E. , Kalcza-Janosi, K. , Kotta, I. , Bibok, B. (2021). 'Translation, Cultural Adaptation and Validation of the Hungarian Version of Self-Determination Scale'. World Academy of Science, Engineering and Technology, Open Science Index 177, *International Journal of Psychological and Behavioral Sciences*, 15(9), 818 - 821. e-ISSN: 2163-1956
- Marschalkó, E.E., Batiz, E. , Orbán, R., Kotta, I., & Jancso-Farcas, S. (2019). Self-regulated learning differences in stem and non-stem undergraduates. *6th SWS International Scientific Conference on Social Sciences 2019, Conference Proceedings*, ISBN 978-619-7408-93-5 / ISSN 2382-9959, 26 August – 1 September, 2019, Vol 6 (3), 339-346.
- Marschalkó, E.E., Bernath Vincze, A., Kálcza-Jánosi, K., Szabó, K., János, R., (2019). The role of regulatory mode in academic performance among stem and non-stem undergraduates, *6th SWS International Scientific Conference on Social Sciences 2019, Conference Proceedings*, ISBN 978-619-7408-93-5 / ISSN 2382-9959, 26 August – 1 September, 2019, Vol 6, 3, 339-346 pp, DOI: 10.5593/SWS.ISCSS.2019.3
- Marschalkó, E.E., Morisano, D. & Szamosközi, I. (2018.) Goal-setting among STEM and non-STEM students: a Pilot Randomized Controlled Trial in Locke, E. A., & Schippers, M. C. Improving lives: Personal goal setting boosts student performance and happiness. *Academy of Management Proceedings*, Chicago, IL, USA
- Marschalkó, E.E. & Szamosközi, I. (2016). Motivational Aspirations, Self-Determination and Ability Uncertainty in Struggling Undergraduate Students: exploring profiles and patterns. *3rd International Multidisciplinary Scientific Conference on Social Sciences & Arts, SGEM 2016: Psychology & Psychiatry*, (Vol 1, pp 237-244). STEF 92 Technology Ltd., Albena, Bulgaria.
- Marschalkó, E.E. & Szamosközi, I. (2016). Goal-Setting Intervention High Achieving Undergraduate Student's Self-Regulation and Use of Strategies in Learning: What matters? *3rd International Multidisciplinary Scientific Conference on Social Sciences & Arts, SGEM 2016: Psychology & Psychiatry*, (Vol 1, pp 201-208). STEF 92 Technology Ltd., Albena, Bulgaria
- Marschalkó, E.E. & Szamosközi, I. (2015). Successful Undergraduate Student Profile Exploration: The Role of Skill, Will, Self-Regulation and Contextual Characteristics. *2nd International Multidisciplinary Scientific Conference on Social Sciences & Arts, SGEM 2015: Psychology & Psychiatry, Albena, Bulgaria* (Vol 1, pp 203-210). STEF 92 Technology Ltd., Sofia, Bulgaria.
- Marschalkó, E.E. & Szamosközi, I. (2015). Goal-Setting Intervention: A Meta-Analytic Examination of Experimental Studies from the Domain of Formal and Informal Education in Adult Population. *2nd International Multidisciplinary Scientific Conference on Social Sciences & Arts, SGEM 2015:*

### Books chapters:

- Marschalko., E. E. (2023). Páratlan gyermek: személyiségfejlődés óvodáskorban. *Érdekességek az óvodáskor pszichológiájából*, Editura Presa Universitara Clujana. 112-115. ISBN: 978-606-37-1817-5, 20-32.
- Marschalko, E. E., Szabo, K., Kotta, I., & Kalcza-Janosi, K. (2023). The Role of Positive and Negative Information Processing in COVID-19 Vaccine Uptake in Women of Generation X, Y, and Z: The Power of Good is Stronger Than Bad in Youngsters? <https://doi.org/10.3389/fpsyg.2022.925675> IN Liu, J., Bailey, R. L., Rui, J., eds. (2023). *Health information seeking, processing, and sharing. EBOOK*. Lausanne: Frontiers Media SA. doi: 10.3389/978-2-83251-302-6, 128-139
- Marschalko E.E. (2021). *Célratőrő gyermek:ön szabályozás kisiskoláskorban*. In Kotta I. (Ed) *Fészkelődők Érdekességek a kisiskoláskor pszichológiájából*, Editura Presa Universitara Clujana. 112-115. ISBN: 978-606-37-0816-9, 45-52.

### Scholarship

- Postdoctoral scholarship (2020-2021) through European Social Fund through the Operational Program for Human Capital 2014–2020. Operational Program of Babes-Bolyai University, co-financed by the European Social Fund, under the project number POCU/380/6/13/123886: “Entrepreneurship for innovation through doctoral and postdoctoral research”

### International symposium presentations:

- Marschako E.E. (2018) – Goal-setting among STEM and non-STEM students: a Pilot Randomized Controlled Trial in All-Academy Theme: Symposium on „Improving Lives: Personal Goal Setting Boosts Student Performance and Happiness „, Academy of Management Meeting, August 10-14 in Chicago, Illinois
- Marschako E.E (2017)- Personal Goal Setting-Old Ideas and New Frontiers: Factors in Academic Achievement, Well-Being, and Leadership, Rotterdam School of Management, Erasmus University, Rotterdam, The Netherlands
- Marschako E.E (2015) – Goal Setting Research and Practice in Higher Education Network Workshop, School of Business and Economics, Loughborough University, UK

### Actual Research Interest:

#### **The relationship between optimal ageing, personality and self-regulation (in individual and organizational contexts)**

My actual research project draws inspiration from the fields of gerontopsychology and developmental sciences. Its aim is to explore the biological, psychological, and social factors that determine optimal aging and adult development in our country. These factors play a crucial role in shaping individuals' life trajectories and have a significant impact on their well-being and healthy aging. In this project, we intend to delve deeply into factors such as emotional self-control/regulation, adult identity development, generational identity and diversity, risk factors (such as neuroticism and hostility), and protective factors (such as self-control). We will also focus on optimizing lifestyle choices, paying special attention to loneliness, the importance of personal goals, and identifying and testing intervention strategies. These strategies include temporary emotional instability management methodologies, reconciling the consequences of stressful personality traits, and optimizing the organizational climate.

The research framework takes into account both individual and institutional aspects. In the institutional framework, we will examine the role of toxic characteristics (e.g. climate) related to the workplace atmosphere on the health of individuals.

#### **Project objectives:**

1. To identify protective and risk factors that can be used for diagnostic and intervention purposes in both the individual life course and the organizational and school context.
2. To develop, validate and standardize diagnostic tools.
3. Translation, adaptation and standardization of existing tools and methodologies.