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Sara Lopes

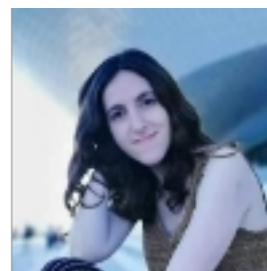
Professora Auxiliar Convidada

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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	Licenciate	Psicologia	2014

Teaching Activities

Teaching Year	Sem.	Course Name	Degree(s)	Coord
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	Maria Leonor Lameiras da Gama Ochôa	Impact of perceptions of justice and types of leadership on organizational well-being	--	Developing	Iscte
2	Carlos Filipe Pereira Bento	Tecnologia nos Recursos Humanos e Empresas	--	Developing	Iscte

3	Isabel Maria Leite Oliveira	Relação da semana de 4 dias de trabalho, burnout, bem-estar e conflito trabalho-família	--	Developing	Iscte
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- 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 Pedrógão 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®	461
Scopus	487

Publications

• Scientific Journals

- Scientific journal paper

1	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) - Times Cited Web of Science®: 12 - Times Cited Scopus: 13
2	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 - Times Cited Web of Science®: 8 - Times Cited Scopus: 10 - Times Cited Google Scholar: 15
3	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 - Times Cited Web of Science®: 9 - Times Cited Scopus: 11 - Times Cited Google Scholar: 20
4	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 - Times Cited Web of Science®: 155 - Times Cited Scopus: 141 - Times Cited Google Scholar: 234
5	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 - Times Cited Web of Science®: 257 - Times Cited Scopus: 298 - Times Cited Google Scholar: 663
6	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 - Times Cited Web of Science®: 13 - Times Cited Scopus: 12
7	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

• 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 <i>Challenges and Opportunities in the Artificial Intelligence Era</i> . (pp. 43-60).: Springer.
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2	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 Digital Technologies for Learning and Psychological Interventions. (pp. 273-288).: Springer Nature Switzerland.
3	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 Digital Technologies for Learning and Psychological Interventions. (pp. 255-272).: Springer Nature Switzerland.
4	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.), Artificial intelligence in production engineering and management. (pp. 41-64).: Elsevier. - Times Cited Scopus: 2
5	Lopes, S. L. & Ferreira, A.I. (2020). Workplace Flexibility Increases Productivity Throughout Presenteeism: A Conceptual Framework. In Flexible Work Designing our Healthier Future Lives.: 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 Proceedings of 2021 30th IEEE International Conference on Robot & Human Interactive Communication (RO-MAN). (pp. 258-263).: IEEE. - Times Cited Web of Science®: 7 - Times Cited Google Scholar: 18
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.), 11th annual International Conference of Education, Research and Innovation. (pp. 8949-8952). Sevilla: IATED. - Times Cited Google Scholar: 11

- 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. Leadership & Society Forum.
4	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.
5	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.
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. 19th Eawop Congress.

7	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.
8	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.
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., 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: 16
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