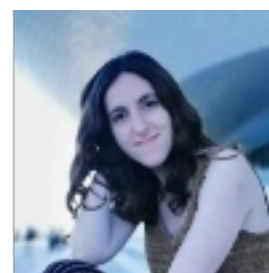


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Sara Lopes

Associate Researcher

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Contacts

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Research Interests

Presenteeism, health conditions, leadership, robotics, human-robot interaction

Academic Qualifications

University/Institution	Type	Degree	Period
ISCTE-Instituto Universitario de Lisboa	PhD	Gestão, especialização em recursos humanos e comportamento organizacional	2022
ISCTE - Instituto Universitário de Lisboa	M.Sc.	Psicologia Social e das Organizações	2016
ISCTE - Instituto Universitário de Lisboa	Licenciante	Psicologia	2014

Teaching Activities

Teaching Year	Sem.	Course Name	Degree(s)	Coord
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2024/2025	2°	Human Resources Management	Bachelor Degree in Industrial Management and Logistics; Bachelor Degree in Finance and Accounting; Bachelor Degree in Marketing; Bachelor Degree in Industrial Management and Engineering; Bachelor Degree in Marketing Management; Bachelor Degree in Management;	No
2024/2025	1°	Social and Organizational Diagnosis and Intervention	Master Degree in Social and Organizational Psychology;	No
2023/2024	1°	Social and Organizational Psychology	Bachelor Degree in Human Resources Management;	No
2023/2024	1°	Social and Organizational Diagnosis and Intervention	Master Degree in Social and Organizational Psychology;	No
2022/2023	2°	Human Resources Management	Bachelor Degree in Industrial Management and Logistics; Bachelor Degree in Finance and Accounting; Bachelor Degree in Marketing; Bachelor Degree in Industrial Management and Engineering; Bachelor Degree in Marketing Management; Bachelor Degree in Management;	No
2022/2023	1°	Social and Organizational Psychology	Bachelor Degree in Human Resources Management;	No
2022/2023	1°	Social and Organizational Diagnosis and Intervention	Master Degree in Social and Organizational Psychology;	No
2021/2022	2°	Human Resources Management	Bachelor Degree in Industrial Management and Logistics; Bachelor Degree in Finance and Accounting; Bachelor Degree in Marketing; Bachelor Degree in Industrial Management and Engineering; Bachelor Degree in Marketing Management; Bachelor Degree in Management;	No
2021/2022	2°	Social and Organizational Psychology	Bachelor Degree in Human Resources Management;	No
2019/2020	2°	Writing Scientific and Technical Texts	Bachelor Degree in Economics; Bachelor Degree in Industrial Management and Logistics; Bachelor Degree in Finance and Accounting; Institutional Degree in Softskills; Bachelor Degree in Political Science; Bachelor Degree in Anthropology; Bachelor Degree in Social Work (PL); Bachelor Degree in Sociology; Bachelor Degree in Industrial Management and Engineering; Bachelor Degree in Human Resources Management; Bachelor Degree in Data Science (PL); Bachelor Degree in Anthropology (PL); Bachelor Degree in Marketing Management; Bachelor Degree in Sociology (PL); Bachelor Degree in Data Science; Bachelor Degree in Management; Bachelor Degree in Social Work;	No

2019/2020	2°	Technical Report Writing	Bachelor Degree in Industrial Management and Engineering; Bachelor Degree in Anthropology (PL);	No
2019/2020	1°	Writing Scientific and Technical Texts	Bachelor Degree in Economics; Bachelor Degree in Industrial Management and Logistics; Bachelor Degree in Finance and Accounting; Institutional Degree in Softskills; Bachelor Degree in Political Science; Bachelor Degree in Anthropology; Bachelor Degree in Social Work (PL); Bachelor Degree in Sociology; Bachelor Degree in Industrial Management and Engineering; Bachelor Degree in Human Resources Management; Bachelor Degree in Data Science (PL); Bachelor Degree in Anthropology (PL); Bachelor Degree in Marketing Management; Bachelor Degree in Sociology (PL); Bachelor Degree in Data Science; Bachelor Degree in Management; Bachelor Degree in Social Work;	No
2019/2020	1°	Bibliographical Research and Information Analysis	Bachelor Degree in Industrial Management and Engineering; Bachelor Degree in Anthropology (PL);	No

Supervisions

• M.Sc. Dissertations

- Ongoing

	Student Name	Title/Topic	Language	Status	Institution
1	Luís Gonçalo Camacho	Presenteeism, Hybrid Work and the Family-Work Conflict	--	Developing	ISCTE-IUL
2	David Miguel Neves Pedro	Mental health-related job resources and their impact on employees' attitudes	--	Developing	ISCTE-IUL
3	Constança Gomes da Cruz Dias Gonçalves	Strategic plan to mitigate the problem of physical functions and aging: Aquarists in Oceanário de Lisboa	--	Developing	ISCTE-IUL
4	Carlos Filipe Pereira Bento	Burnout study and employee evolution through robotic and human monitoring	--	Developing	ISCTE-IUL
5	Rafaela Alexandra Lopes Serrano	Presenteeism, leadership support and health conditions	--	Developing	ISCTE-IUL

- Concluded

	Student Name	Title/Topic	Language	Institution	Concluding Year
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1	Ricardo Guilherme de Miranda Marques	Relationship between Technostress, Burnout and Presenteeism: the moderating effect of Leadership.	Portuguese	ISCTE-IUL	2023
2	Inês Casimiro	Human resources policies and their impact on talent retention and organizational commitment in Generation Z.	English	ISCTE-IUL	2023

Total Citations

Web of Science®	307
Scopus	370

Publications

• Scientific Journals

- Scientific journal paper

1	<p>Lopes, S. L., Ferreira, A. I., Prada, R. & Schwarzer, R. (2023). Social robots as health promoting agents: An application of the health action process approach to human-robot interaction at the workplace. <i>International Journal of Human-Computer Studies</i>. 180</p> <p>- Times Cited Web of Science®: 2 - Times Cited Scopus: 4 - Times Cited Google Scholar: 4</p>
2	<p>Lopes, S. L., Ferreira, A. I. & Prada, R. (2023). The use of robots in the workplace: Conclusions from a health promoting intervention using social robots. <i>International Journal of Social Robotics</i>. 15, 893-905</p> <p>- Times Cited Web of Science®: 4 - Times Cited Scopus: 3 - Times Cited Google Scholar: 10</p>
3	<p>Ruhle, S. A., Breitsohl, H., Aboagye, E., Baba, V., Biron, C., Correia Leal, C...Yang, T. (2020). "To work, or not to work, that is the question" – Recent trends and avenues for research on presenteeism. <i>European Journal of Work and Organizational Psychology</i>. 29 (3), 344-363</p> <p>- Times Cited Web of Science®: 105 - Times Cited Scopus: 104 - Times Cited Google Scholar: 172</p>
4	<p>Rodrigues, H., Almeida, F., Figueiredo, V. & Lopes, S. L. (2019). Tracking e-learning through published papers: a systematic review. <i>Computers and Education</i>. 136, 87-98</p> <p>- Times Cited Web of Science®: 183 - Times Cited Scopus: 247 - Times Cited Google Scholar: 553</p>
5	<p>Lopes, S. L., Ferreira, A. I., Passos, A., Neves, M., Sousa, C. & Sá, M. J. (2018). Depressive symptomatology, presenteeism productivity and quality of life. <i>Journal of Occupational and Environmental Medicine</i>. 60 (4), 301-308</p> <p>- Times Cited Web of Science®: 11 - Times Cited Scopus: 12</p>

6	Lopes, S. L., Almeida, F. & Ferreira, A. I. (2017). Ensino à distância: comparação entre Blended learning e ensino exclusivamente presencial numa escola de gestão portuguesa. <i>Psicologia, Educação e Cultura</i> . 21 (2), 70-92 - Times Cited Google Scholar: 3
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• Books and Book Chapters

- Book chapter

1	Almeida, F., Junça Silva, A. & Lopes, S. L. (2024). Artificial Intelligence and people management in the 21st century. In <i>Artificial Intelligence in Production Engineering and Management.</i> : Woodhead Publishing.
2	Lopes, S. L. & Ferreira, A.I. (2020). Workplace Flexibility Increases Productivity Throughout Presenteeism: A Conceptual Framework. In <i>Flexible Work Designing our Healthier Future Lives.</i> : Routledge. - Times Cited Google Scholar: 1

• Conferences/Workshops and Talks

- Publication in conference proceedings

1	Lopes, S., Rocha, J., Ferreira, A. I. & Prada, R. (2021). Social robots as leaders: Leadership styles in human-robot teams. In <i>Proceedings of 2021 30th IEEE International Conference on Robot & Human Interactive Communication (RO-MAN)</i> . (pp. 258-263): IEEE. - Times Cited Web of Science®: 2 - Times Cited Google Scholar: 7
2	Rodrigues, H., Almeida, F., Figueiredo, V. & Lopes, S. (2018). Mapping key concepts of e-learning and educational-systematic review through published papers. In L. Gómez Chova, A. López Martínez, I. Candel Torres (Ed.), <i>11th annual International Conference of Education, Research and Innovation</i> . (pp. 8949-8952). Sevilla: IATED. - Times Cited Google Scholar: 9

- Talk

1	Lopes, S. L., Ferreira, A.I., Prada, R. & Schwarzer, R. (2022). The use of robots in the workplace: conclusions from a health promoting intervention using social robots. 1ª Conferência de Saúde Societal.
2	Lopes, S. L., José Bernardo Rocha, Ferreira, A.I. & Prada, R. (2021). Social robots as leaders: leadership styles in human-robot teams. 30th IEEE International Conference on Robot and Human Interactive Communication.
3	Lopes, S. L., Ferreira, A.I. & Prada, R. (2019). Should leaders go to work sick? Investigating the impact on workers' productivity. <i>Leadership & Society Forum</i> .
4	Lopes, S. L., Ferreira, A.I. & Prada, R. (2019). Leadership presenteeism engagement: Construction and psychometric evidence of a new instrument. <i>ECPA 15th European Conference on Psychological Assessment</i> .
5	Lopes, S. L., Ferreira, A.I. & Prada, R. (2019). Associations between leaders' health conditions and worker productivity. <i>EURAM 2019 19th Annual Conference of the European Academy of Management</i> .
6	Lopes, S. L., Ferreira, A.I. & Prada, R. (2019). Stay at home or go to work sick? Leaders' presenteeism and workers emotional and behavioral reactions. <i>19th Eawop Congress</i> .

7	Lopes, S. L., Almeida, F. & Ferreira, A.I. (2018). Aplicação de um modelo de Online Training numa escola de gestão portuguesa: comparação entre formação presencial e formação à distância. IV Simpósio Formação e Desenvolvimento Organizacional.
8	Lopes, S. L. & Ferreira, A.I. (2018). Stay at home or go to work sick? Leaders' Presenteeism and workers behavioral reactions. EAWOP Small Group Meeting.
9	Lopes, S. L. & Ferreira, A.I. (2018). Stay at home or go to work sick? Leaders' Presenteeism and workers emotional and behavioral reactions. 13th European Academy of Occupational Health Psychology.
10	Lopes, S. L., Ferreira, A.I., Passos, A. M., Neves, M., Sousa, C. & Sá, M.J. (2017). Depressive symptomatology, presenteeism productivity and quality of life: a moderated mediation model. 4th International Porto Congress of Multiple Sclerosis. - Times Cited Google Scholar: 17
11	Lopes, S. L. & Ferreira, A.I. (2017). How Depressive Symptomatology influence Productivity and Quality of life: A Moderated Mediation Model. VII Conference Research and Intervention in Human Resources.

Research Projects			
Project Title	Role in Project	Partners	Period
Design and evaluation of technological support tools to empower stakeholders in digital education	Researcher	BRU-Iscte (OB&HR), UVEG - Leader (Spain), RU - (Netherlands), UBB - (Romania), UTC - (Romania), HVL - (Norway), AUTISME-EUROPE AISBL - (Belgium), INESC-ID - (Portugal), ITC - (Romania)	2023 - 2025