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Alzira da Conceição Silva Duarte

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Curriculum

Alzira Duarte, MBA/Master in Business Administration at ISCTE-IUL. Since 2001 she is Assistant in Human Resource Management and Organizational Behavior at ISCTE-IUL. PhD student, she is working in The Paradoxical Management of Corporate Social Responsibility. She has collaborations on journals, with papers and book chapters published. Prior to joining ISCTE-IUL, she was HRM Specialist and she worked as consultant on Organizational Development and HRM. Her research interests include corporate social responsibility and family business, and e-HRM and healthcare management.

Research Interests

- Human Resource Management (e-HRM)
- Organizational Behaviour
- Corporate Social Responsibility
- Heathcare Managemetn

Academic Qualifications

University/Institution	Type	Degree	Period
ISCTE-IUL - Instituto Superior Ciências Trabalho e da Empresa	M.Sc.	Gestão de Empresas	2007
Instituto Superior Psicologia Aplicada	Licenciate	Psicologia Social e das Organizações	1996

Teaching Activities

Teaching Year	Sem.	Course Name	Degree(s)	Coord.
2026/2027	2º	Human Development and Training	Bachelor Degree in Human Resources Management;	No
2026/2027	2º	Team Management	Institutional Degree in ISCTE Business School;	No
2026/2027	1º	Deontology and Professional Competences in Hrm	Bachelor Degree in Human Resources Management;	No
2026/2027	1º	Recruitment and Selection	Bachelor Degree in Human Resources Management;	No
2026/2027	1º	Reward and Career Management	Bachelor Degree in Human Resources Management;	No
2025/2026	2º	Human Development and Training	Bachelor Degree in Human Resources Management;	No
2025/2026	2º	Team Management	Institutional Degree in ISCTE Business School;	No
2025/2026	1º	Deontology and Professional Competences in Hrm	Bachelor Degree in Human Resources Management;	No
2025/2026	1º	Recruitment and Selection	Bachelor Degree in Human Resources Management;	No
2025/2026	1º	Reward and Career Management	Bachelor Degree in Human Resources Management;	No
2024/2025	2º	Human Development and Training	Bachelor Degree in Human Resources Management;	No
2024/2025	2º	Team Management	Institutional Degree in ISCTE Business School;	No
2024/2025	1º	Deontology and Professional Competences in Hrm	Bachelor Degree in Human Resources Management;	No
2024/2025	1º	Recruitment and Selection	Bachelor Degree in Human Resources Management;	No
2024/2025	1º	Reward and Career Management	Bachelor Degree in Human Resources Management;	No

2023/2024	2º	Human Development and Training	Bachelor Degree in Human Resources Management;	No
2023/2024	2º	Team Management	Institutional Degree in ISCTE Business School;	No
2023/2024	1º	Deontology and Professional Competences in Hrm	Bachelor Degree in Human Resources Management;	No
2023/2024	1º	Recruitment and Selection	Bachelor Degree in Human Resources Management;	No
2023/2024	1º	Reward and Career Management	Bachelor Degree in Human Resources Management;	No
2022/2023	1º	Deontology and Professional Competences in Hrm	Bachelor Degree in Human Resources Management;	No
2022/2023	1º	Recruitment and Selection	Bachelor Degree in Human Resources Management;	No
2022/2023	1º	Reward and Career Management	Bachelor Degree in Human Resources Management;	No
2021/2022	2º	Human Development and Training	Bachelor Degree in Human Resources Management;	No
2021/2022	1º	Deontology and Professional Competences in Hrm	Bachelor Degree in Human Resources Management;	No
2021/2022	1º	Recruitment and Selection	Bachelor Degree in Human Resources Management;	No
2021/2022	1º	Reward and Career Management	Bachelor Degree in Human Resources Management;	No
2021/2022	1º	Performance Management	Bachelor Degree in Human Resources Management;	No
2020/2021	2º	Human Resources Management	Bachelor Degree in Finance and Accounting;	No
2020/2021	1º	Deontology and Professional Competences in Hrm	Bachelor Degree in Human Resources Management;	No
2020/2021	1º	Recruitment and Selection	Bachelor Degree in Human Resources Management;	No
2020/2021	1º	Reward and Career Management	Bachelor Degree in Human Resources Management;	No
2019/2020	2º	Volunteerism and Social Responsibility		No
2019/2020	2º	Human Resources Management	Bachelor Degree in Finance and Accounting;	No
2019/2020	1º	Volunteerism and Social Responsibility		No

2019/2020	1º	Deontology and Professional Competences in Hrm	Bachelor Degree in Human Resources Management;	No
2019/2020	1º	Recruitment and Selection	Bachelor Degree in Human Resources Management;	No
2019/2020	1º	Reward and Career Management	Bachelor Degree in Human Resources Management;	No
2018/2019	2º	Human Resources Management	Bachelor Degree in Finance and Accounting;	No
2016/2017	2º	Human Resources Management	Bachelor Degree in Finance and Accounting;	No
2015/2016	2º	Human Resources Management	Bachelor Degree in Finance and Accounting; Bachelor Degree in Management;	No
2014/2015	2º	Human Resources Management	Bachelor Degree in Finance and Accounting; Bachelor Degree in Management;	No
2013/2014	2º	Human Resources Management	Bachelor Degree in Finance and Accounting; Bachelor Degree in Management;	No

Supervisions

• M.Sc. Dissertations

- Ongoing

	Student Name	Title/Topic	Language	Status	Institution
1	Sofia Chita Foz	Fairness and Trust in AI-Based Recruitment: Exploring Candidate and Recruiter Perspectives	English	Delivered	Iscte
2	Filipe Alexandre Nunes Marques	Globalization, Career Opportunities and Talent Retention: The Perspective of Young Professionals	English	Delivered	Iscte
3	Adriana Sofia Braz Antunes	The impact of a company's image on its ability to attract and retain talent and clients in the health and wellbeing sector.	--	Developing	Iscte

- Concluded

	Student Name	Title/Topic	Language	Institution	Concluding Year
1	Tobias Atzenhofer	The Impact of Feedback on Intrinsic Motivation: A Comparative Study of Remote, Hybrid, and On-Site Work Settings	English	Iscte	2025

2	Mariana Ferreira da Silva Cunha	The impact of invididual characteristics in employees acceptance of diferente work modalities	Portuguese	Iscte	2025
3	Ana Matilde Guerra Marques Dias Pereira	Equity and access: the importance of Integrated Long-Term Care Teams in the Tâmega and Sousa region.	Portuguese	Iscte	2025
4	Mariana Isabel Pereira Carvalho das Neves Oliveira	How Leaders' Characteristics Shape Team Emotional Regulation and Performance	English	Iscte	2025
5	Mariana Pena Lourenço	Remote vs in-person interviews - Impact on the company's image	Portuguese	Iscte	2025
6	Ana Cristina Bernardo Ribeiro	Inclusion and Palliative Care in the Autonomous Region of the Azores: Challenges and Opportunities in Low Population Density Territories	Portuguese	Iscte	2024
7	João Filipe Belo Antero	Mobility Trends: An Analysis of the Determinants of Emigration in Certified Prosthetist and Orthotist professionals	Portuguese	Iscte	2024
8	Maria Amélia Rei Coelho	Nurses' Turnover Intention in Hemodialysis Clinics: Relationship with Job Satisfaction and Organizational Commitment	Portuguese	Iscte	2024
9	Mariana da Cruz Carôla	Green HRM practices and Employer attractivenes: the effects of Individual Social Responsibility	Portuguese	Iscte	2023
10	Ana Lúcia Crespo Eusébio	Relationship between Corporate Social Responsibility practices and worker sustainability practices, with Organizational Identification as a mediator.	Portuguese	Iscte	2023
11	Inês dos Santos Gonçalves Luís	Relation between Job Crafting and Work Engagement: the mediating role of Psychological Well-Being among nurses.	English	Iscte	2023
12	Mariana Gonçalves Vieira	A Tecnologia e o Employer Branding: uma análise ancorada em video vignette methodology	Portuguese	Iscte	2023
13	Inara Louize Francisco	The impact of social responsibility on employee behavior in an organizational context	Portuguese	Iscte	2023
14	Margarida Maria Cabral de Moncada de Bettencourt da Câmara	Onbording Presential VS Online: Relationship with Satisfaction, Motivation, Engagement and Intention to Leave	English	Iscte	2022
15	Andreia Reduto Nabais	The Influence of the Telework Model in Satisfaction of Individuals	Portuguese	Iscte	2022

16	Sara Sofia Carvalho Matias	The role of Hospital Hospitality Management in implementing hospitality practices in hospitals - a study about a Portuguese private health care group	English	Iscte	2022
17	Margarida Bourdain Correia Marques	GHRM, Psychological Green Climate and Individual Green Values: An Integrative Model	English	Iscte	2022
18	Inês Figueira Lampreia Palma	Talent management in the technological sector in Portugal	English	Iscte	2022
19	Inaara Salim Hassam	National Reality and Future Determinants of Telemedicine Use	English	Iscte	2022
20	Maria Inês Pinto Maravalhas	Online Impression Management - The example of LinkedIn	Portuguese	Iscte	2021
21	Marisa Solange Semedo de Sousa	Employer Branding and Talent Retention in a Remote Work Context	Portuguese	Iscte	2021
22	Ana Rita Cardoso Moura Rodrigues	This country is not for old: conditioning factors for the re-entry of older workers into the labor market	Portuguese	Iscte	2021
23	André Rajkotia	ITChallengeYou - Virtual Reality applied to the Selection process in the field of Information Technologies	Portuguese	Iscte	2019
24	Luana Neves Lopes	Assessing the interaction between leadership and management competencies and health services accreditation	English	Iscte	2019
25	Lucas Reis das Neves	Factors of Employer Attractiveness for It Millennial Students	English	Iscte	2019
26	Francisco Tavares Louzeiro	Organizational Climate in an Upscale Hotel Group: Climate dimensions and their impact towards employees? satisfaction and commitment	English	Iscte	2019
27	Filipa Isabel do Nascimento Godinho	Are we All up for a Startup? Profile of an employee of a startup in Portugal	English	Iscte	2019
28	Ana Rita da Silva Barros	The Link between Social Responsibility and Diversity in the Workplace	English	Iscte	2019
29	Solange Cabral Francisco Gonçalves	The reverse migration decision and occupational outcomes: a self determination theory perspective	English	Iscte	2018
30	João Paulo Jacinto Baptista	Estágios em Portugal: Determinantes da Satisfação	Portuguese	Iscte	2017

31	Agostinho Baiem Fande	Papel da liderança na melhoria dos resultados escolares: estudo de caso numa escola do ensino secundário da rede pública na Guiné-Bissau.	Portuguese	Iscte	2017
32	Maria Margarida Casaleiro Simões Domingues	Desafios da Comunicação Interna numa Creche - Proposta para a definição de um plano de Comunicação Interna numa Creche no Concelho de Lisboa	Portuguese	Iscte	2017
33	Nuno Manuel Pinheiro dos Santos	A Preparação da implementação do Quadro EQAVET numa escola profissional	Portuguese	Iscte	2017
34	Maria Madalena Almeida Ribeiro Anglin de Castro	The Impact of Online Testimonials on Job Seekers' Perceptions of Organizational Attractiveness	English	Iscte	2016
35	Marta Mota Pinto de Almeida	Factors that Influence the Choice of First Jobs of the Students and Recent Graduated Students: Information technology area vs socio-humanistic and economic area	English	Iscte	2016
36	Inês Filipa Fernandes Ramalho	Deception Behaviors in the Social and Professional Networking Websites in the Scope of the Recruitment Processes	English	Iscte	2016
37	Ana Cláudia Gomes da Silva Mendes	Employer Branding: Factores privilegiados num potencial empregador	Portuguese	Iscte	2016
38	Sílvia Catarina Rodrigues Soares	Trainees Programmes: A Recruitment & Selection Tool to Young Talent or a Career Development Tool?	English	Iscte	2016
39	Luís André Santos Pinto	Employer branding in Portugal: How the most attractive companies are managing it	English	Iscte	2016
40	Catarina Macedo Ciríaco	Are Start-Ups Aware of the Importance of Human Resource Management	English	Iscte	2015
41	Diogo Corte Real Ferreira de Lima	Motivação em equipas de Engenharia de Software: contextos de elevado desempenho em Portugal	Portuguese	Iscte	2014
42	Sílvia Isabel Galrão Azevedo Santos	Concepção de modelo para apoio ao recrutamento e selecção - gestão de competências	Portuguese	Iscte	2013
43	Cristiano Barroso Fernandes	As Características da Liderança na Empresa Atlântica Serviços Gerais LTDA: um estudo de caso	Portuguese	Iscte	2013

44	Sónia Vanessa Cristo Nunes	Gestão de Recursos Humanos e Sustentabilidade Organizacional: Contributo para a Competitividade das Empresas	Portuguese	Iscte	2012
45	Maria Inês Cabral Campello Duarte Turras	Integração Profissional de Surdos em Portugal: Contrastes entre percepções e práticas de recursos humanos	Portuguese	Iscte	2012
46	Filipa da Mota Poseiro Castelo da Silva	Metodologias de Avaliação de Impacto Social: A Aplicabilidade de Getting to Outcomes em contexto de Responsabilidade Social das Organizações	Portuguese	Iscte	2012
47	Inês Gaspar Feliciano	A Responsabilidade Social na Educação para a Saúde em Escolas Comunitárias Moçambicanas	Portuguese	Iscte	2012
48	Francisco Ramalheira Costa	--	--	Iscte	2011
49	Elisa Diana dos Santos Sales	Humanização e Voluntariado Hospitalar - um estudo de caso	--	Iscte	2011
50	Margarida Maria de Medeiros Benigno Moreira	Alinhamento entre gestão de pessoas e estratégia organizacional: um estudo de caso em uma empresa pública brasileira.	Portuguese	Iscte	2010

• M.Sc. Final Projects

- Ongoing

	Student Name	Title/Topic	Language	Status	Institution
1	Rafael Marques Maia Nunes	The Volunteer's Journey – Professionalized Volunteer Management	Portuguese	Delivered	Iscte
2	Daniela Filipa Vaz Marques	Compensation Strategies and Flexible Benefits for Talent Retention: The Blinker Portugal Case	Portuguese	Delivered	Iscte
3	Marta Sofia Pardal Cortiçadas	Perceived Organizational Attractiveness and its Impact on Intent to Work in the Health Sector in the Alentejo Region	Portuguese	Delivered	Iscte
4	Rita Amaral Azevedo Ferreira	Development of an Implementation Strategy for the Open-Plan Office Model in a Pharmaceutical Industry Company	Portuguese	Delivered	Iscte

- Concluded

	Student Name	Title/Topic	Language	Institution	Concluding Year

1	Marta Sofia Martins Gomes	Organizational Attractiveness in a Family-Responsible Company: A Strategic Approach to Corporate Social Responsibility at CUF	Portuguese	Iscte	2023
2	Tatiana dos Santos Lapa	Restructuring Rituals Cosmetics Portugal's Employer Branding Process.	English	Iscte	2023
3	Cheila Denise da Silva Cardoso	Definition and Application of Employer Branding Metrics Applied to Galp's Trainee Programme	Portuguese	Iscte	2022
4	Manuel José Machado Malheiro de Magalhães	Creation and development of Learner Personas as an instructional design tool: the case of a multinational retailer.	Portuguese	Iscte	2022
5	João Carlos Nunes Oliveira	Definition and application of an External Employer Branding Strategy Framework - Associação Académica de Coimbra - O.A.F.	English	Iscte	2021
6	Patrícia Lapa Garcez	Restructuring the Onboarding Program of an Energy Company	Portuguese	Iscte	2019
7	Margarida Marçal Saruga Ferrão Cardoso	Falsas Ofertas de Emprego na Internet: Uma nova realidade para os candidatos e empresas	Portuguese	Iscte	2017
8	Andreia Sofia Mendes Soares	"Adding Value to Your People":projecto de Análise e Descrição de Funções	Portuguese	Iscte	2015
9	Daniela Filipa Silva André	Responsabilidade Social na Victoria - Seguros. Balanço de 1 ano de programa Victoria Somos Nós	Portuguese	Iscte	2015
10	Ana Sofia Marques Morgadinho	How to Achieve Gender Diversity in a Male Dominated Company? Attract Talent Regardless of Gender	English	Iscte	2015
11	Maria Margarida Calaça Bauto Fernandes	A Análise do Valor da Responsabilidade Social Corporativa na Captação de Novos Recursos Humanos.	Portuguese	Iscte	2015
12	Anne Charlotte Luchtenveld	Employer Brand Image in na International Context - Comparison Between Germany and Portugal	English	Iscte	2014
13	Sebastian Mertens	Employer Branding in the German Consulting Industry - Meeting Expectations, Values and Requirements of Generation Y Through a Successful Employer Branding Strategy	English	Iscte	2014
14	Anabela Correia da Silva Mondim Pereira	Relação entre a Percepção da Responsabilidade Social das Empresas, o Engagement no Trabalho e os Valores Humanos	Portuguese	Iscte	2013

15	Vanessa Alexandra Rodrigues Pires	Qualidade dos Processos de Recrutamento e Selecção numa Empresa de Trabalho Temporário	Portuguese	Iscte	2013
16	Marta Geraldo de Almeida Azevedo	Politicas de Gestão de Recursos Humanos em Empresas Familiares	Portuguese	Iscte	2012
17	Margarida dos Santos Silva Mano	O Outplacement em Portugal: Um abordagem a partir da grounded theory	Portuguese	Iscte	2012
18	Liliana Sofia Granja Marques	IBS Networking: Um estudo de caso	Portuguese	Iscte	2012
19	Énio da Cruz Lança	As Determinantes para Alta Performance na Logística do Grupo Auchan - Estudo de Caso	Portuguese	Iscte	2012
20	Cláudia Filipa Monteiro Patrício Mendes	A Evolução do Processo de Recrutamento de Carteiros para os CTT	Portuguese	Iscte	2012
21	Liliana Sofia Faria da Silva Pais	Validação da Metodologia Assessment Centre para a Função de Gestor no Banco Santander Totta	Portuguese	Iscte	2012
22	Aline Fernandes Seabra Santos	Comportamentos de Cidadania Organizacional: Investigando novas e velhas relações.	--	Iscte	2011
23	Mafalda Pedrosa da Silva Vieira	Impacto das Novas Tecnologias no Recrutamento nas Empresas Especializadas de Recrutamento e Selecção.	Portuguese	Iscte	2011
24	Maria João Candeias da Costa Santos	--	--	Iscte	2011
25	Rita Sofia Barradas dos Santos	Estudo para uma Rede Organizacional de Farmácias Comunitárias.	Portuguese	Iscte	2010
26	Inês de Jesus Ribeiro da Silva de Vilhena e Santos	Employer Branding - Percepção da Marca Nestlé como Entidade Empregadora.	Portuguese	Iscte	2009
27	Alexandra Paula Correia Pinho Pereira	Projecto RHMAIS - ZON Multimédia Factores do Absentismo.	Portuguese	Iscte	2009

Total Citations

Web of Science®	0
Scopus	1

Publications

• Scientific Journals

- Scientific journal paper

1	Pereira, A., Duarte, A. & Trindade, G. (2015). The relationship between the employees' perceptions of CSR, work engagement and human values. Responsibility and Sustainability: Socioeconomic, political and legal issues, 3(2), 27?35. - Times Cited Google Scholar: 12
2	Duarte, A. & Cunha, M. P. (2000). Congruência Organizacional: Impactos na Satisfação, Implicação e Intenção de Saída. Psychologica, 23, 165?175. - Times Cited Google Scholar: 2

• Books and Book Chapters

- Book author

1	Nunes, F. G., Martins, L. & Duarte, A. (2007). Responsabilidade social no sector das farmácias em Portugal.. Ordem dos Farmacêuticos. - Times Cited Google Scholar: 21

- Book chapter

1	Duarte, A., Nascimento, G. & Nunes, F. G. (2023). People Management In Healthcare: The Challenges in the Era of Digital Disruption. Future Health Scenarios: AI and Digital Technologies in Global Healthcare Systems (pp. 21?36). CRC Press. https://doi.org/10.1201/9781003227892 - Times Cited Google Scholar: 1
2	Duarte, A., Nascimento, G. & Almeida, F. (2019). Gestão de Pessoas 4.0 - Entre a continuidade e a reinvenção. In Carolina Machado; J. Paulo Davim (Ed.), Organização e Políticas Empresariais (pp. 15?53). Conjuntura Actual Editora. - Times Cited Google Scholar: 9
3	Rezende, H. A. & Duarte, A. C. S. (2017). A influência da liderança nos comportamentos de cidadania organizacional entre enfermeiros. In Pedro Parreira, Lisete Mónico, Carla Carvalho (Ed.), Liderança e seus efeitos (pp. 27?48). Escola Superior de Enfermagem de Coimbra. - Times Cited Google Scholar: 5
4	Duarte, A. & Pernas, G. (2015). Da responsabilidade social à sustentabilidade: O contributo da GRH. In Aristides Isidoro Ferreira; Luís Fuctuoso Martinez; Francisco Guilherme Nunes; Henrique Duarte (Ed.), GRH para gestores (pp. 468?491). RH Editora. - Times Cited Google Scholar: 4
5	Duarte, A. (2015). A integração nas organizações: do acolhimento à socialização organizacional. In Aristides Isidoro Ferreira; Luís Fuctuoso Martinez; Francisco Guilherme Nunes; Henrique Duarte (Ed.), GRH para gestores (pp. 179?198). RH Editora. - Times Cited Google Scholar: 13
6	Duarte, A. & Silva, C. (2015). O planeamento em gestão de recursos humanos. In Aristides Isidoro Ferreira; Luís Fuctuoso Martinez; Francisco Guilherme Nunes; Henrique Duarte (Ed.), GRH para gestores (pp. 99?117). RH Editora.

• Conferences/Workshops and Talks

- Publication in conference proceedings

1	Trindade, G. & Duarte, A. (2019). Comparing the consumption of musical and films online between Generations X and Y in Portugal and Spain. In A. Rocha, I. Pedrosa, M. P. Cota, R. Gonçalves (Ed.), 2019 14th Iberian Conference on Information Systems and Technologies (CISTI). IEEE. https://doi.org/10.23919/CISTI.2019.8760817 - Times Cited Scopus: 1 - Times Cited Google Scholar: 4

- Talk

1	Trindade, G. & Duarte, A. (2019). Comparing the Consumption of Musical and Films Online between Generations X and Y in Portugal and Spain. 2019 14th Iberian Conference on Information Systems and Technologies (CISTI),.
2	Nascimento, G. & Duarte, A. (2019). Desafios da gestão de pessoas na administração pública no contexto da revolução 4.0. XXIV Congreso Internacional del CLAD,.
3	Fernandes, M., Duarte, A. & Trindade, G. (2017). EMPLOYER ATTRACTIVENESS: The value of environmental practices of organizations. 4th Symposium on Ethics and Social Responsibility Research 2017,.
4	Duarte, A. & Pinto, L. (2017). Employer branding in the most attractive companies in Portugal: a multiple case study. VII Conferência em Investigação e Intervenção em RH,.
5	Rezende, H. & Duarte, A. (2015). A influência da liderança na promoção de comportamentos de cidadania organizacional entre enfermeiros. 67º Congresso Brasileiro de Enfermagem e 4º Colóquio Latino-Americano de História da Enfermagem,. - Times Cited Google Scholar: 5
6	Anabela Pereira, Duarte, A. & Trindade, G. (2015). The relationship between the employees' perceptions of Corporate Social Responsibility, Work Engagement and Human Values. III Symposium on Ethics and Social Responsibility Research,.
7	Duarte, A. & Santos, A. S. (2014). Comportamentos de Cidadania Organizacional e Estabilidade de Emprego: o efeito mediador do PsyCap Positivo. IX Congresso Ibero-Americano de Psicologia,.
8	Duarte, A., Martins, A. P., Cunha, M.P. & Oliveira, T. (2014). Um modelo representacional da Responsabilidade das Empresas: tensões e convergência na perspetiva de diferentes stakeholders. IX Congresso Ibero-Americano de Psicologia,.
9	Duarte, A., Cunha, M. P. & Oliveira, T. (2012). O valor estratégico da responsabilidade social das PMEs familiares: uma análise a partir dos atributos relacionais. CRIARS 2012 - 2º Congresso Ibero - Americano de Responsabilidade Social,.
10	Duarte, A. & Santos, A. S. (2012). Comportamentos de Cidadania Organizacional e Integração Profissional: relação com a Satisfação no Trabalho e a Estabilidade no Emprego. VII Simposio Comportamento Organizacional,.
11	Duarte, A. & Moreira, M. (2011). Alinhamento entre gestão de pessoas e estratégia organizacional em uma empresa pública brasileira: O caso DATAPREV. 1º Congresso Lusófono de Comportamento Organizacional e Gestão,.

12	Nicolau, I., Simaens, A., Duarte, A., Lages, C. & Pernas, G. (2010). Corporate Social Responsibility and the Third Sector: The Portuguese case. International Society for Third-Sector Research (ISTR) Conference,. - Times Cited Google Scholar: 2

• Other Publications

- Non-peer-reviewed papers

1	Nascimento, G. & Duarte, A. (2021). Healthcare People Management - Preparing today's professionals for tomorrow. HealthManagement.org – The Journal, 21(3), 126?131. - Times Cited Google Scholar: 6

- Recensions in journals

1	Duarte, A. (1997). Hoyle, R. H. (Ed.). Structural equation modeling: Concepts, issues and applications. London: Sage. Revista Comportamento Organizacional e Gestão, 3(2), 381?382.

Academic Management Positions

Director (2011 - 2012)
Unit/Area: Bachelor Degree in Human Resources Management

Responsável (2011 - 2012)
Unit/Area: ISCTE Business School

Director (2010 - 2011)
Unit/Area: Bachelor Degree in Human Resources Management