

## PERSONAL INFORMATION



### István Juhász PhD.

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## WORK EXPERIENCE

August 2021. - Present

### Senior lecturer

Eszterházy Károly Catholic University, 3300 Eger, Eszterházy square 1.

Department of Economics, Institute of Economic Science

Lectures and seminars: Basic economics, Wage and incentive systems, Basic economic knowledge, Labor relations system, HR IT, HR Controlling, Personnel activity, Organizational and work psychology, Organizational development, Organizational development and work sociology, Organisational theories and organisational behaviour, Business ethics, Management and organization.

Type of activity: Education

September 2020. – July 2021.

### Senior lecturer

Eszterházy Károly University, 3300 Eger, Eszterházy square 1.

Department of Economics, Institute of Economic Science

Lectures and seminars: Basic economics, Wage and incentive systems, Basics of economics, Labor relations system, HR IT, HR Controlling, Personnel activity, Organizational and work psychology, Organizational development and work sociology, Business ethics, Management and organization

Type of activity: Education

July 2016. – August 2020.

### Instructor

Eszterházy Károly University, 3300 Eger, Eszterházy square 1.

Department of Economics, Institute of Economic Science

Lectures and seminars: Personal activities, Wage and incentive systems, Basic economics, Knowledge of workforce management, Economics of labor market institutions, System of labor relations, Current issues in human resource management I-II., HR IT, HR Controlling, Work- and organisational psychology, Organization development and work sociology, Organisational theories and behaviour, Business ethics, Corporate culture, Corporate governance systems, Enterprise information systems I., Entrepreneurship, Management and leadership.

Type of activity: Education

September 2009. - June 2016.

### Instructor

Eszterházy Károly College, 3300 Eger, Eszterházy square 1.

Department of Economics and Law, Institute of Economic Science

Lectures and seminars: Personal activities, Wage and incentive systems, Knowledge of workforce management, Economics of labor market institutions, System of labor relations, Current issues in human resource management I-II., Human resources IT, Human resources controlling, Work- and organisational psychology, Organization development, Business ethics, Corporate culture, Entrepreneurship, Management and leadership.

# CURRICULUM VITAE

Type of activity: Education

September 2008. -  
August 2009.

## Trainee

Eszterházy Károly College, 3300 Eger, Eszterházy square 1.

Department of Economics and Law, Institute of Economic Science

Lectures and seminars: Personal activities, Wage and incentive systems, Knowledge of workforce management, Economics of labor market institutions, System of labor relations, Current issues in human resource management I-II., Human resources IT, Human resources controlling, Work- and organisational psychology, Organization development.

Type of activity: Education

2005-2008

## Leader of economy departure

Mátra Gépipari Ltd. 3200 Gyöngyös, Esze Tamás str. 23.

The company's credit and other banking affairs and relations with insurance, proposal writing for companies, leasing for companies and factors, suppliers and customers. Continuous data, producing reports and calculations by the German and Hungarian owners. In the state and EU involvement writing applications, data relating to contests for its business as well.

Type of activity: Corporate finance

2003-2004

## Corporate credit officer

Konzumbank Ltd. 3300 Eger, Dobó square 3.

Assess loan applications, make spreadsheets, open bank account, credit history write, client monitor.

Type of activity: Corporate lending

2001-2002

## Accidentinsurance productmanager

AXA Insurance Ltd. 1134 Budapest, Róbert Károly boulevard 70-74.

Market and competition analysis, presentation, professional contact with the salespersons with product sales.

Type of activity: Insurance

## SCIENTIFIC QUALIFICATION

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2009-2019

## PhD. Business and Organisation Sciences

University of Miskolc, Faculty of Economics, „Entrepreneurship Theory and Practice” Graduate School. (Title of my dissertation: Psychological Expectations of the Business Sphere Regarding the Hiring of Financial Sales Associates with Special Attention to the Financial and Insurance Sector of the National Economy.)

Absolutorium (2014). PhD. (2019).

Major subjects: Economic policy, Organization development, Project management, Research methodology, Corporate strategy, Leadership development, Intercultural management.

## EDUCATION AND

2014-2015

## Economics educator - Entrepreneurship specialization

Eszterházy Károly College, Department of Economics and Law,

Major subjects: Special methodology I – II., Educational planning and assessment, Case discussions of education, Teachers' ICT activities basics of the craft of teaching.

2005-2009

## Psychologist - social and organizational psychology specialization

University of Szeged, Faculty of Arts and Humanities

Major subjects: General psychology, Anatomy, Developmental psychology, Personality psychology, Social psychology, Skills examination, Work psychology, Management consulting.

1999-2002

## MA in Economics - Finance and Information Technology Specialization

# CURRICULUM VITAE

University of Szeged, Faculty of Economics

Major subjects: Statistics, Quality management, Programming, Controlling, Finance department, Theory of money, Banking information, Bank accounting, Banking insurance knowledge.

1995-1999 **Economic Engineer - Financial - Tourism Specialization**

Szent István University, Faculty of Management College

Major subjects: Economic fundamentals, Business mathematics, Statistics, Business law, Business economics, Finance, Human management, Banking operations department, Bank of taxonomy.

## PERSONAL SKILLS

Mother tongue Hungarian

Other language(s)

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	B1	B1	B1	B1	B1
general secondary exam, „C”					
German	B1	B1	B1	B1	B1
secondary tourism professional exam, „C”					

Levels: A1/A2: Basic user - B1/B2: Independent user - C1/C2: Proficient user  
Common European Framework of Reference for Languages

Communication skills

good communication skills, which I developed during my teaching and sales.

Organisational / managerial skills

Organizers of leadership skills I developed in the areas of student hours and hours outside management, consultation thesis, organizing field trips.

Job-related skills

Write experience in the field of scientific publications.

Computer skills

User-level use of Microsoft Office™: In preparation for lessons (ppt), writing publications (word).

Other skills

perseverance that I have demonstrated in the following challenges: ironman, marathon, el Camino, Wild Rose 160, Matra 115 performance rides. In 2018, I completed Hungary's longest (Kazinczy 300 kilometers) and steepest (Galyavár 110 miles long and elevation 11,520 meters). In 2021, I became the ninth runner to complete MEGARACE, the world's longest signposted ultra running race over 1001 kilometres. In 2023 I will have reached the end of the National Blue Trail.

Driving licence

B, C

## ADDITIONAL INFORMATION

Research area

Personality tests, mapping the relationship between happiness and cultural dimensions, and examining the personality and motivation of salespeople.

Publications, conferences (most important)

István Juhász (2025). The impact of cultural dimensions on happiness, with special reference to the Member States of the European union. *Innovation: The European Journal of Social Science Research*, 1–27. <https://doi.org/10.1080/13511610.2025.2530499>

István Juhász (2025). Culture and happiness in the European Union. *Economics and Sociology*, 18(2), 23-37. DOI:10.14254/2071-789X.2025/18-2/2 [https://www.economics-sociology.eu/?1090.en\\_culture-and-happiness-in-the-european-union](https://www.economics-sociology.eu/?1090.en_culture-and-happiness-in-the-european-union)

István Juhász (2025): Motivation of Workforce in Russian and Chinese Organizations, Using Hofstede's

## CURRICULUM VITAE

Dimensions. In Conference Proceedings: Full Paper Series of MIRDEC 24th – Istanbul 2025 International Academic Conference on Economics, Business and Contemporary Discussions in Social Science, pp. (21-30). 24-25 April 2025. Istanbul, Türkiye. <https://www.mirdec.com/istanbul2025proceedings>

István Juhász (2022): Personality profile of financial sales staff based on Super's Work Values Inventory. HUNGARIAN STATISTICAL REVIEW: JOURNAL OF THE HUNGARIAN CENTRAL STATISTICAL OFFICE, 2022. 5(1) pp. 48-74. Paper: DOI: 10.35618/hsr2022.01.en048, 27 p. [https://www.ksh.hu/statszemle\\_archive/en/2022/2022\\_01/2022\\_01\\_048.pdf](https://www.ksh.hu/statszemle_archive/en/2022/2022_01/2022_01_048.pdf)

Juhász István (2021): Pénzügyi területen dolgozó értékesítők személyiségjellemzői a jövedelem nagyságának tükrében. Vezetéstudomány, LII. évfolyam, 8-9. szám, 2021. 94-107. oldal. ISSN 0133-0179. <https://unipub.lib.uni-corvinus.hu/6789/>

Juhász István (2020): Pénzügyi területen dolgozó értékesítők a csapattagtípus kérdőív tükrében, Marketing & Menedzsment, 2020. LIV. évfolyam, 4. szám. 77-88. oldal. ISSN: 1219-0349. <https://journals.lib.pte.hu/index.php/mm/article/view/3713>

Juhász István (2019): Pénzügyi területen dolgozó értékesítők személyiségvizsgálata. Pénzügyi Szemle, 64. évfolyam, 2019/2. szám, 2019. 175-190. oldal. ISSN: 0031-496X. <https://unipub.lib.uni-corvinus.hu/9361/>

Juhász István (2019): Értékesítői motivációk – Különös tekintettel a pénzügyi, biztosítási tevékenység nemzetgazdasági ágra. Vezetéstudomány, L. évfolyam, 7-8. szám, 2019. 39-48. oldal. ISSN 0133-0179. <https://unipub.lib.uni-corvinus.hu/4136/>

Juhász István (2019): Pénzügyi területen dolgozó értékesítők aspirációinak vizsgálata. Marketing & Menedzsment, LIII. évfolyam, 2. szám. 95-107. oldal. ISSN: 1219-0349. <https://journals.lib.pte.hu/index.php/mm/article/view/3178>

Juhász István (2019): Pályaalkalmassági vizsgálatok és alkalmazásuk az emberi erőforrások kiválasztásában - különös tekintettel a személyiségtesztekre. Munkaügyi Szemle, 62. évfolyam, 5. szám. 2019. 65-74. oldal. ISSN 2064-3748. <https://www.munkaugyiszemle.hu/palyaalkalmassagi-vizsgalatok-es-alkalmazasuk-az-emberi-eroforrasok-kivalasztasaban-kulonos>

Juhász István (2014): Kínai munkavállalók motiválásának alternatívái – Hofstede kulturális dimenzióinak tükrében. Vezetéstudomány, XLV. évfolyam, 10. szám, 2014. 58-67. oldal. ISSN: 0133-0179. <https://unipub.lib.uni-corvinus.hu/6629/>

Juhász István (2014): Kínai munkavállalók motiválásának vezetői kihívásai – kulturális sajátosságok, mint korlátok és mint lehetőségek. Marketing & Menedzsment, XLVIII. évfolyam, 2. szám, 2014. 71-82. oldal. ISSN: 1219-0349. <https://journals.lib.pte.hu/index.php/mm/article/view/995>

Kádek István – Juhász István (2014): Kompetencia-fejlesztő módszerek az Emberi erőforrások szakos hallgatók felkészítésében. Munkaügyi Szemle, LVIII. évfolyam, 3. szám. 2014. 70-78. oldal. ISSN 2064-3748. <https://www.munkaugyiszemle.hu/kompetenciafejleszto-modszerek-az-emberi-eroforrasok-szakos-hallgatok-felkesziteseben>

### Study material development

Juhász István (2014): Munkahelyi képzés és fejlesztés. In: Matiscsákné, Lizák Marianna; Juhász, István (szerk.) Emberi-erőforrás gazdálkodás, Eger, Magyarország : Eszterházy Károly Főiskola (EKF) (2014) 185 p. pp. 131-145., 15 p.

Juhász István (2014): Ösztönzés és javadalmazás. In: Matiscsákné, Lizák Marianna; Juhász, István (szerk.) Emberi-erőforrás gazdálkodás, Eger, Magyarország : Eszterházy Károly Főiskola (EKF) (2014) 185 p. pp. 147-162., 16 p.

Juhász István (2014): Az emberi erőforrás gazdálkodás információs rendszere. In: Matiscsákné, Lizák Marianna; Juhász, István (szerk.) Emberi-erőforrás gazdálkodás, Eger, Magyarország : Eszterházy Károly Főiskola (EKF) (2014) 185 p. pp. 163-173., 11 p.

Kádek István – Juhász István (2012): Emberi erőforrás képzés és fejlesztés. In Emberi erőforrás gazdálkodás. Szerk.: Matiscsákné Lizák Marianna. Budapest, Complex Kiadó. 301-341. o., 2012. június. ISBN 978 963 295 064 8.

# CURRICULUM VITAE

## Projects

- Participation in a two-week language course in England within the framework of Erasmus+ (2022).
- Competence assessment – within the framework of dual training – EFOP 351.
- Hungarian Online University – Establishment of sectoral IT cooperation for the domestic and international dissemination of new types of e-learning-based training courses. TÁMOP-4.1.1.C-12/1/KONV-2012-0003
- Writing electronic teaching materials on human resource management in connection with the MA program in Information Technology. Within the framework of the TÁMOP-4.1.2.A/1-11/1-2011-0021 project.

## Memberships

- Member of the “Fertály” Master Board in Eger (2023-) (part of the National Register of Intellectual Cultural Heritage)
- Public body member of Hungarian Academy of Sciences, IX. Section of Economics and Law, Scientific Committee on Human Resources Economics (2019-)
- Member of the parish council - Eger-Lajosváros Roman Catholic Parish of St. Louis (2019-2024)
- Member of Hérics Hiker and Tourist Sports Association (2014-)
- Member of the Hungarian Economic Association Violent County Organization (2008-)

## Institutional public life

- Member of the Faculty Council, Eszterházy Károly Catholic University (until 31.07.2021 Eszterházy Károly University, until 30.06.2016 Eszterházy Károly College) Faculty of Economics and Social Sciences, (2014-)
- Committee Member, Curriculum, Training Development and Credit Transfer Committee, Eszterházy Károly Catholic University (until 31.07.2021 Eszterházy Károly University), Faculty of Economics and Social Sciences, (2020-2023)
- Institutional Secretary, Union of Higher Education Employees, Eszterházy Károly Catholic University (until 31.07.2021 Eszterházy Károly University), Institutional Organisation (2017-2024)
- Faculty Secretary, Higher Education Employees' Union, Eszterházy Károly University (until 30.06.2016 Eszterházy Károly College) Institutional Organization - Faculty of Economics and Social Sciences, (2012-2017)

## Recognitions, awards

- Certificate and badge for completing 1,172 kilometres of the National Blue Trail (2023).
- A medal for finishing 9th in the MEGARACE, the world's longest marked hiking trail ultra-running race over 1001 kilometres (1st place in the age group; 2021).
- Certificate of recognition for the coaching of Evelin Molnár, who was awarded 3rd place in her section at the National Scientific Student Conference (2021).
- Diploma for his sacrificial work during the COVID-19 epidemic in the spring of 2020, with which he helped in the care of the needy – Diocesan Caritas Hungarica (2020).
- Member of the Hungarian championship team in the employee category of the Hungarian University-College National Championship (MEFOB) relay race called Foxes (2019, 2022, 2023, 2024).
- Best Teacher of the Semester Award at the Eszterházy Károly College, Faculty of Economics and Social Sciences (July 2016).
- Memorial medal for the 50th blood donation - Hungarian Red Cross Heves County Organization (2024).
- I have finished in first place six times in the history of the Mátra Achievement Hiker Movement (2014, 2015, 2016, 2017, 2019, 2020).
- As a performer and one of the winners of the Olympic Five Trial Movement, I made it to the London Olympic Games (2012).

Eger, September 2, 2025.

István Juhász PhD.