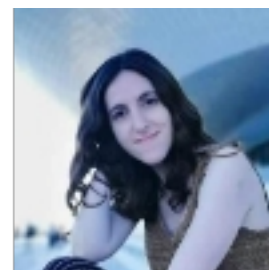


Warning: [2026-06-24 11:52] this document is a print-out of the Ciência-iul web portal and was automatically generated at the labeled date. The document has a mere informational purpose and represents the information contained on Ciência_Iscte at that date.

Sara Lopes

Associate Researcher

BRU-Iscte - Business Research Unit



Contacts

E-mail	Sara_Lampreia_Lopes@iscte-iul.pt
Office	D4.06

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
2026/2027	1º	Leading Digital Transformation & Innovation	Master Degree in Computer Science and Business Management;	No
2025/2026	1º	Leading Digital Transformation & Innovation	Master Degree in Computer Science and Business Management;	No
2024/2025	1º	Social and Organizational Diagnosis and Intervention		No
2023/2024	1º	Social and Organizational Psychology	Bachelor Degree in Human Resources Management;	No
2023/2024	1º	Social and Organizational Diagnosis and Intervention		No
2022/2023	2º	Human Resources Management	Bachelor Degree in Marketing Management; Bachelor Degree in Management;	No
2022/2023	1º	Social and Organizational Psychology	Bachelor Degree in Human Resources Management;	No
2022/2023	1º	Social and Organizational Diagnosis and Intervention		No
2021/2022	2º	Human Resources Management	Bachelor Degree in Management;	No
2021/2022	2º	Social and Organizational Psychology		No
2019/2020	2º	Writing Scientific and Technical Texts	Institutional Degree in Softskills;	No
2019/2020	2º	Technical Report Writing		No
2019/2020	1º	Writing Scientific and Technical Texts	Institutional Degree in Softskills;	No
2019/2020	1º	Bibliographical Research and Information Analysis		No

Supervisions

• M.Sc. Dissertations - Ongoing

	Student Name	Title/Topic	Language	Status	Institution
1	Isabel Maria Leite Oliveira	Relação da semana de 4 dias de trabalho, burnout, bem-estar e conflito trabalho-família	--	Developing	Iscte

2	Maria Leonor Lameiras da Gama Ochôa	Impact of perceptions of justice and types of leadership on organizational well-being	--	Developing	Iscte
3	Carlos Filipe Pereira Bento	Tecnologia nos Recursos Humanos e Empresas	--	Developing	Iscte

- Concluded

	Student Name	Title/Topic	Language	Institution	Concluding Year
1	Maria Beatriz de Spínola Barreto Lopes Marques	The Impact of Artificial Intelligence in recruitment and selection stages	English	Iscte	2025
2	David Miguel Neves Pedro	The impact of Psychosocial Safety Climate on Turnover Intention, Job Satisfaction and Organizational Commitment: the mediating role of Burnout	English	Iscte	2024
3	Mónica Sofia Pedrôgão Paulino	The Role of Perceived Leader Integrity in Talent Engagement and Retention.	Portuguese	Iscte	2024
4	Luís Gonçalo Camacho	The relationship between presentism, engagement and work-family conflict: the impact of onsite and remote work.	Portuguese	Iscte	2024
5	Ricardo Guilherme de Miranda Marques	Relationship between Technostress, Burnout and Presenteeism: the moderating effect of Leadership.	Portuguese	Iscte	2023
6	Inês Casimiro	Human resources policies and their impact on talent retention and organizational commitment in Generation Z.	English	Iscte	2023

• M.Sc. Final Projects

- Concluded

	Student Name	Title/Topic	Language	Institution	Concluding Year
1	Constança Gomes da Cruz Dias Gonçalves	Strategic Plan to mitigate physical demands: the case of Aquarists in Oceanário de Lisboa	English	Iscte	2024

Total Citations

Web of Science®	528
Scopus	542

Publications

• Scientific Journals

- Scientific journal paper

1	<p>Costescu, C., Ferreira, P., Ferreira, A., David, C., Herrera, G., Haldal, I....Roan, A. (2026). Functionality, safety and usability of a digital platform supporting executive functions in children with specific educational support needs. <i>Journal of Enabling Technologies</i>. 20 (1), 34-55</p> <p>- Times Cited Web of Science®: 1 - Times Cited Google Scholar: 2</p>
2	<p>Almeida, F., Junça Silva, A., Lopes, S. L. & Braz, I. (2025). Understanding recruiters' acceptance of artificial intelligence: Insights from the Technology Acceptance Model. <i>Applied Sciences</i>. 15 (2)</p> <p>- Times Cited Web of Science®: 28 - Times Cited Scopus: 28</p>
3	<p>Ferreira, P., David, C., Costescu, C., Vera, L., Herrera, G., Lopes, S....Trindade, F. (2025). Neurodevelopmental disorders: Assessing and training working memory. <i>BMC Psychology</i>. 13 (1)</p> <p>- Times Cited Scopus: 1</p>
4	<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®: 12 - Times Cited Scopus: 16 - Times Cited Google Scholar: 31</p>
5	<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®: 9 - Times Cited Scopus: 13 - Times Cited Google Scholar: 21</p>
6	<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®: 172 - Times Cited Scopus: 159 - Times Cited Google Scholar: 268</p>
7	<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®: 282 - Times Cited Scopus: 310 - Times Cited Google Scholar: 692</p>
8	<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®: 14 - Times Cited Scopus: 13</p>

9	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: 2
---	---

• Books and Book Chapters

- Book chapter

1	Almeida, F., Junça Silva, A., Lopes, S. L. & Ricardo, S. (2025). Artificial Intelligence (AI), labor relations and human resource management. In Carolina Machado, Joao Paulo Davim (Ed.), <i>Challenges and opportunities in the artificial intelligence era</i> . (pp. 43-60): Springer.
2	Almeida, F., Junça Silva, A. & Lopes, S. L. (2024). Artificial intelligence and people management in the 21st century. In Carolina Machado and J. Paulo Davim (Ed.), <i>Artificial intelligence in production engineering and management</i> . (pp. 41-64): Elsevier. - Times Cited Scopus: 2
3	Costa Ferreira, P.A. N., Veiga Simão, A.M., Stilwell, D., Lopes, S. L., Diogo Domingues & Fátima Trindade (2024). Computer-Supported Collaborative Learning and the Regulation of Learning in Neurodiverse Children. In <i>Digital Technologies for Learning and Psychological Interventions</i> . (pp. 273-288): Springer Nature Switzerland.
4	Ferreira, P.C., Veiga Simão, A.M., Diana Stilwell, Lopes, S. L., Fátima Trindade, N. Pereira...Francisco, S. (2024). Moral Disengagement in Cyberbullying Through Serious Games in Neurodiverse Children. In <i>Digital Technologies for Learning and Psychological Interventions</i> . (pp. 255-272): Springer Nature Switzerland.
5	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®: 10 - Times Cited Google Scholar: 29
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: 11

- Talk

1	Costa Ferreira, P.A. N., Stilwell, D., Lopes, S. L., Cristina Costescu, Ferreira, A.I. & Gerardo Herrera (2025). EMPOWER, a digital platform to assess and train executive functions and emotion regulation. 14th Autism Europe Congress.
---	---

2	Ferreira, A.I., Stilwell, D., Lopes, S. L., Costa Ferreira, P.A. N., Cristina Costescu, Lucia Vera...Gerardo Herrera (2025). Empowering inhibition skills: Evaluating executive function and academic performance through a game-based approach for children with NDDs. European Conference on Psychological Assessment.
3	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.
4	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.
5	Lopes, S. L., Ferreira, A.I. & Prada, R. (2019). Should leaders go to work sick? Investigating the impact on workers' productivity. Leadership & Society Forum.
6	Lopes, S. L., Ferreira, A.I. & Prada, R. (2019). Leadership presenteeism engagement: Construction and psychometric evidence of a new instrument. ECPA 15th European Conference on Psychological Assessment.
7	Lopes, S. L., Ferreira, A.I. & Prada, R. (2019). Associations between leaders' health conditions and worker productivity. EURAM 2019 19th Annual Conference of the European Academy of Management.
8	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. 19th Eawop Congress.
9	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.
10	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.
11	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.
12	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
13	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.

• Other Publications

- Report

1	Stilwell, D., Ferreira, A.I., Costa Ferreira, P.A. N., Lopes, S. L., Veiga Simão, A.M., Veiga Simão, A.M....Lucia Vera (2024). Conceptual Development Protocol of EMPOWER Platform and Games - Empower platform D2.3.
2	Stilwell, D., Ferreira, A.I., Lopes, S. L., Cotesco, Cristina, Carmen David, Costa Ferreira, P.A. N....Veiga Simão, A.M. (2023). Common framework for game development - Empower platfrom D2.1.
3	Stilwell, D., Paiva, A., Campos, J., Joana Brito, Costa Ferreira, P.A. N., Ferreira, A.I....et al (2023). Algorithms features and abilities - Empower platform D4.1.

4	Stilwell, D., Lopes, S. L., Ferreira, A.I., Costa Ferreira, P.A. N., Cotescu, Cristina & Carmen David (2023). General framework for the ethical requirements - Empower platform D8.1.
5	Stilwell, D., Lopes, S. L., Ferreira, A.I., Costa Ferreira, P.A. N., Cotescu, Cristina & Carmen David (2023). Ethical procedures - Empower platform D8.2.
6	Stilwell, D., Ferreira, A.I., Costa Ferreira, P.A. N., Lopes, S. L., Cotescu, Cristina, David, Lucia...et al (2023). Database with composite scores on EFs and ER - Empowerplatform D2.2.
7	Stilwell, D., Ferreira, A.I., Costa Ferreira, P.A. N., Lopes, S. L., Ilona Helda, Cotescu, Cristina...Carmen David (2023). Data Management Plan - Empower platform D7.3.

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